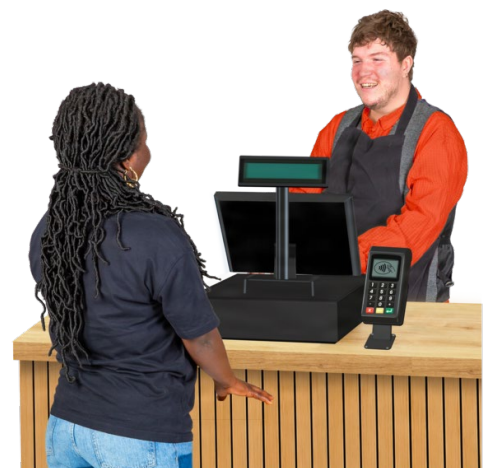
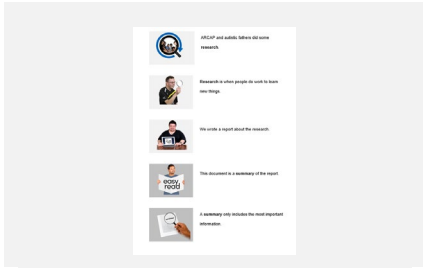


What it is like for Autistic people to work in small and medium workplaces

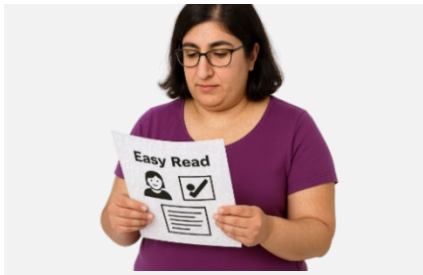
Aspect Research Centre for Autism Practice



Bold words

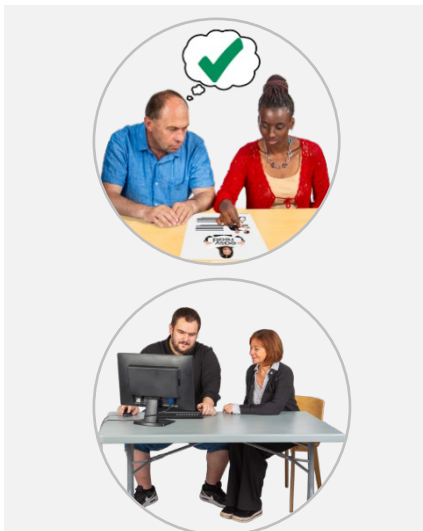


Some words in this document are **bold**.



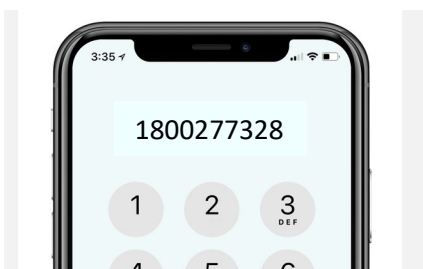
We write what the bold words mean.

Help with this document



You can get someone to help you

- understand this document
- find more information.



Contact information is at the end of this document.

About this document



This document is from the Aspect
Research Centre for Autism Practice.

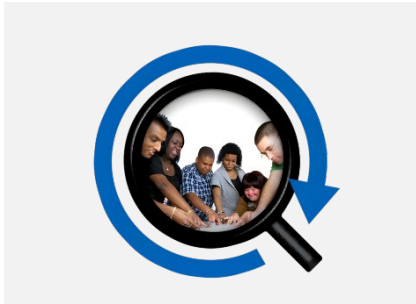


We are called ARCAP for short.



When you see the word 'we' it means
ARCAP.

About the research



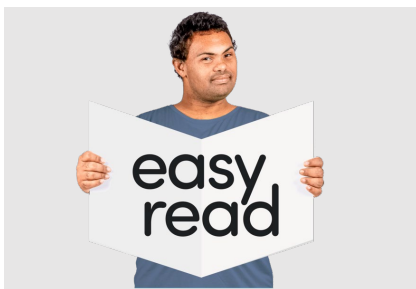
ARCAP did some **research**.



Research is when people do work to learn new things.



We wrote a report about the research.

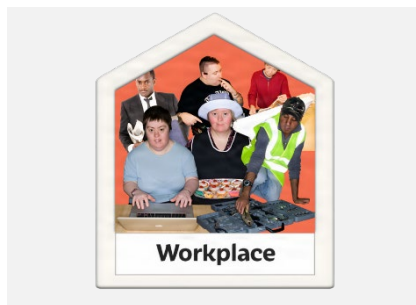


This document is a **summary** of the report.



A **summary** only includes the most important information.

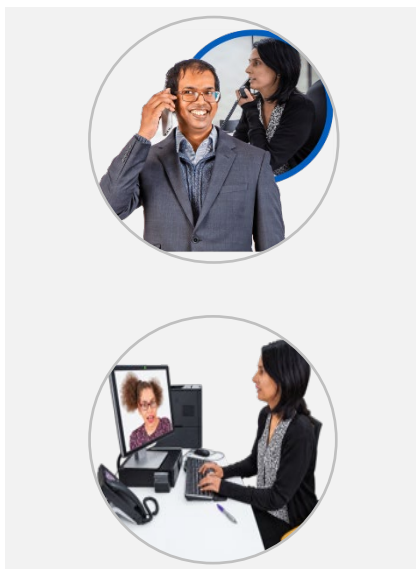
How we did the research



We wanted to know what it is like for Autistic people to work in **small and medium workplaces** in Australia.



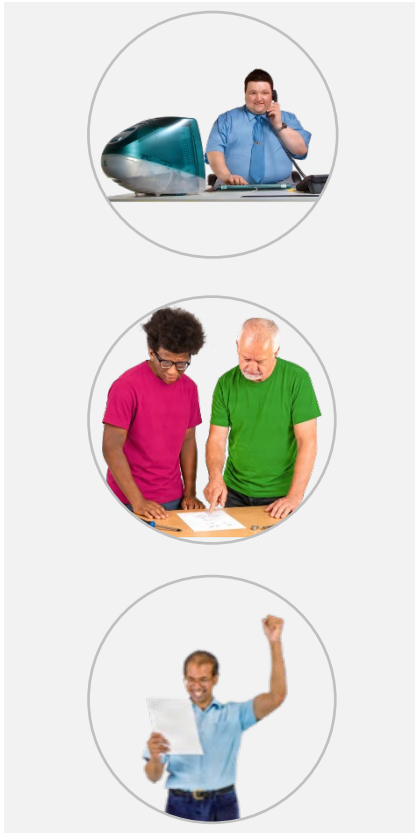
A **small and medium workplace** is a place with less than 250 workers.



We spoke with

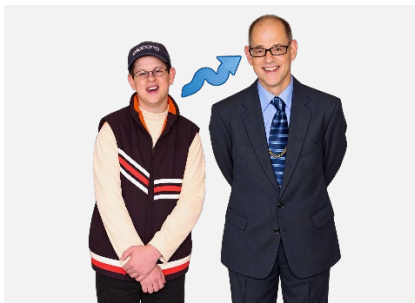
- Autistic adults who work in small and medium workplaces
- parents of Autistic people who work in small and medium workplaces.

What the research told us



Working helped Autistic people

- keep busy
- learn new skills
- feel proud.



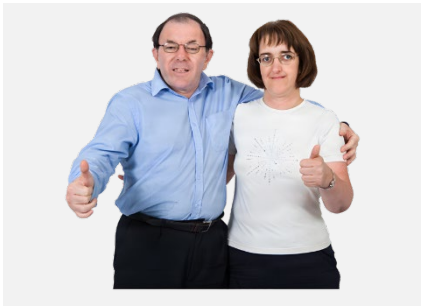
Some young people said working helped them prepare for adult life.



Many people enjoyed being part of a team.



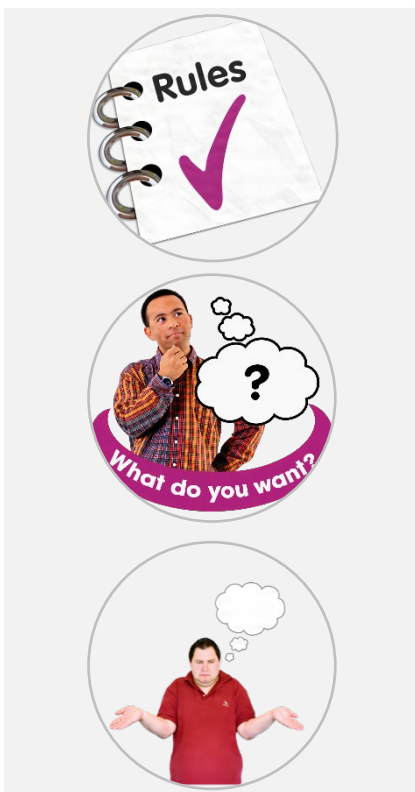
They liked meeting new people.



They liked making new friends.



Some parts of working were hard.



Some Autistic people found it hard to understand

- the rules at work
- what people expected
- what to do in different situations.



Some people used a lot of energy to
fit in.



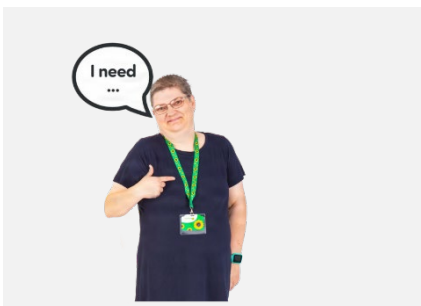
This could lead to burnout.



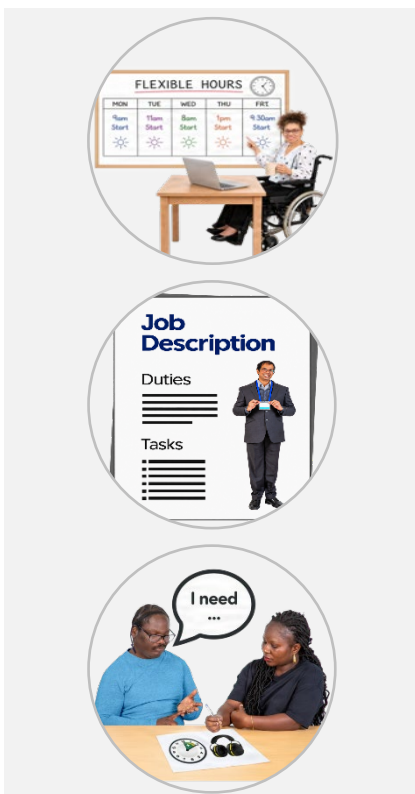
Many people preferred working for small and medium workplaces.



They said these workplaces felt friendly.



Many small and medium workplaces made changes to meet the needs of workers.

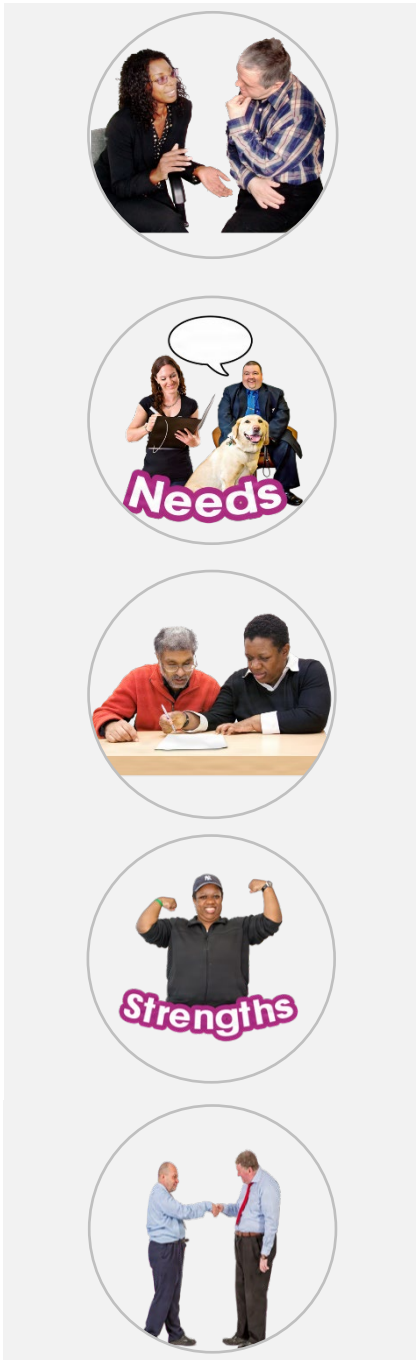


Small and medium workplaces made changes to

- work hours
- tasks
- help people do their job.



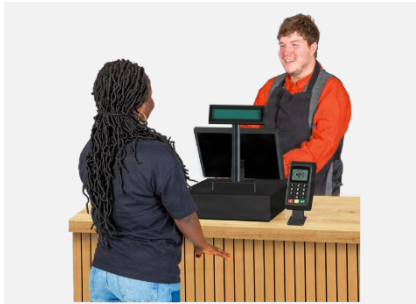
Many people said good managers helped them do well at work.



Good managers

- listened
- respected their needs
- worked with them to fix problems
- valued their strengths
- understood their different way of thinking.

Why this research is important



This research tells us what small and medium workplaces can do to help Autistic workers.



We used this information to write a guide for small and medium workplaces.

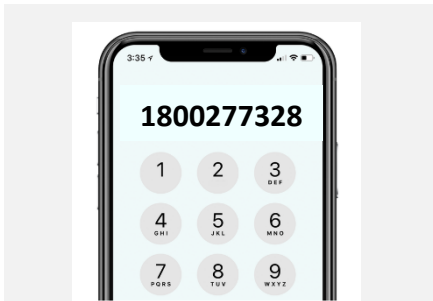


You can [download this guide](#).

Contact us



If you want more information contact
ARCAP.



You can call 1800 277 328 and ask for
ARCAP.



You can go to our website
aspect.org.au.



You can email
customerengagement@aspect.org.au.