



**SIYAKHA**  
IMPLEMENTATION PARTNERS



**SIYAKHA DISABILITY  
PROFILE  
APRIL 2013**

## **BUILDING AWARENESS OF AUTISM**

### **Dear Valued Client,**

We are delighted to bring you the April Disability Profile. April is an important month for all people living with Autism and their supporters throughout the world. In April every year, World Autism Day is celebrated to bring an awareness and understanding of this condition which affects a growing numbers of children every year.

Autism South Africa defines Autism as "... a lifelong, complex condition that occurs as a result of disordered brain growth, structure and development." Autism is believed to stem from a genetic predisposition triggered by environmental factors and affects 4-5 times more boys than girls.

In broad terms, there are 2 main "types" of Autism on the spectrum; "Kanner/Classic Autism" where in addition to the Autism, there is also intellectual impairment. Statistically, it is considered that 76% of people with Autism have "Kanner/Classic" Autism (i.e. also have intellectual impairments in varying degrees), whereas 24% of people with Autism do not have any intellectual impairments, nor speech delay in early childhood years and these people are classified as having "Asperger Syndrome", displaying a "normal" or more than often, above average intellectual ability."

Autism affects social communication, social interaction, social thinking and imagination and sensory perception. It is estimated that worldwide, Autism in one form or another, affects 1 in every 110 children. In South Africa, Statistics SA indicate that 1 in every 86 children will be affected by this disease. Autism affects families across all racial, ethnic and socio economic groups.

Very little has been written about employing persons with Autism from a South African point of view and the research available is primarily from a first world perspective. Anna Atkins, CEO, Autism Eastern Cape stated that "...there is an overwhelming need to create a uniquely South African model to empower adults with Autism to be employed and contribute to society." In a population of just over 50 million, South Africa has approximately 600 000 sufferers, many of whom are willing and able to work. It takes commitment from schools, parents, family units and employers to integrate these individuals into the workplace.

**"In April every year, World Autism Day is celebrated to bring an awareness and understanding of this condition..."**

Many persons diagnosed with Autism are highly functioning intellectual individuals who are an asset to any organisation. Accommodating person's with Autism can mean anything from working flexi hours so the sufferer does not have to deal with the pressure of rush hour, task orientated environment (many sufferers do not have concept of time), quiet places to work away from phones ringing and fluorescent lighting which can affect concentration.

International research suggests that more than a quarter of graduates with Autism are unemployed, the highest rate of any disability group. Nevertheless, employers are increasingly coming round to the arguments from disability advocates that employing those on the spectrum is not about charity or social responsibility – but the empirical benefit of taking on people with unique skills.

According to Tom Madders, from a UK-based organisation that focuses on integrating people with Autism into the workplace, "When someone has the intellectual ability and ends up doing a job like working in a supermarket, it's heartbreaking. It's such a waste because although everyone with Autism is different, the things they bring that are additional to the rest of us include a very high concentration level, very good attention to detail and analytical skills that are key in data analysis and when looking for anomalies in complex spreadsheets," he said. "Why would employers want to miss out on those skills? In addition, those with autism have very specialist areas of exhaustive interest which, if these can coincide with the job in hand, can be extremely useful. They're much more reliable in terms of timeliness and absenteeism and very loyal. Often, they're very happy in jobs other people find boring."

An article in "Autism after 16", an American newsletter, reviewed the economic impact of employing persons with Autism. Amy Wood, the author, interviewed many employers who have Autism sufferers on their workforce and all indicated that hiring Autistic adults can have far-reaching benefits. For persons with Autism and related spectrum disabilities, the benefits include a sense of purpose, meaningful work, socialization, and a salary. For the employer, hiring a person with autism may mean getting an incredibly productive worker, someone who does the task given and more, and who often motivates colleagues to increase productivity. For society, the benefits are immense. More workers are needed as the work force ages. An inclusive society benefits everyone with more productive workers. People earning money contribute by purchasing consumer goods and paying taxes.

**"International research suggests that more than a quarter of graduates with Autism are unemployed, the highest rate of any disability group"**



As always, successfully implementing a Disability programme should consider your policies, your people and your processes. We advocate understanding the issues of Disability and your organisational needs so that you accommodate people in roles within which they can thrive.

Siyakha works closely with many of South Africa's Disability Organisations to build awareness and to assist disabled individuals to find meaningful and sustainable employment across all provinces and in all industries.

We remain humbled to be able to work with individuals who are some of the most inspiring people our team have had the pleasure to meet.

Be part of the solution.

With warm wishes  
The Siyakha Team

Please note that the list of candidates that follow is a small selection of the candidates we currently have on our books. Please contact Angela Raine ([angela@siyakha.co.za](mailto:angela@siyakha.co.za)) or call (011) 706 9006 and speak to us directly and will be able to assist you with your recruitment needs.



## CANDIDATES: WESTERN CAPE

### **Physical (Walks with crutches: Spina Bifida) CPT/APR/AS**

EE candidate: This young lady is well presented with a friendly and professional demeanour. She is in possession of Matric as well as a Logistics Certificate through Damelin. Although she has mainly reception experience, she is eager to find opportunities that will allow her to grow and diversify her skills within the office support environment. She has a positive, teachable attitude and can work independently.

### **Physical (Walks with crutches due to polio) CPT/APR/VM**

EE candidate: Having recently completed a Business Management learnership, this young and friendly candidate is eager to get her career started and is looking to find employment within the office support environment. She is computer literate and although she prefers to work in a team environment she is able to work independently.

### **Epilepsy CPT/APR/YL**

EE candidate: Having worked for many years within the NGO environment as a facilitator on HIV/AIDS related policies and queries, our candidate decided that he needed to broaden his horizons so as to gain work experience within other industries as well. Last year he completed a Learnership within the media field and is currently on contract marketing and selling advertising space within popular magazines. He is a self-motivated person with the ability to work effectively with or without direct supervision as well as within a team or independently. Our candidate is looking to find permanent employment within a field that will further diversify his administration and customer service skills.



## **CANDIDATES: KWA ZULU NATAL**

### **Physical (Paraplegic: Polio) KZN/APR/NS**

This candidate is a highly organized, self-motivated and pro-active individual who prides himself on his ability to work speedily, accurately and efficiently under pressure. He has strong problem-solving skills and is able to take initiative in finding improved ways to tackle tasks at hand by finding alternatives to problems. He holds an Honours degree in Environmental Management and completed his research articles using GIS to assist his analysis. He is currently employed as a Senior Research Technologist and is seeking new challenges for his career. He has extensive experience in spatial dataset development, collection, cleaning and analysis. He is a team player who is attentive to detail and able to work in a fast paced environment.

### **Physical (Deaf) KZN/APR/DK**

This candidate is an energetic and motivated individual who has worked extensively in the finance field and carries out her tasks in an efficient and effective manner. She holds a Bachelor of Science degree specialising in Accounting which she studied in Washington DC, which she completed Magna Cum Laude. She has 7 years experience mostly specific to the Accounting field covering Auditing, Bookkeeping, Financial Analysis and Tax. She has gained international experience having worked in America and returning to work at one of the big 4 auditing firms in South Africa.

### **Physical (Using a walking stick) KZN/APR/JD**

This vibrant candidate is partially disabled due to a lame foot and he uses a walking stick to manage his disability. He holds a Masters degree with specialization in Strategic Human Resource Development and is currently studying toward his Doctor of Philosophy (PhD) with the main focus on safety culture and assessment of employees. He has 15 years working experience serving as a Human Resource Generalist. He has a vast knowledge in the full HR function covering recruitment and selection, Industrial Relations, Performance Management and Corporate Social Investment. He is on the lookout for a 5 year contract, preferably in Africa or South Africa, where he is able to implement large Change Management programmes leading to full operational localization/ profitability. His experience is mostly in mining and heavy industry operations as they often prove a challenge to work in.



Please contact Angela Raine for more information on how to integrate persons with disabilities in your organisation on 011 706 9006 or email [angela@siyakha.co.za](mailto:angela@siyakha.co.za)

[www.siyakha.co.za](http://www.siyakha.co.za)

## **CANDIDATES: GAUTENG**

### **Physical (Paraplegic) GA/APR/MK**

A well-motivated man with a Masters of Business Administration (MBA) and a Bachelors Degree in Economic Science. The candidate has several years of experience in marketing positions for leading South African companies. His wealth of experience includes exposure to the full marketing function including, brand positioning, sponsorship management and sales forecasting. The candidate is currently employed as a Marketing Manager and is looking for a challenging position which will take his career to the next level. The candidate is a paraplegic using a wheelchair.

### **Sensory (Visual impairment -Albinism) GA/APR/SM**

After completing his BA in Politics, this candidate studied for his Honours in Public Governance/Administration. He is currently a registered student for a Masters of Public Administration. This well-educated and dedicated man is looking for career prospects that will provide career growth opportunities which will allow him to utilise his qualifications.

### **Physical (Post-Polio) GA/APR/VN**

An energetic, friendly young lady, currently studying towards attaining a National Diploma in Human Resource Management. This candidate has more than four years experience front office administration and organising office functions. She is looking for a role which will allow her to embark upon a career in Human Resources or a challenging position in Office Administration. This candidate has polio and walks with the aid of crutches.

**Contact Siyakha today for a no obligations discussion**