



Neuro-Diversity Work Experience Programme

*Everyone Valued, Everyone Included,
Everyone Performing at Their Peak™*



A global company of leading brands



- Over **\$70 billion** in sales
- Over **65** brands in over **180** countries
- **#1** or **#2** in **80%** of our categories
- 110,000 employees **>8,000** in R&D
- **27** global R&D Centres
- Everyday life for **5 billion** consumers



Centre for Innovation



Inventing the Future of Grooming

Innovating for over 50 years



Every system razor since the 70's originated at the Reading Technical Centre



P&G Innovating for 180 years

How does P&G recruit?



- Internship and Apprenticeship programmes
- Everyone treated exactly the same
- Two levels of recruitment based on education
- Online questionnaire, interview and reasoning test

**OUR BEST BREAKTHROUGHS COME
FROM VALUING DIFFERENT
PERSPECTIVES.**



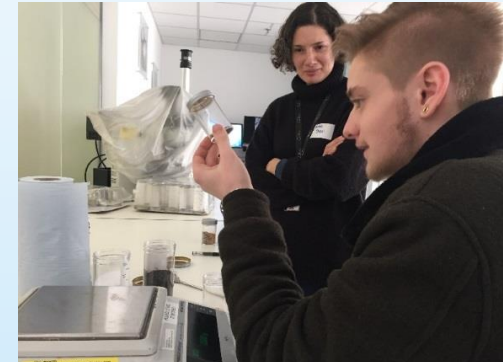
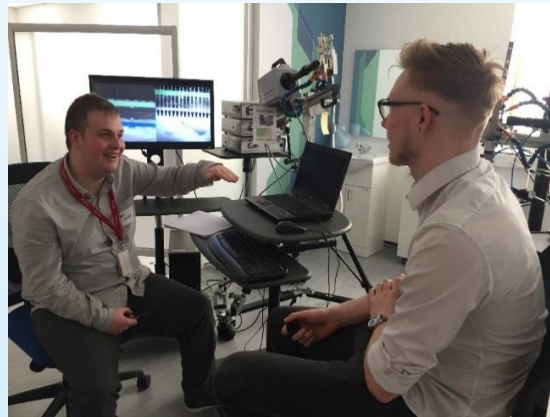
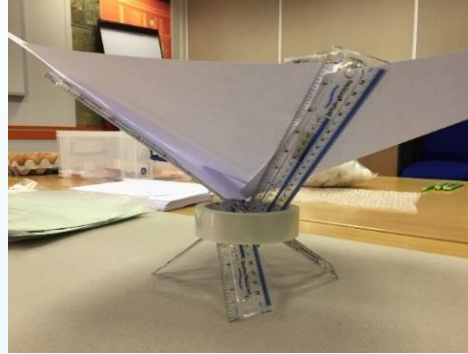
P&G neuro-diversity work experience



- Developed bespoke programme with the NAS
- Recruit passionate individuals on the spectrum
- An experiential day leading to paid work experience
- Integrated with our existing recruitment process



Highly successful day



Making the day go smoothly: Before



- Staff training
- Clear social stories
- Questionnaire – capability and understanding needs

Recruitment Team



Arrival: Please arrive for 8am.

The site is P&G and the address is:

460 Basingstoke Road
Reading
Berkshire
RG2 0QE



Arrival by car: If you are using a SAT NAV please use the postcode RG2 0QQL. The visitor's car park is located at the southerly end of the service road. You will not be able to drive onto the site. Please

park in the visitor's car park and walk up to main reception, which is located close to the Clock Tower.

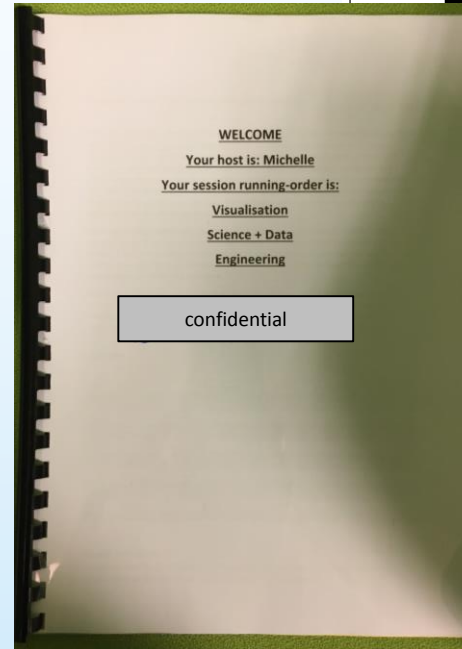


A	B	C	D	E	F
Developing engineering models or functional objects (building & making things)	You may have some knowledge of, or experience in building small objects out of various materials or items. You may be a model maker and good at following kit instructions. This could include building lego using standard kits or lego technic by following the instructions.	You may have knowledge of, or experience in taking things apart to understand how they work. You may have created models or objects not from a kit to develop a solution to a problem. This could include any materials from cardboard to metal. This could include designing and building your own Lego constructions without using instructions	You may have knowledge of, or experience in building or repairing more complex mechanical items with moving parts such as cars, motorbikes, or functional models that move/fly not from kit form but of your own design. Or modified an existing design or kit. This could include building and designing using Lego Mindstorms including coding instructions.		
	Mark 'X' if true: <input type="checkbox"/>	Mark 'X' if true: <input type="checkbox"/>	Mark 'X' if true: <input type="checkbox"/>	Mark 'X' if true: <input type="checkbox"/>	Mark 'X' if true: <input type="checkbox"/>
Coding and computer software	You may understand how coding works and/or have written basic programs using software packages designed for coding. Levels of coding	You may be connecting smart in-home devices, You may have written small programs for example using a Raspberry Pi or other similar system. You may be a gamer who uses your capability to modify or change parts of the game by writing short macros.	You may have written algorithms/programs. You may be a regular gamer, and/or a creator of complex Minecraft maps, be a gamer or Minecraft administrator. You may have done advanced coding using Raspberry Pi or other similar, or you may have dabbled in app development.		
	Mark 'X' if true: <input type="checkbox"/>	Mark 'X' if true: <input type="checkbox"/>	Mark 'X' if true: <input type="checkbox"/>	Mark 'X' if true: <input type="checkbox"/>	Mark 'X' if true: <input type="checkbox"/>
Electronic systems	You may have a basic understanding of how electrical circuits work and have designed and built (with kit) a simple system that (for example) lights a bulb using a switch.	You may have a moderate understanding of electronic systems, you may have built an moderately complex electronic system from kit form, you may be reasonably adept at soldering	You may have a high level of understanding of electronic systems for example you may have designed PCB boards, or repaired electronic equipment. You will be adept at soldering and be able to understand complex circuitry.		
	Mark 'X' if true: <input type="checkbox"/>	Mark 'X' if true: <input type="checkbox"/>	Mark 'X' if true: <input type="checkbox"/>	Mark 'X' if true: <input type="checkbox"/>	Mark 'X' if true: <input type="checkbox"/>

Making the day go smoothly: During



- Quiet rooms
- Social interaction limited by having optional talks
- Lone working and communicating differently
- Keeping the day exactly as described

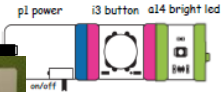


Part 1: Follow instructions and learn

Understand how littleBits components are connected together using the information at the end of this handout. Or ask your instructors to guide you.

In the following exercises, you may choose to either write down and/or draw your findings.

1. Connect the following modules up. What does it do? Can you think of an everyday application for this?



Flexing challenge

Flexball and Swirl products to the market. Contact of the cartridge and blades with the skin to provide a more efficient cutting stroke.

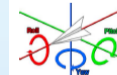
What is the brightness of the LED?

Hint: Use the **i5 slide dimmer**

axis of the handle.



The Swirl razor pivots around the axis of the handle.



This diagram shows an example of roll and yaw motions with the red vector representing the handle main axis. Flexball is more like a yaw movement and Swirl is more like a roll type movement. The cartridge pivot typically provides a pitch type movement.

What other methods can you think of to improve cartridge and blade contact with the skin?

Produce sketches/drawings, text or simple prototypes to show your ideas.

From work experience to job opportunities



- 2 work experience individuals
- One intern directly from the day itself
- Learned a huge amount
 - Programmes need to be individualised to meet needs
 - Power comes from enabling neuro-typical and neuro-diverse to integrate
 - Match roles to the individual

Summary



- Amazing feedback from the individuals
 - Pilot now part of the recruitment strategy in UK
- Looking to develop this as a standard recruitment approach globally

**“How do you solve the trickiest
problems in the workplace?
Employ more autistic people”**

Guardian, Oct 2017



Thank You Questions?

<http://www.evenbreak.co.uk/jobs/41267>

Closing date 23rd March 2018

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