

Realising Potential

Australian Government,
Corporate and NGO
partnerships establish
The Dandelion Program
to deliver social and
economic benefits for
workers with Autism
Spectrum Disorder and all
Australians

Specialisterne

Benefits of

The Dandelion Program

*An initiative towards
providing rewarding
employment for people with
Autism Spectrum Disorder*

May 2015

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Executive summary

Australians with a disability experience significantly lower rates of labour participation than others. In 2012, 2.2 million Australians of working age (15-64) were living with disability. Of these, only 53% were engaged in the labour force.¹ This is significantly lower than other OECD nations, whose participation rate for people with disabilities is around 60%.

For Australians with an Autism Spectrum Disorder (ASD), however, the figures are even lower, with reports from the ABS indicating a 34% participation rate in 2009.

There is clear labour capacity among Australians with ASD, and equally clear benefits for the individuals and Australia as whole to be derived from their employment. For example, increasing the participation rate from 53% to 60% in line with other OECD nations, has the potential to raise Australia's GDP.

In 2015 the Department of Human Services (DHS) and Hewlett-Packard (HP) Australia, together with Specialisterne People Foundation (SPF) commenced "The Dandelion Program" to provide skilled employment for people living with ASD. The program drafted a team of trainees with ASD to perform for DHS using HP's testing methods and tools. The trainees are employed at HP's ICT hub in Adelaide. .

To date, the program has exceeded its initial objectives, with the management team observing that: "the team is far surpassing our initial expectations with their desire to learn, their attention to detail and is embracing the role of software Test Analysts in a new challenging environment." Further, the "commonly held beliefs and often negative stereotypes within society surrounding ASD are being broken down as people get to know the employees in Dandelion Team. They soon discover that they are awesome people who have so much to contribute".

Over five years, the current program has the potential to directly generate around \$5 million to Government and \$6 million to individuals – and provide a total economic benefit of around \$26 million to GDP.

Over a 20 year career for 39 Dandelion Program participants, these benefits would accumulate further, generating total benefits to Government of around \$67 million and a total economic benefit of \$173 million to GDP. Over a 20 year career for 101 Dandelion Program participants, these benefits would accumulate further, generating total benefits to Government of around \$167 million and a total economic benefit of \$425 million to GDP.

It is hoped by the Dandelion team that this program can not only be extended, but also serve as a template for other initiatives to help Australians with ASD truly realise their potential.

¹ Australian Bureau of Statistics, 'Table 1.1', *Disability, Ageing and Carers, Australia: Additional data cubes, 2012*, 2014, cat. no. 4430.0.55.0090DO001_2012, <www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/4430.02012?OpenDocument>.

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1 Current Situation

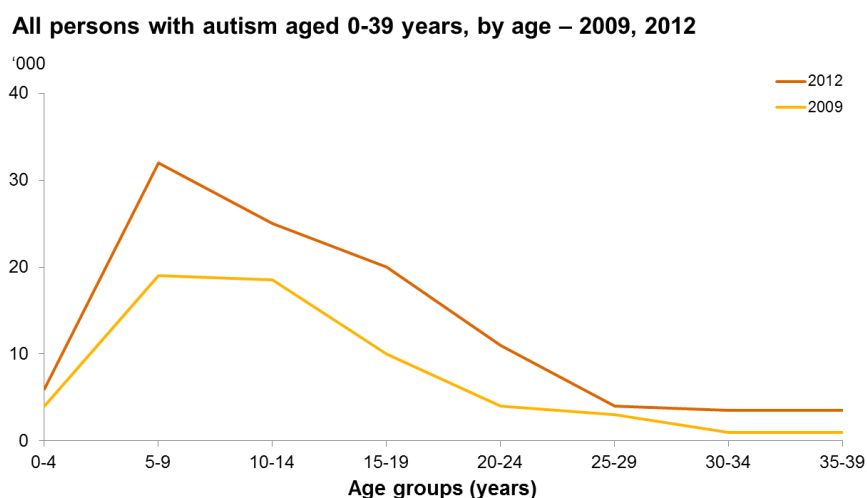
1.1 Prevalence of Autism Spectrum Disorders

The 2012 Survey of Disability, Ageing and Carers (SDAC) showed an estimated 115,400 Australians (0.5%) had autism, representing a 1:200 ratio. This was a 79% increase on the 64,400 people estimated in 2009.

More recent assessments have, however, delivered revised prevalence rates, with studies suggesting a rate of between 1:100 and 1:68. Whilst there are several possible reasons for this variation in prevalence across age groups (ie improvements in diagnostic capabilities, survey scope and methodology), the key impact is that demand for employment options for Australians with ASD is rising, and Australia's ability to meet that demand is improving through advances in technology.

Figure 2 depicts the prevalence assessments by age groups, with a marked drop off in prevalence after peaking in the 5 to 9 years age group.

Figure 2



Source: ABS Survey of Disability, Aging and Carers, 2009 and 2012

Within this demographic, males are 4 times more likely than females to be diagnosed with ASD.

1.2 Labour Force Participation

“Employment contributes to mental health, personal well being and a sense of identity”.

The National Disability Strategy

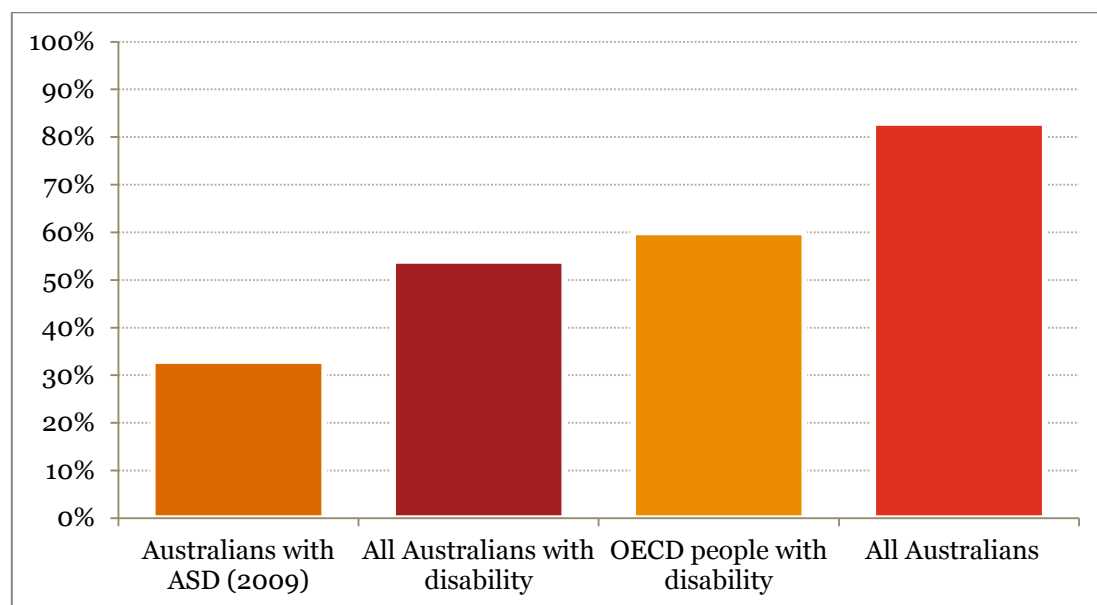
Australians with a disability experience significantly lower rates of labour participation than others. In 2012, 2.2 million Australians of working age (15-64) were living with disability. Of these, only 53% were engaged in the labour force.²

This is significantly lower than other OECD nations, whose participation rate for people with disabilities is around 60%.

For Australians with an Autism Spectrum Disorder (ASD), however, the figures are even lower, with reports from the ABS indicating a 34% participation rate in 2009.

Figure 1

Labour Force Participation Rates 2012 (unless noted) % of population seeking work or in work



Source: Australian Bureau of Statistics, 2011 and 2014; Organisation for Economic Co-Operation and Development 2010, PwC 2011; Strategy& Analysis

² Australian Bureau of Statistics, 'Table 1.1', *Disability, Ageing and Carers, Australia: Additional data cubes, 2012, 2014*, cat. no. 4430.0.55.0090DO001_2012, <www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/4430.02012?OpenDocument>.

While this situation is slowly improving as a result of a number of recent initiatives, Australia still remains behind comparable OECD nations when it comes to providing employment opportunities for people with a disability, and in particular for people on the Autism Spectrum.

The National Disability Strategy notes “Employment contributes to mental health, personal well being and a sense of identity”. Without jobs, people with ASD have less financial freedom and miss out on other aspects of working life such as the opportunity to develop social networks.

1.3 Benefits of increasing labour participation of people with ASD

There is clear labour capacity among Australians with ASD, and equally clear benefits for the individuals and Australia as whole to be derived from their employment.

1.3.1 Social Benefits for the Individual

Gainful employment has positive effects for workers’ health, wellbeing and standard of living.³ Work enhances self-esteem and fulfillment as it is a means for individuals to engage with and contribute to their communities.⁴ When people with disabilities enter work, it also improves the wellbeing of their families and particularly of their carers.⁵ For these reasons, and many others, access to work is a protected human right.⁶

1.3.2 Social Attitudes and Responsibility

Employer attitudes are one of the persistent limits to economic participation by people with disabilities. Some employers remain hesitant to take on employees with disabilities for fear of the burdens on their businesses.⁷ The good news is that employers also benefit from retaining workers with disabilities. Many studies have shown that employees with disabilities usually cost no more to recruit or induct, and are at least as productive, as the general working population.⁸ Indeed, employees

³ UK Equality and Human Rights Commission, *Disability, Skills and Employment: A review of recent statistics and literature on policy and initiatives*, Research Report 59, 2010, 51-52, 59.

⁴ Michael Ashley Stein, ‘The Law and Economics of Disability Accommodations’, *Duke Law Journal*, 53, 79 (2003): 106; PwC, 2011, 11.

⁵ UK Equality and Human Rights Commission, 2011, 51-52; Australian Government Productivity Commission, *Disability Care and Support*, Inquiry Report No. 54, vol. 2, 2011, 947-949.

⁶ United Nations, *Convention on the Rights of People with Disabilities*, 2007, art. 27 (ratified by Australia in 2011).

⁷ National People with Disabilities and Carer Council, 2009, 38-39; Susanne Bruyere, *Disability Employment Policies and Practices in Private and Federal Sector Organizations*, Cornell University, 2000, 15.

⁸ Deloitte Access Economics, 2011, 5, citing Joseph Graffam et al, ‘Employer Benefits and Costs of Employing a Person with a Disability’, *Journal of Vocational Rehabilitation*, 17, 4 (2002); Liz Daone and Ruth Scott, *Ready, Willing and Disabled: Investigating attitudes and other obstacles to employing disabled people*, Scope, 2003, 33-35; Stein, 2003, 102-105.

with disabilities may be more reliable than other workers when it comes to absenteeism and retention.⁹

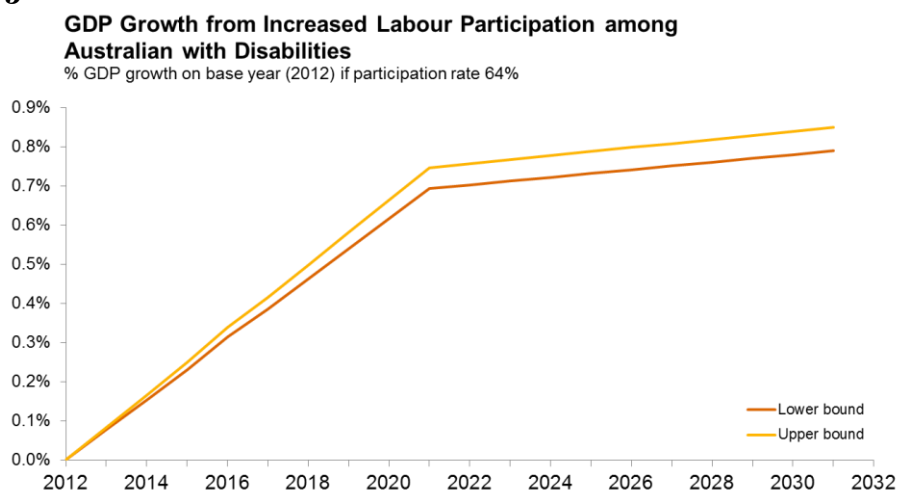
1.3.3 Economic Impacts

A number of studies have been conducted recently regarding the benefits to the Australian economy of increasing the labour participation of people with disabilities, many of which have been related to recent initiatives such as the NDIS and DisabilityCare.

Increasing the participation rate from 53% to 60% in line with other OECD nations, has the potential to significantly raise Australia's GDP.

Recent modeling suggests that a 10 percentage point increase in the participation rate of Australians with disabilities (to 64%) would boost GDP by \$40-43 billion between 2012 and 2021. Long term, GDP would increase by 0.79-0.85% by 2031 (Figure 5).¹⁰

Figure 5



Source: Deloitte Access Economics, 2011

Further, increasing the economic contribution of Australians with disabilities may have an important corollary of increasing their carers' ability to contribute as well. Access Economics estimates that Australian carers provided 1.3 billion hours of disability related informal care in 2010.¹¹ If more people with disabilities entered work then this number would be likely to decrease. Of course, not all carers would be able to or would want to replace their caring hours with work hours. The Productivity Commission studied a scenario where half of unemployed carers started work, and where carers working part-time took on five hours more per week.

⁹ Graffam et al, 2002; Stein, 2003, 104; Australian Safety and Compensation Council, *Are People with Disability at Risk at Work? A review of the evidence*, 2007.

¹⁰ Deloitte Access Economics, 2011, 17-25. The range in GDP increase derives from modelled scenarios where unemployment for Australians with disabilities holds, and where it reduces by one third.

¹¹ Access Economics, *The Economic Value of Informal Care in 2010*, commissioned by Carers Australia, 2010, 20.

Even these conservative changes could eventually net the economy \$1.5 billion per year.¹²

¹² Australian Government Productivity Commission, 2011, 941.

2 The Dandelion Program

2.1 Specialisterne People Foundation (SPF)

Specialisterne, which translates from Danish as “the specialists”, is an innovative social enterprise providing assessment, training, education and IT consultancy services, where most of the employees are people with autism.

The Foundation itself works to enable one million jobs for people with autism and similar challenges through social entrepreneurship, corporate sector engagement and a global change in mind-set by:

- *Spreading the Specialisterne message*
- *Providing training, education and employment*
- *Disseminating knowledge and sharing best practice*

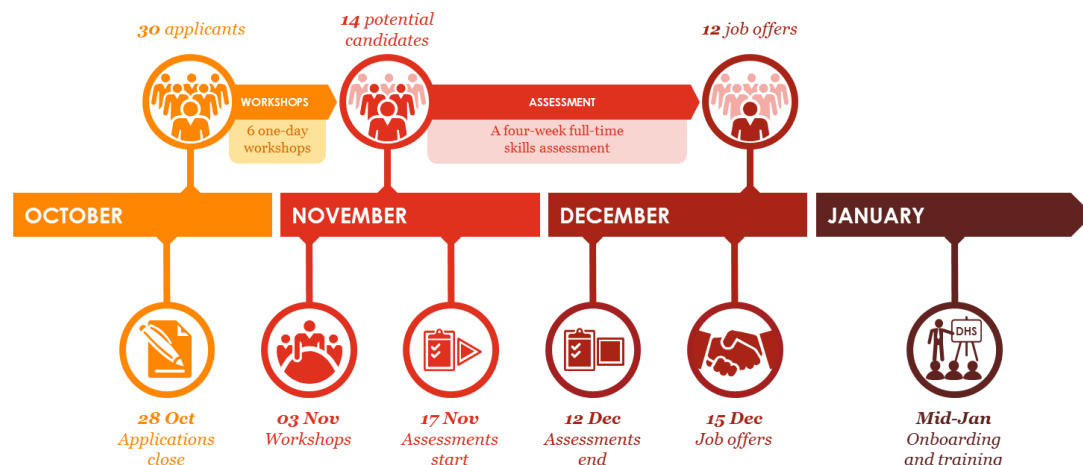
The Foundation works with stakeholders around the world to bring about their vision of a world where people are given equal opportunities in the labour market.

2.2 The Program

In 2015 the Department of Human Services (DHS) and Hewlett-Packard (HP) Australia, together with Specialisterne People Foundation (SPF) commenced “The Dandelion Program” to provide skilled employment for people living with ASD. The program will develop teams of people within an innovative delivery model to support software testing within DHS using HP’s market leading testing methods and tools. The trainees are employed by HP’s ICT hub in Adelaide which utilises the candidate’s skills and strengths in software testing.

2.2.1 Recruitment Process

A key part of the projects success was the structured recruitment process to identify applicants, determine candidates and make offers. Conducted over two months, this process resulted in the initial 11 candidates being engaged by the program in Adelaide.



2.2.2 The Team & Their Feedback

“The team is far surpassing our initial expectations with their desire to learn, attention to detail and are embracing the role of software Test Analysts in a new challenging environment at a customer’s site”.

There is a common saying in the ASD community that goes to the heart of the diverse range of personalities, backgrounds, strengths and challenges faced by people impacted by ASD, which is that “...when you have met one person on the spectrum, you have met one person”.

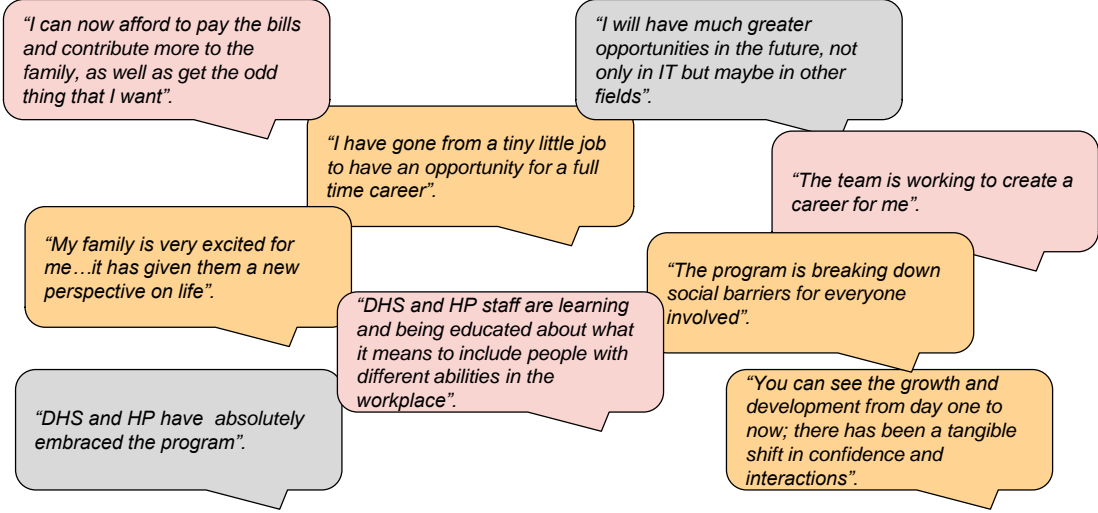
The young people engaged by the Dandelion program in Adelaide are no different; they come from many walks of life, with different goals and aspirations, and a broad range of strengths and needs.

The 11 participants in the initial program represent range of young people, with:

- Most aged between 18-25, with the eldest between 26-35;
- Education levels from secondary school through to University degrees;
- Most having prior work experience, predominantly on a casual or part-time basis;
- Most living with their families, however one lives independently; and,
- A diverse range of goals and objectives, with the program delivering against a range of personal needs, such as:
 - Earning a regular salary
 - Learning new skills
 - Meeting new people
 - Building confidence and self-esteem

Supporting the team are a group of trained, motivated and (most importantly) caring professionals who are deeply committed to not only the success of the program, but also the personal growth of each member of the team.

Discussions with the team and the results of a simple survey targeted at getting their perspectives of the program, some of which are quoted below:



"Commonly held beliefs and often negative stereotypes within society surrounding ASD are being broken down as people get to know the employees in Dandelion Team. They soon discover that they are awesome people who have so much to contribute".

2.2.3 Connor's Story

"Hi, my name is Connor. I am 19 years old, and I live in Adelaide. I received my ASD diagnosis in my early school years.

I live with my family (my mother, father and younger brother) and enjoy gaming, hanging out with my friends, drawing and occasionally some origami.

While I enjoyed my first few years at school, it became more of a struggle later on, both in classes and socially. I felt like I was just relearning things I already knew, and I didn't feel challenged. I felt like they were teaching to the masses, not to kids like me who needed something different.

When I left school, I have had a few jobs, including working as a pizza chef. It was good, but it was casual and there was no real stability.

The Dandelion Program has offered me something different; it has offered a career where I can do lots of different things, it has offered stability, and it has given me a new outlook on life.

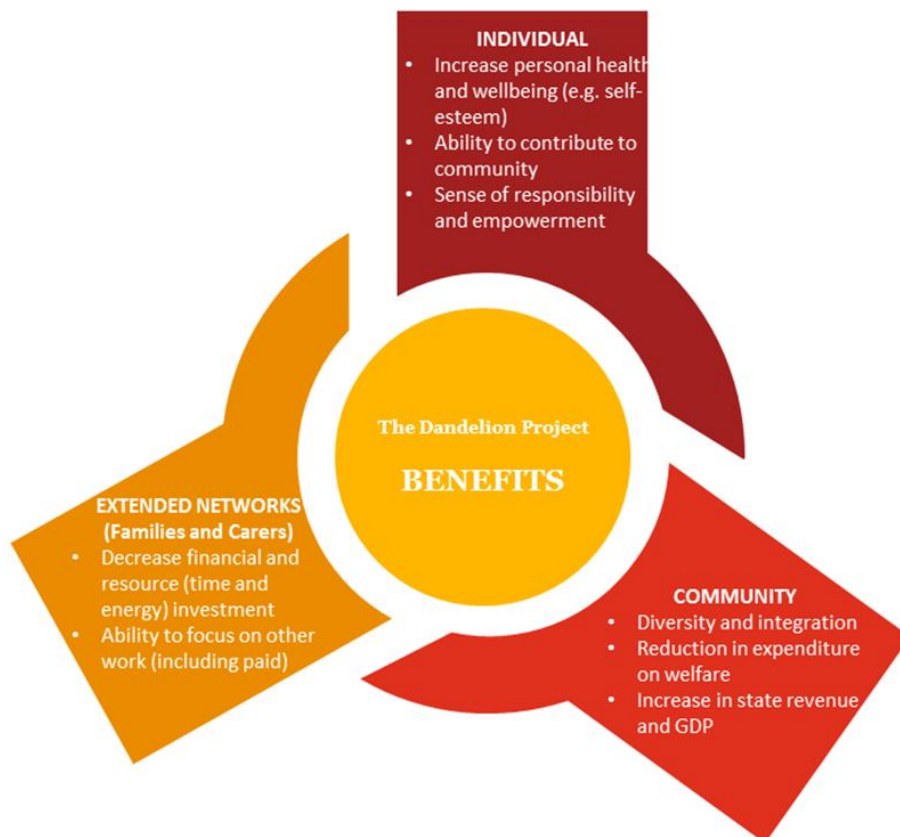
It has helped at home as well; I am able to contribute more to the house and the bills, as well as get things for myself occasionally. One of the best things was being able to help my Dad quit smoking; my pay-cheque has meant we can more easily afford the right alternatives.

It is a great program; I have new friends, more money and a new career outlook. I don't know where it will take me, but I do know it will be to a better place than if it wasn't available."

Connor is one of the eleven participants in the initial program in Adelaide.

2.2.4 Social Benefits

The benefits of the Dandelion program manifest across a number of areas; benefits for the individual and their extended support networks, benefits for the community, and also benefits for the nation.

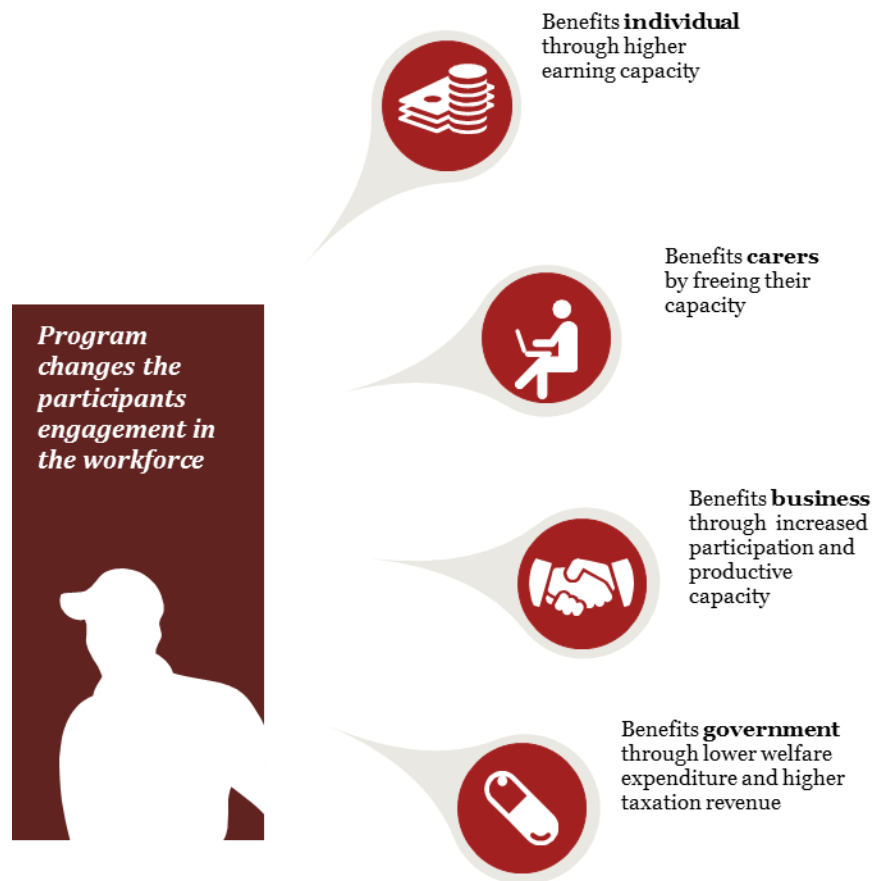


2.2.5 Economic Benefits

Benefit channels

By changing the way Australian's with ASD can engage with the workforce, Project Dandelion could impact the economy through a range of channels.

Figure 1: Benefit channels



The benefits of the Dandelion program manifest across a number of areas; benefits for the individual and their extended support networks, benefits for the community, and also benefits for the nation.

We have defined the economic benefits through the four channels in Figure 1.

From a purely economic perspective, the Dandelion program offers clear benefits in terms of earning potential for individuals versus dependency on government provided payments. A simple example of this is as follows.

Case study: Individuals - Scott and Mary

Scott, a young person has ASD and is in shared accommodation where he pays rent. Moving out of home has been a big event in his life, but having a level of personal independence is important to both Scott and his family. He is currently unemployed and receives both the Newstart Allowance (\$519 per fortnight) and Rental Assistance payments (\$128 per fortnight) from the government.

Similar to Scott, **Mary** another young person with ASD is also in shared accommodation where she pays rent. However, in contrast to Scott, Mary is engaged under the Dandelion Program and is employed on an annual salary of \$55,000 per year.

		Scott				Mary
	<i>Career:</i>	Unemployed			<i>Career:</i>	Employed
	<i>Housing:</i>	Renting			<i>Housing:</i>	Renting
	<i>Salary:</i>	\$0			<i>Salary:</i>	\$55,000
	<i>Government benefits:</i>	Newstart; Rental Assistance			<i>Government benefits:</i>	Nil

This very basic example is outlined in Table 1 below. Table 1 shows that in an annual basis, effective implementation of program such as this could result in a net benefit of **\$28,740** for the individual, and **\$26,260** per individual for the Government.

Table 1: Individual impacts

	Scott	Mary
Welfare payments		
<i>Newstart allowance (519/fortnight)</i>	\$ 13,499	
<i>Rental assistance (\$128/fortnight)</i>	\$ 3,338	
Total welfare payments	\$ 16,838	-\$ 16,838
Employment income		\$ 55,000
Total individual income	\$ 16,838	\$ 55,000
Income tax paid	\$ -	\$ 9,422
Net impact on individual (after tax and benefits)	\$ 16,838	\$ 28,740
Net impact on government	-\$ 16,838	\$ 26,260

Estimating the economic impacts

The individual impacts outlined in Table 1, demonstrate the potential benefits that could accrue to the individual, business and consumers through the program. Carers would also benefit, however the impacts on carers is not quantified in this analysis.

Further, the impacts shown in Table 1 represent the potential benefit in one year from one participant engaging in the program¹³. This impact would accumulate as more participants are engaged in the program and re-occur annually.

Direct impacts of current program

The current program supports 11 participants. Based on the current proposed rollout strategy of Brisbane, Canberra and extension of Adelaide, which would add another 28 to the existing 11 participants in Adelaide, the program would support a total of 39 people by the end of year 1. Extrapolating the individual analysis in Table 1, Table 2 shows the potential direct benefits to individuals and Government of the current program across five years.

Table 2: Direct impacts of the current proposed rollout plan across Brisbane, Canberra and extension of Adelaide

	Year 1	Year 2	Year 3	Year 4	Year 5	Cumulative
Participants	39	39	39	39	39	39
Benefits to individuals	1,120,876	1,120,876	1,120,876	1,120,876	1,120,876	5,604,378
Benefits to Government	1,024,124	1,024,124	1,024,124	1,024,124	1,024,124	5,120,622

Direct impacts of an expanded program

What could an expanding program look like? Drawing from the success of the initial program, an expanded program would also generate higher benefits to both individuals and Government.

Drawing from the analysis in Table 1, to demonstrate how the potential benefits could accumulate in an expanded program, Table 3 presents the case if the program was gradually expanded over 5 years to include 101 people, with a rate of 16 people per year for 5 years.

Table 3: Direct impact of the program being expand to 101 people

	Year 1	Year 2	Year 3	Year 4	Year 5	Cumulative
Participants	39	55	70	86	101	101
Benefits to individuals	1,120,876	1,566,352	2,011,828	2,457,304	2,902,780	10,059,140
Benefits to Government	1,024,124	1,431,148	1,838,172	2,245,196	2,652,220	9,190,860

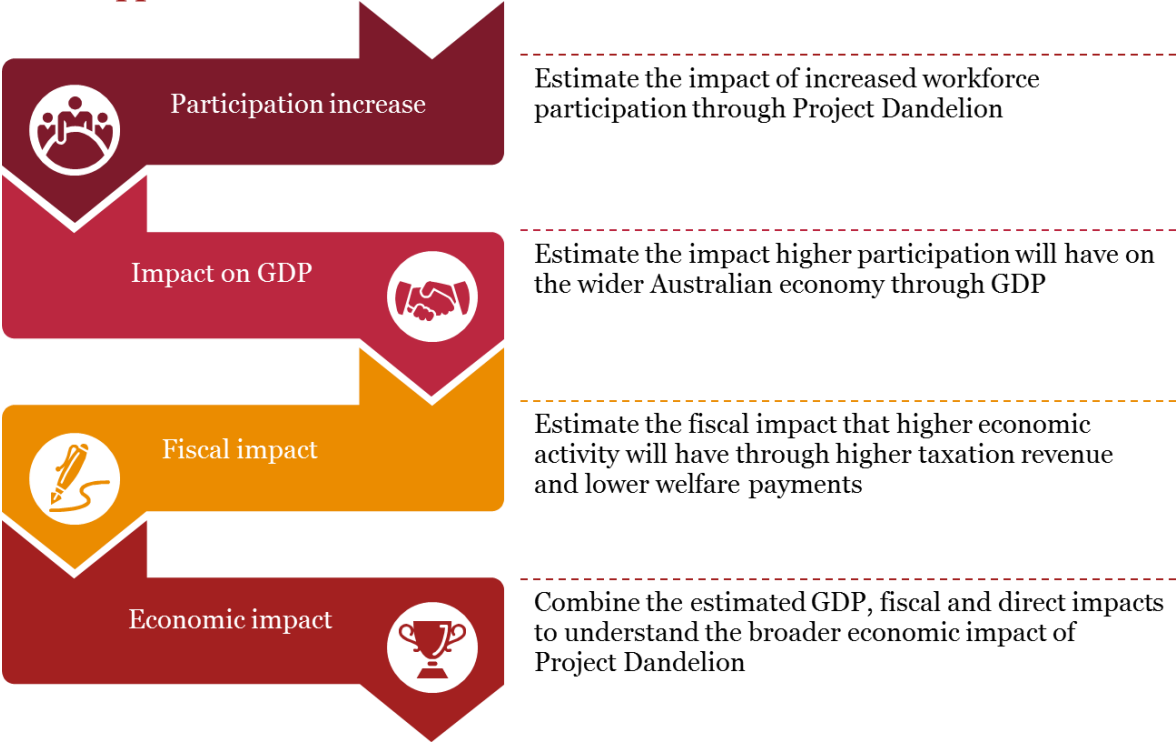
Economic impacts

By changing the way Australian's with ASD can engage with the workforce, Project Dandelion will impact the economy through a range of channels. The direct impacts also generate indirect impacts on the economy through these channels.

¹³ Program set-up and operation costs are not included in this analysis.

These additional economic impacts are estimated using PwC's Intergenerational Fiscal and Economic Model. Figure 1 outlines our approach.

Figure 1: Approach



Economic impacts of current program

Table 4 shows the economic impacts of the current proposed rollout strategy of Brisbane, Canberra and extension of Adelaide, which would add another 28 to the existing 11 participants in Adelaide, with the program would supporting a total of 39 people.

Over five years, the current program has the potential to directly generate around \$5 million to Government and \$6 million to individuals – and provide a total economic benefit of around \$26 million to GDP.

Table 4: Economic impacts of the current proposed rollout plan across Brisbane, Canberra and extension of Adelaide

	Year 1	Year 2	Year 3	Year 4	Year 5	Cumulative
Individual income	1,120,876	1,120,876	1,120,876	1,120,876	1,120,876	5,604,378
GDP	4,964,005	5,037,716	5,209,805	5,386,052	5,588,092	26,185,670
Fiscal	2,238,485	2,283,655	2,344,080	2,418,497	2,498,394	11,783,110
<i>Direct - higher income tax and reduced welfare payments</i>	1,024,124	1,024,124	1,024,124	1,024,124	1,024,124	5,120,622
<i>Indirect - higher taxation revenue through higher economic activity</i>	1,214,361	1,259,531	1,319,955	1,394,372	1,474,269	6,662,488

Over a 20 year career for 39 Dandelion Program participants, these benefits would accumulate further, generating total benefits to Government of around \$67 million and a total economic benefit of \$173 million to GDP.

Economic impacts of the program being expand to 101 people

Table 5 shows the economic impacts of an expanded program over 5 years to include 101 people, with a rate of 16 people per year.

Over 5 years, the program has the potential to directly generate around \$9 million to Government and \$10 million to individuals – and provide a total economic benefit of around \$48 million to GDP.

Table 5: Economic impacts of an expanded program

	Year 1	Year 2	Year 3	Year 4	Year 5	Cumulative
Individual income	1,120,876	1,566,352	2,011,828	2,457,304	2,902,780	10,059,140
GDP	4,964,005	7,039,885	9,350,932	11,807,882	14,471,726	47,634,430
Fiscal	2,238,485	3,191,262	4,207,322	5,302,089	6,470,199	21,409,356
<i>Direct - higher income tax and reduced welfare payments</i>	1,024,124	1,431,148	1,838,172	2,245,196	2,652,220	9,190,860
<i>Indirect - higher taxation revenue through higher economic activity</i>	1,214,361	1,760,113	2,369,150	3,056,893	3,817,979	12,218,496

Over a 20 year career for 101 Dandelion Program participants, these benefits would accumulate further, generating total benefits to Government of around \$167 million and a total economic benefit of \$425 million to GDP.

3 *Other Examples*

The following examples are cited to demonstrate the potential that can be realised by implementing the program more broadly.

3.1 *Specialisterne Denmark*

Specialisterne Denmark recently released an Impact Analysis Report which shows over a five year period (2008-2012) people with autism employed by or through Specialisterne have generated a net value of DKK 13.5 million (over AUD 2.5 million) for the Danish State.

Economic

According to the report, over that five years the employment program has created a social-economic value of DKK 49.9 million (over AUD 9.2 million) through hiring and securing jobs for people with Autism. The savings were made to the Danish welfare system and through income generated from taxes and pension contributions. The analysis concluded that the net value to the Danish state in was DKK 13.5 million after deduction of the public investments made to support individuals with autism in their jobs in that same period.

The Specialisterne Denmark report summary explains:

“In terms of revenue for the state, every krone invested in a Specialisterne employee with autism generates 2.20 DKK in taxes and contributions to Danish state coffers, than if the same resources were invested in people without jobs, through for example unemployment benefits and other welfare payments.”

Social

The social impact of employing a person with autism compared with a situation where that person is unemployed and receiving welfare support is also measured in the analysis report.

“This report proves categorically that harnessing the competences and talents of people with autism makes economic and social sense. We have shown our consultants have become valuable contributors to the labour market, solid taxpayers and less reliant on social welfare contributions.” Says Specialisterne CEO Steen Thygesen.

The Specialisterne Impact Analysis Report findings have been verified by a number of private and public organizations in Denmark, such as The Danish Chamber of Commerce, The Social Capital Fund, The Danish Center for Social Economics, The Rockwool Foundation, The Danish National Center for Social Research and The Danish National Board of Social Services.

For more information on the Danish program or the Impact Analysis Report go to: <http://dk.specialisterne.com/en/2013/09/17/specialisterne-proves-its-social-economic-value-to-denmark/>

3.2 Specialisterne United States

The Current Program

The Specialisterne initiative in the United States is just starting its journey to support people with autism to gain meaningful and sustainable employment.

Currently working in the Mid Atlantic, Midwest and Southwest the organisation hopes to expand to 10-12 regions. The first assessment and training program was launched in June 2013 in Delaware.

Specialisterne has partnered with the international IT company CAI in Delaware other states in the region. CAI has played an active role in the assessment and training program as Specialisterne will provide consultancy services for state, federal and corporate CAI partners.

The Department of Vocational Rehabilitation is also working closely with Specialisterne as a platform for people with autism to access a five month assessment training program.¹⁴

The Research

Specialisterne was featured in a New York Times article in 2012 which sparked interest in the organisation and its work all over the country.

Pulitzer Prize winning Journalist Gareth Cook shared research highlighting that the autistic mind is “super at noticing details, distinguishing among sounds and mentally rotating complex three-dimensional structures”.¹⁵

“This emerging understanding of autism may change attitudes towards autistic workers”.

Gareth Cook, 2 December 2012

It is true that intelligence is not the only factor in gaining and keeping employment. The “socially demanding” fluid modern offices can be a challenging context for an autistic person to whom predictable environments are often suited.

George Mason University economist and professor and one of the most respected behavioral economists in the world, Tyler Cowen published a paper in 2011 on the

¹⁴ Specialisterne United States. 2013. *Registration and filing of scanned mails for Gladsaxe Municipality*. [ONLINE] Available at: <http://usa.specialisterne.com/files/2012/10/Gladsaxe-case-230712-web.pdf>. [Accessed 27 March 15]

¹⁵ The New York Times Magazine. 2013. *The Autism Advantage*. [ONLINE] Available at: <http://www.nytimes.com/2012/12/02/magazine/the-autism-advantage.html?ref=magazine&r=0>. [Accessed 27 March 15]

ways autistic workers are being “drawn into the modern economy”.¹⁶ He argued that today singularly workers greatest skills, not their average skills are the best assets. As tasks are disaggregated workers can focus on what they do best, challenging managers to embrace difference and variety.

“This march toward greater specialisation, combined with the pressing need for expertise in science, technology, engineering and mathematics, so-called STEM workers, suggests that prospects for autistic workers will be on the rise in the coming decades” Cook summarised Cowan’s argument.

“If the market can forgive people’s weaknesses, then they will rise to the level of their natural gifts” Gareth Cook wrote, 2 December 2012.¹⁷

Daron Acemoglu, an economist at Massachusetts Institute of Technology (MIT) and co-author of *Why Nations Fail*, claims “Specialization is partly about making good use of the skills of people who have one type of skill in abundance but not necessarily others”.¹⁸

Therefore, as Cook summarises there is “good money to be made by doing the work that others do not have the skills for or are simply not interested in”.¹⁹

¹⁶ The New York Times Magazine. 2013. *The Autism Advantage*. [ONLINE] Available at: http://www.nytimes.com/2012/12/02/magazine/the-autism-advantage.html?ref=magazine&_r=0. [Accessed 27 March 15]

¹⁷ The New York Times Magazine. 2013. *The Autism Advantage*. [ONLINE] Available at: http://www.nytimes.com/2012/12/02/magazine/the-autism-advantage.html?ref=magazine&_r=0. [Accessed 27 March 15]

¹⁸ The New York Times Magazine. 2013. *The Autism Advantage*. [ONLINE] Available at: http://www.nytimes.com/2012/12/02/magazine/the-autism-advantage.html?ref=magazine&_r=0. [Accessed 27 March 15]

¹⁹ The New York Times Magazine. 2013. *The Autism Advantage*. [ONLINE] Available at: http://www.nytimes.com/2012/12/02/magazine/the-autism-advantage.html?ref=magazine&_r=0. [Accessed 27 March 15]

Appendix: PwC's Intergenerational fiscal and economic model

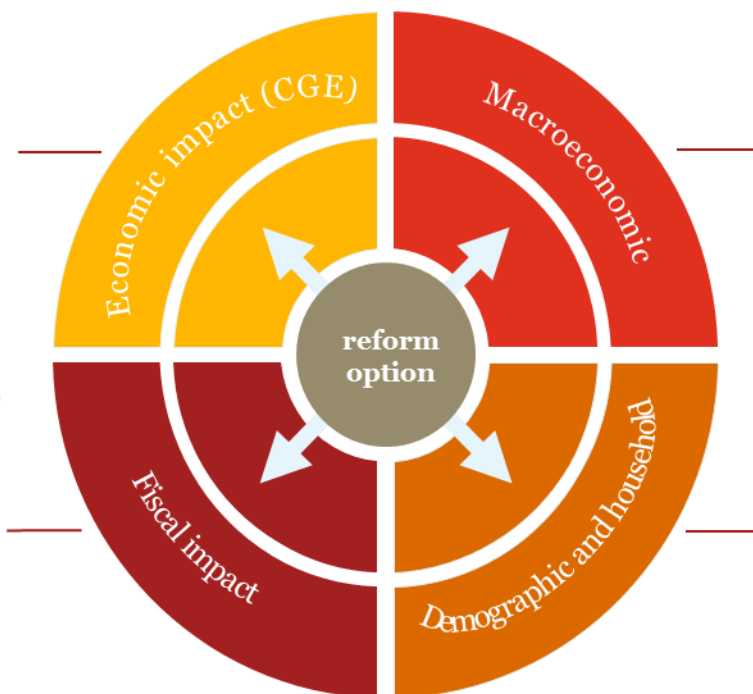
The **economic impact** module is calibrated to the fiscal, macroeconomic and demographic projections and provides detailed economy wide impacts of tax changes.

It allows us to further decompose the impacts on economic outcomes such as GSP/GDP, prices and investment.

The **fiscal impact** module incorporates detailed historic state and commonwealth expenditure and revenue data, including the latest Budget 15-16 information.

Drawing from the demographic and macroeconomic projections, it provides detailed projections of state and Commonwealth expenditure and revenue, including transfers between states and Commonwealth.

This module allows us to develop deep understand and quantification of fiscal impacts of tax changes.



The **macroeconomic** module provides a consistent long run projection of state and national GSP/GDP, developed using a framework consistent with Commonwealth Treasury Intergeneration Report (IGR) framework.

This sets the backbone for fiscal and economic impact analysis.

The **demographic and household** module provides long run population projections consistent with ABS population projections. It provides a projection by age and overlays these with income and consumption profiles which will allow us to incorporate the impacts of ageing on consumption.

This module allows us to capture the impact of demographic trends on spending, generation of income and consumption taxes and expenditure pressures by quintile.