

# Focus

EDUCATION

Flow Observatorium:

## Neurodivergence, creativity and employment

**Neurodivergence is a new term describing people who experience the world differently and whose 'brain wiring' diverges significantly from the prevailing societal standard of 'normal.'** Autism and dyslexia are examples of innate neurodivergence; both have a fundamental impact on the way neurodivergent people relate to the world.

Neurodivergent (ND) artists have been invisible for too long and not receiving the appropriate recognition, support or understanding they've needed to reach their full potential. Many neurodivergent artists need advocates championing their work and helping others understand and support them. This culturally benefits us all and is fiscally prudent.

Only 16% of autistic adults are in full-time employment, but most ND artists freelance. This suits their preferred way of working allowing for creation of "safe" working environments but proves difficult when demands extend beyond making work. "We have to fit a whole company in our head, marketing, accounts. These are not our strengths; they lay in detail, pattern finding and making innovative work," says Jon Adams.

Communication, socialising and networking take ND artists into arenas they find extremely uncomfortable and where support is most needed. Mark Lever, Chairman of National Autistic Society, says: "With a little understanding and small adjustments to the workplace, [autistic people] can be a real asset to businesses across the UK. Autistic people deserve that chance."

From 2016 Flow began talking to artists and autism experts about the need for ND people to run organisations with an authentic voice. Flow Observatorium has ND ideals at its core and encourages other neurodivergent creatives to achieve change. We are establishing a national hub led by ND artists to make work, collaborate and engage within the cultural sector in creating atypical 'safe spaces'.

If you want to experience new and differing work, commission people who experience the world differently but (think differently yourself and) change the ways you work with them.

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### INTERNATIONAL TRADE



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## Get Inspired Southampton 2017

Does your company have a plan for **how you will recruit the right staff for the future?**

Does your company have a current or predicted future skills gap?

Ever wondered how you can inspire or encourage young people to consider your industry as a career option?

Did you know that children and young people are starting to shape their career aspirations by the age of 12?

This is your opportunity to make an impact on young people's future career choices.

This October, Southampton O2 Guildhall will see the return of Get Inspired Southampton event, hosted by EBP South, showcasing the wide range of employment opportunities available in the region. With many high profile businesses and employers in the city being invited to exhibit and showcase their organisations with hands on interactive activities, this event will be a great way of helping young people to learn about the various careers and training options that are right on their doorstep, planting a seed to raise their career aspirations from an early age and inspiring them to aim high.

Get Inspired Southampton will be held on Saturday 14 October from 10am till 3pm. The event is organised by EBP South in partnership with Southampton IAG Group and we are proud to announce our first sponsors: Southampton City Council and Ford UK. EBP South's experience of running similar events in other areas, has shown that this can make a real difference to young people's career aspirations. To reserve your free place to showcase the fantastic work you do (sponsorship opportunities are also available), please contact Suzanne Lewis at EBP South Ltd on **02392 283443** or email [slewis@ebpsouth.co.uk](mailto:slewis@ebpsouth.co.uk).



## Chamber Training

For all your training needs

DATE	EVENT	VENUE
<b>JULY</b>		
11	Kick Start your Marketing - Members only	Fareham Office
<b>AUGUST</b>		
3	Social Media - Members only	Fareham Office
<b>SEPTEMBER</b>		
13	Leadership and Management Session 2: Unlocking Potential and Enhancing Performance	Fareham Office
20/21	Export Starter	Fareham Office
27	Adding Value Through Effective Carbon Management - Free to members half day workshop	Fareham Office
<b>OCTOBER</b>		
3	Introduction to Contract Law	Fareham Office
4	Import Procedures	Fareham Office
6	The Role of the Company Director	Fareham Office
10	Kick-start your Marketing - Free half-day workshop 9.30am-12.30pm	Fareham Office
11	Emergency First Aid at Work	Fareham Office
12	Incoterms	Fareham Office
13	Credit Control & Telephone Debt Recovery	Fareham Office
17	Finance for Non-financial Managers	Fareham Office
<b>NOVEMBER</b>		
7	The Marketing Formula to Turn Strangers into your Customers	Fareham Office
8	Export Documentation	Fareham Office
16	Social Media	Fareham Office
28	Letters of Credit	Fareham Office

To find out more information on the courses we can offer visit our websites or contact our training departments.

Fareham office - [train@hampshirechamber.co.uk](mailto:train@hampshirechamber.co.uk) or **01329 242420**.

**With substantial discounts for members you won't find better value locally!**