

Hiring Individuals with Autism

EMPLOYER SUGGESTIONS FOR A MORE INCLUSIVE WORKPLACE

Article Reference:

Nicholas, D., Mitchell, W., Zulla, R., & Dudley, C. (2019). Perspectives of employers about hiring individuals with autism spectrum disorder: Evaluating a cohort of employers engaged in a job-readiness initiative. *Journal of Vocational Rehabilitation*, 50 (3), 353-364.

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Recently, the Employment Works Canada program was offered to youth and young adults with Autism Spectrum Disorder (ASD) and employers. The 12-week program provided employers with education on ASD and workplace experiences with individuals with ASD seeking employment. After the program was complete, 88% of employers indicated that the program increased their likelihood of hiring an individual with ASD. Here are some of the suggestions they had to make those hirings successful:

- Offer ASD awareness training to staff.
- Train supervisors to advance intra-organizational knowledge about ASD in the workplace.
- Implement volunteer or internship trials and accept short-term onsite job coaches.
- Have modified interview policies and adapt work scheduling.
- Increase training for new roles and integrate assistive technology.

For more on this topic and article, [Read the Plain Language Summary](#) at: ep.vcurrtc.org

