



AUTISM  WORKFORCE

**AUTISM IN THE WORKPLACE IS *NOT* AN AUTISM PROBLEM,
IT IS A BUSINESS MISUNDERSTANDING.**

SHIFTING THE PARADIGM FOR HIRING THOSE WITH AUTISM

While you may not be personally impacted by autism, some of your employees have children with autism, some employees are diagnosed and never disclosed, and some of your customers have autism.

The unemployment rate for those with autism is 80%. Hiring from this community is sometimes viewed as charity, but research shows it is smart business. Those with autism are frequently hired to bag groceries, shred papers, or be a store greeter when many are capable of doing so much more. The truth is, with proper training -- in the right job -- they have been shown to be more productive than a typical employee.

This workforce thrives on completing repetitive tasks, which others may find boring, and displays a strong attention to detail that results in more accuracy. When hired for a meaningful job, their work ethic, dedication, and commitment to the company reduces turnover.

Small accommodations will pay big dividends. Our researched employment model is designed to follow the company's standard operating procedures. Our proven strategies, customized tools, and universal design will not only benefit those with autism but all employees. Including this workforce in your talent pool will have a meaningful impact on your business, employees, and customers.

Working with



THE AUTISM WORKFORCE PROCESS

1



STAFF TRAINING + ENLIGHTENMENT

Create an Autism-Ready Guidebook
Educate and prepare staff
On-site support as jobs progress

2



WORKPLACE + JOB PREPARATION

Modify Human Resource documents
Create universally designed Standard Work
Recruit talent that best match job skills

3



EMPLOYEE ON-BOARDING

Customized training for each position
Written, visual, and/or video supports
Review productivity and integration

Supported in Research by



"The program at Hart Schaffner Marx has extended the boundaries of neurodiversity employment. The approaches and techniques developed by David Geslak and his team have the potential to positively impact a much broader and larger population of neurodiverse individuals. **In this work lies the possibility of moving from thousands to millions of neurodiverse employees.**"

- ROBERT D. AUSTIN, Professor, Ivey Business School
Coauthor of *Neurodiversity at a Competitive Advantage*
(Harvard Business Review Press, 2017)



OUR MISSION

We are driven to help companies enjoy the benefits of employing this ready, willing, and able workforce. Using well-thought-out and proven strategies, we bridge the gap between good intentions and the need to take care of business.

OUR SERVICES



STAFF TRAINING + ENLIGHTENMENT

Companies gain valuable insights from our practical experiences of working with businesses to successfully employ the autism community. Our trainings will prepare you to effectively interview, hire, and work with this loyal and dedicated workforce.



MOCK INTERVIEW PROGRAM

To enhance your HR team's understanding and experience with interviewing those with autism, we will help you create a mock interview program. We will set-up the infrastructure that will have a profound social impact while improving the skills of the HR team. This monthly program gives students and adults an opportunity to develop their interview skills and creates a database of employees for your company.



CREATING AUTISM-READY JOBS

Having an autism-ready workplace will help assure success with your new endeavor. We will assess the work environment, adapt HR documents, analyze job activity, and train current staff to onboard your new employee(s). This process will maximize results for the new employee, staff, and business. Our researched model has been shown to be critical in achieving extraordinary results.



ON-SITE EMPLOYMENT COACHING

After an employee is hired, our team will provide an experienced and educated employment coach to assist with on-boarding and implementing job instruction. Our employment coach supports the new employee by collecting data on the job, making necessary changes to the workplace or standard work, and on-going collaboration with the team to ensure success and independence.



AUTISM CAN-DO CENTER

Our center is designed to provide opportunities for individuals with autism to better prepare themselves to enter the workplace. We offer programs that include resume & portfolio building, interview preparation, and mock interviews. All participants are added to our database and may be considered for job opportunities with our partnering companies when their skill sets and interests align.