U CAN EMPLOY
Road to Employment at a Glance

ERNIE ELS | ELS FOR AUTISM

OVERVIEW OF ASD

- Autism Spectrum Disorder (ASD) is a complex developmental brain disorder.
- 1 in 54 children are diagnosed with autism.
- Autism significantly impacts social skills, communication, and behavior across the lifetime.

STARTING POINT

- Carve out roles that will highlight the strengths of employees with autism.
- Create a welcoming work environment that provides all employees with the tools and skills necessary to be successful.

WHY HIRE INDIVIDUALS WITH AUTISM

- Employees can be loyal, creative, and may contribute greatly to the workplace.
- By hiring individuals with autism, businesses receive tax benefits, access to new markets, and increase retention rates among employees.

RECRUITING PRACTICES

- Create job posts that include only the essential functions of the job and the specific skill the employee needs to complete the job.
- Collaborate with local community partners, including the Els for Autism Foundation.

INTERVIEWING BEST PRACTICES

- Implement structured interviews and provide applicants with alternative ways to demonstrate skills.
- Provide accommodations so the applicant has the opportunity to best demonstrate distinct strengths and abilities.

ONBOARDING & TRAINING

- Comprehensive and well-planned onboarding is a key factor to ensuring a successful transition for the newly hired team member.
- Employees with autism benefit from utilizing visual supports, detailed instructions, and specific feedback.

ACCOMMODATIONS IN THE WORKPLACE

- Workplace accommodations are typically low-cost and positively impact the workplace.
- By providing accommodations, the employer optimizes the productivity of every worker and increases business performance.

THE MAGIC OF MENTORING

- Mentoring provides supports to maximize new employees' potential and success.
- Identify mentors in the workplace with specific skills and qualities to ensure a successful mentee and mentor collaborative relationship.

U CAN EMPLOY