

## 1 in 36

children has been identified with Autism Spectrum Disorder (ASD)

## 85%

of people on the Autism Spectrum are **unemployed**

## 42%

of employed Autistic professionals said **finding the right job has been the most challenging part** of their career

## 31%

of employed Autistic professionals found **the traditional corporate recruitment process to be the most demanding.**

## 35%

of employed Autistic professionals said **settling into a new organization has been the most challenging aspect of working life** for them

## 66%

of employees with ASD say they feel they **cannot be their authentic selves** at work

## 30%

of employees with ASD disclosed their Autism to HR, compared to **70%** who have disclosed to someone outside of HR

## How can companies support employees with Autism?

- **Coaching/Mentorship**→ Mentors are an important support system for all employees, but have an even greater impact on employees with Autism. Organizations that provide mentors to professionals with a disability reported a 16% increase in profitability, 18% in productivity, and 12% in customer loyalty.
- **Community**→ Employee Resource Groups (ERGs) for neurodiverse employees or employees with Autism can help employees to feel more included and accepted within an organization.
- **Reevaluation of recruiting practices**→ The standard recruiting technology is designed with neurotypical individuals in mind and can discriminate against employees with Autism. AI systems and recruiters can carry bias, so it is important to sensitize recruiters to unique needs of employees with Autism to combat this. Additionally, companies can look to recruit from universities or programs that specifically cater to individuals with Autism.
- **Normalizing Accommodations**→ Asking new employees upfront about their support needs normalizes the process of providing accommodations, helping employees with Autism to feel more included and supported.

## Additional Resources

- **Autistic Self-Advocacy Network (ASAN)**
  - <https://autisticadvocacy.org/>
- **Autistic Women & Nonbinary Network (AWN)**
  - <https://awnnetwork.org/>
- **Ollibean**
  - <https://ollibean.com/>
- **Association of People Supporting Employment First (APSE)**
  - <https://apse.org/>
- **Welcome to the Autistic Community**
  - <https://autismacceptance.com/>
- **Autistic Women's Alliance**
  - <https://www.autisticwomensalliance.com/>