



ALL
THINGS
WORK
FROM HR MAGAZINE

ACCEPTING AUTISM

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A New Talent Pool

People with autism are getting a second look in the job market, as business leaders search for new labor sources and seek to be more inclusive in their hiring.

Microsoft Corp., EY, Chevron Corp. and Quest Diagnostics are among those companies that have developed programs for hiring individuals on the autism spectrum, as hiring managers see that accommodating employees with autism isn't that difficult and can result in loyal, dedicated workers.

Employers have also discovered a subset of autistic individuals whose attention to detail, fierce concentration skills and love of repetition make them especially well-suited for tech jobs. Others have been tapped for hard-to-fill positions, such as stocking shelves. That's good news for the autistic community, which has an unemployment rate of roughly 85 percent.

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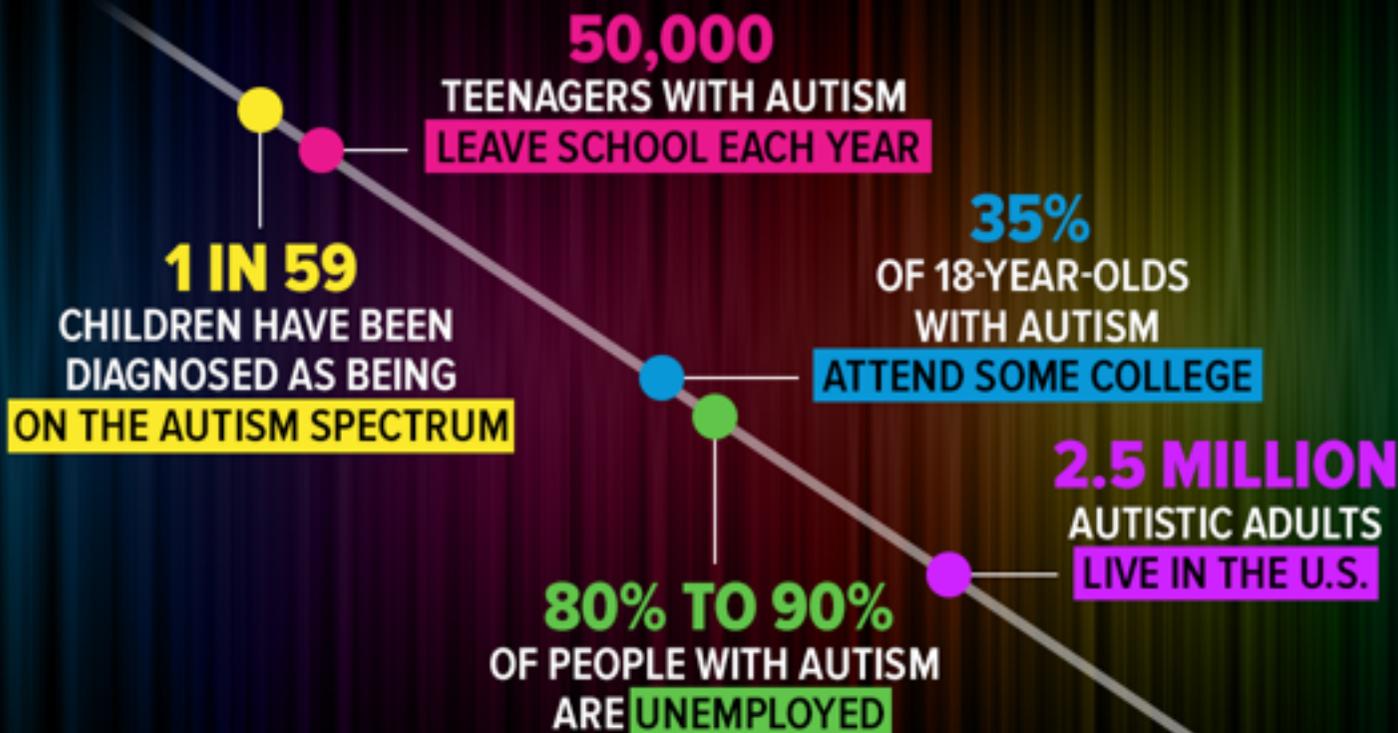


AI and Machine Learning in Talent Management

Are you effectively leveraging artificial intelligence and machine learning to help create HR process efficiencies and improve candidate experiences? Learn how organizations are incorporating AI technologies through the entire employee life cycle.

[Read more at adp.com/SPARK](https://adp.com/SPARK)

AUTISM BY THE NUMBERS



Sources: Centers for Disease Control and Prevention, Autism Speaks, The American Academy of Pediatrics.

5 Tips for Employing People



with Autism

Dimmed lighting and noise control are among the suggestions for improving work for people on the autism spectrum. [View Slideshow](#)



Valuable Contributors

Microsoft started its autism hiring program in 2015 as part of its inclusive hiring initiative, to find candidates in a non-traditional way based on their unique talents and skills. Talented individuals have completed the program and landed full-time jobs across the company. [Watch Video](#)

Catering to the Autistic Community

From Broadway shows to airlines to gyms, many businesses are making adjustments to accommodate customers with autism. [Read More](#)



Managing Autistic Professionals

By the time they're in their 20s, only 58 percent of



AN EMPLOYER'S GUIDE TO MANAGING PROFESSIONALS ON THE AUTISM SPECTRUM

Marcia Scheiner, Integrate Autism Employment Advisors
with Joan Bogden

young adults with autism have found some form of paid employment. This book provides concrete tools to understand and guide managers who oversee employees with autism through the daily challenges that an individual on the autism spectrum may experience on the job. [Read More](#)

Explore Further

SHRM provides advice and resources to help employers hire and manage workers with cognitive disabilities.

[Toolkit: Employing People with Cognitive Disabilities](#)

This article presents methods available to HR professionals for dealing with the effects of cognitive impairments in the workplace, examines the legal issues pertaining to employees with cognitive disabilities and discusses accommodations that can be made for such employees.

[HR Q&A: Does the Americans with Disabilities Act \(ADA\) provide a list of conditions that are covered under the act?](#)

Although there's not an exhaustive list of disabilities under the ADA, the regulations identify medical conditions that would easily be considered a disability within the meaning of the law.

[ADA Resource Page](#)

From prohibiting discrimination to providing reasonable accommodations, we've created this resource center with news and tools to help HR stay compliant and support their workers.

How to Attract and Support Neurodiverse Talent

Companies that embrace different thinking styles have more innovative teams.

People with Autism Can Be an 'Untapped Reservoir of Talent'

Exercise and other simple accommodations help employees with autism spectrum disorder at Hart Schaffner Marx in Des Plaines, Ill., be more successful in their work.

How to Handle an Employee's Request for an ADA Accommodation

The Americans with Disabilities Act requires employers to provide reasonable accommodation to qualified applicants and employees with a disability unless doing so would create an undue hardship. An accommodation may include a change to the work environment or to the way in which a job is usually performed.

Every Saturday, *All Things Work* from *HR Magazine* offers thoughtful insights into the rapidly transforming nature of work and the workplace, and how HR, decision-makers and organizations worldwide are navigating and leading this change.



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