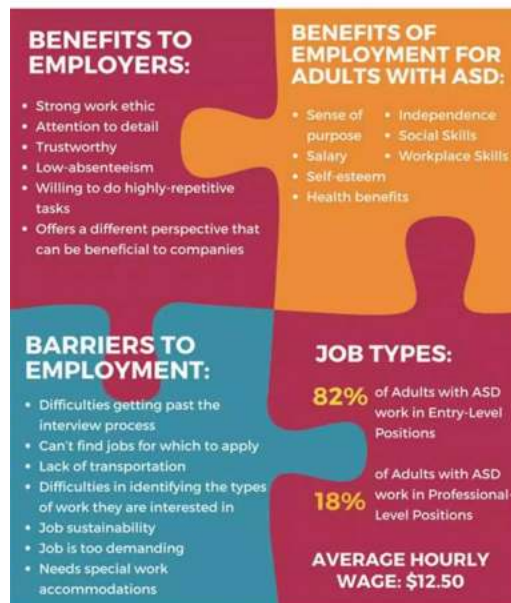


# How To Support Autistic Employees - Dear Series

## Adults with Autism in the Workplace

For many adults with Autism Spectrum Disorder (ASD), networking with potential employers and finding gainful employment can be a challenge. Roughly **60-80% of adults with ASD in Arizona are currently unemployed**, and many struggle with **loneliness and depression**.

To address this growing concern, counselors within the Department of Economic Security (DES)'s Vocational Rehabilitation (VR) Program work to equip adults with ASD with workforce skills to help them connect to viable and fulfilling employment in their communities. DES staff also educate local employers about the many benefits of hiring a person with ASD.



The DES VR program supports job seekers with disabilities, including ASD, to reach their employment goals. Job seekers with mental or physical impairments (including mental illness and learning disabilities) may qualify for VR assistance. To learn more about the VR services available to job seekers, please visit <https://des.az.gov/rva>.

Information Source:  
James B. Adams, Ph.D.  
Autism/Asperger's Research Program  
Autism Society of America  
<http://autism.asu.edu>  
[www.phxautism.org](http://www.phxautism.org)

  
**DEPARTMENT OF ECONOMIC SECURITY**  
*Your Partner for a Stronger Arizona*

Welcome to the Dear Series, where we address various topics to help businesses create a supportive and inclusive environment for their employees. In this edition, we focus on how to support autistic employees.

Autism, being a neurodevelopmental disorder, presents unique challenges and abilities. With proper support and understanding, autistic employees can thrive in the workplace and contribute significantly to their organizations.

## Understanding Autism

Before delving into how to support autistic employees, it is crucial to gain a basic understanding of autism spectrum disorder (ASD). Autism is characterized by difficulties in social interaction, communication, and repetitive behaviors. It is essential to recognize that autism is a part of an individual's identity and not something that needs to be fixed. Autistic individuals have valuable skills and perspectives that can greatly benefit businesses.



### Dear Managers: How to support autistic employees (Dear series) by Rosie Weldon (Kindle Edition)

★★★★★ 5 out of 5

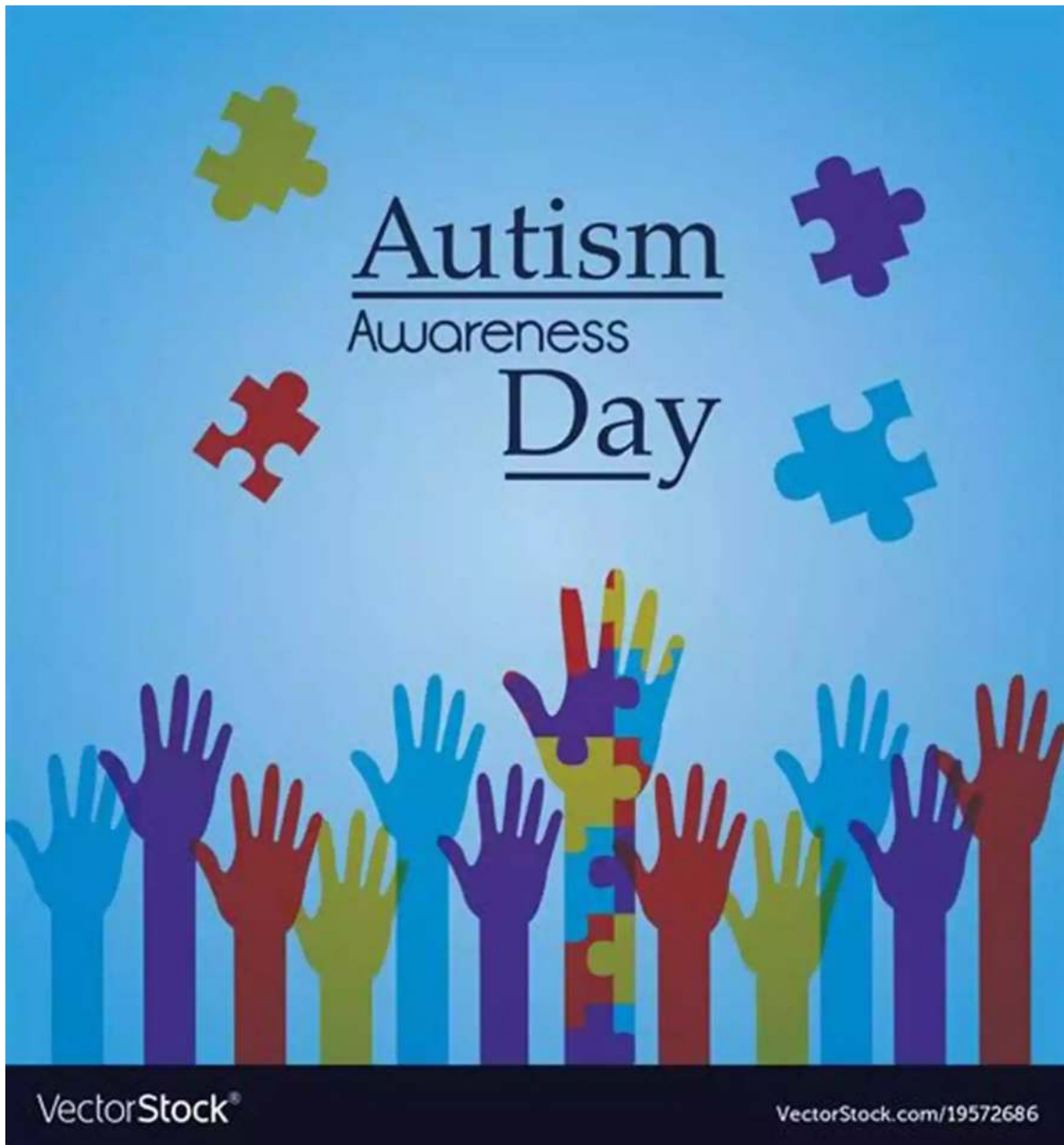
Language	: English
File size	: 1003 KB
Text-to-Speech	: Enabled
Screen Reader	: Supported
Enhanced typesetting	: Enabled
Word Wise	: Enabled
Print length	: 16 pages
Lending	: Enabled



## Creating an Inclusive Environment

Creating an inclusive environment is fundamental to supporting autistic employees. Here are some key strategies:

## 1. Educate and Raise Awareness



Organize workshops or training sessions for employees to learn about autism and debunk any misconceptions. Increased awareness fosters understanding and promotes empathy among colleagues.

## 2. Implement Sensory-Friendly Practices

Noise-canceling headphones, adjustable lighting, or designated quiet areas can help create a sensory-friendly environment that is comfortable for autistic employees.

### **3. Flexible Work Arrangements**

Consider offering flexible work arrangements to accommodate autistic employees' needs. This may involve adjusting work hours, providing remote work options, or allowing for breaks as required.

### **4. Effective Communication**

Understand that autistic individuals may communicate differently. Be patient, use clear language, and consider providing written instructions or visual aids for better comprehension.

## **Providing Structured Support**

Autistic employees often benefit from structured support to excel in their roles. Here's how you can make a difference:

### **1. Individualized Workplace Accommodations**

Provide reasonable workplace accommodations based on the individual needs of autistic employees. This may include creating step-by-step instructions, assigning a mentor or buddy, or allowing for designated breaks.

### **2. Executive Functioning Support**

Helping autistic employees with executive functioning, such as prioritizing tasks or time management, can enhance their productivity and job

satisfaction. Work collaboratively to identify strategies that work best for them.

### **3. Social Skills Assistance**

Offer training or support groups focused on improving social skills and building relationships. This can empower autistic employees to navigate social situations more comfortably, both within and outside the workplace.

### **Encouraging Career Growth**

Supporting autistic employees in their career growth is essential and helps them reach their full potential. Consider the following:

#### **1. Ongoing Training and Development**

Invest in training programs that enhance autistic employees' skills and knowledge. This not only fosters their professional growth but also helps them contribute more effectively to the organization's goals.

#### **2. Mentoring Programs**

Establish mentoring programs where autistic employees can receive guidance and support from experienced colleagues. Mentoring promotes confidence, skill development, and networking opportunities.

#### **3. Equal Opportunities for Advancement**

Ensure equitable opportunities for career advancement by considering autistic employees for promotions and providing them with challenging projects. Recognize and reward their contributions to foster a sense of belonging and motivation.

Supporting autistic employees goes beyond simply accommodating their needs. It involves creating a nurturing environment that values their unique contributions and provides opportunities for growth. By implementing the strategies discussed in this article, businesses can create a workplace where autistic individuals can thrive professionally, ultimately benefiting the entire organization.

Article written by: [Your Name]

Published on: [Date]



## Dear Managers: How to support autistic employees

(Dear series) by Rosie Weldon (Kindle Edition)

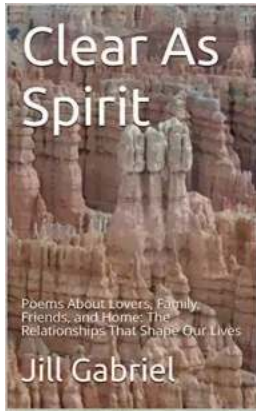
★★★★★ 5 out of 5

Language	: English
File size	: 1003 KB
Text-to-Speech	: Enabled
Screen Reader	: Supported
Enhanced typesetting	: Enabled
Word Wise	: Enabled
Print length	: 16 pages
Lending	: Enabled



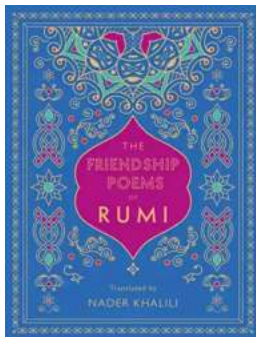
Rosie Weldon, an autistic accountant, uses her own experiences to shed light on how to support autistic employees in the workplace.

This 'short read' guide (3,000 words) gets to the point with practical advice. If you want to support your autistic employees but aren't sure how best to go about it - this is the guide for you.



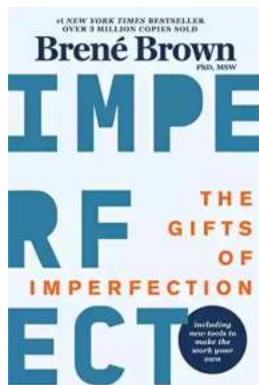
## Poems About Lovers, Family, Friends And Home - Captivating Expressions of Love and Connection

Poetry has always been a powerful means of expressing emotions, and when it comes to love, family, friendship, and the warmth of home, it becomes an even more...



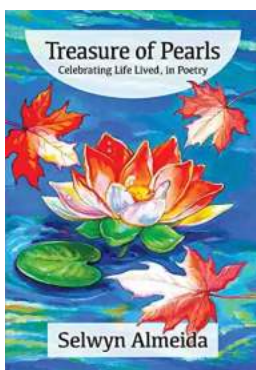
## The Friendship Poems Of Rumi: Discover the Timeless Beauty and Wisdom

Friendship is a sacred bond that transcends time and space, bringing hearts closer through understanding, compassion, and shared experiences. When it comes to...



## Let Go Of Who You Think You're Supposed To Be And Embrace Who You Are

Have you ever felt like you were living a life that wasn't truly yours? Maybe you've been constantly seeking validation and approval from others, molding yourself into...



## Treasure Of Pearls Celebrating Life Lived In Poetry: Unlocking the Magic of Words

Life is a wondrous journey, filled with emotions, experiences, and the unending pursuit of purpose and happiness. Over the centuries, poets have captured the essence of this...



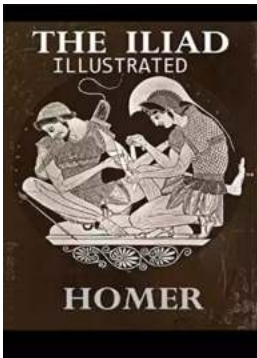
## The World Of Otome Games Is Tough For Mobs: An Epic Adventure in the Anime Universe!

Welcome to the magnificent realm of Otome games, where players immerse themselves in romantic adventures and woo their virtual love interests. However, in a universe...



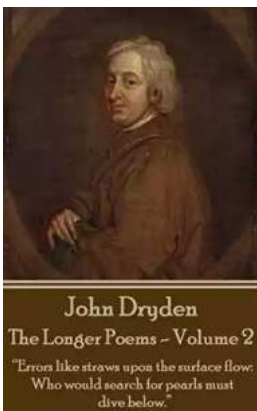
## Miss You My Darling - The Powerful Emotions of Longing

Do you ever find yourself longing for someone? That feeling of emptiness and sadness that comes when someone you love is far away can be overwhelming. Whether it's your...



## The Iliad of Homer Illustrated Edition: A Timeless Epic That Continues to Inspire

The Iliad of Homer is a captivating tale of heroism, tragedy, and the timeless struggle between gods and mortals. It stands as one of the greatest works of ancient...



## Who Would Search For Pearls Must Dive Below

The Ultimate Quest for Nature's Prized Gems When it comes to precious gemstones, pearls hold a special place in the hearts of many....