

### **Marty works at Afni:**

*"In Afni's Recovery Support group, one of the functions is reading consumer correspondence, noting the account(s) associated with the correspondence, then routing the accounts into the appropriate work queue. Given Marty's knowledge of working accounts and appropriate routing, she is able to work these queues with speed and accuracy. When others are in need of assistance, whether working bankruptcies or other consumer accounts, Marty is there to help. I am very appreciative of Marty's hard work here at Afni."*

— Michael Manint,  
Afni, Inc. Recovery Support Program Coach

### **Loretta worked at the County Clerk's office:**

*"Proper record keeping is vital to the McLean County Clerk's office. During the crunch of our election cycle, receiving thousands of voter registrations and address changes is not uncommon. Thanks to Loretta, we were able to keep up accurate filing of our election forms. Loretta's attention to detail was flawless. Thank you, Loretta, for making our election cycle run smoothly."*

— Peggy Ann Milton, McLean County Clerk

## **ASD: Autism Spectrum Disorders**

— a growing population

Autism Spectrum Disorders were first identified in the 1940s, but diagnoses of this full range of developmental disorders were not officially recognized until 1994.

ASD is generally manifest with challenges in social interactions and relationships. Other challenges may include verbal and non-verbal communication, hyper-focused attention, or other eccentric behaviors.

**Today, ASD affects 1 in 150 individuals. Persistently overlooked and under-employed, people with ASD are a hidden talent pool offering great possibilities.**

## **E=mc<sup>2</sup>**

**Employment = momentum x community collaboration**

A Program of the Autism Society of McLean County

**Employment = Momentum x Community Collaboration**

## **Hiring Someone with an Autism Spectrum Disorder?**

Discover reliable, hard working, & uniquely talented employees

## **E=mc<sup>2</sup>**



**Help adults with ASD gain momentum in their lives!**

**[www.autismmclean.org](http://www.autismmclean.org)**

2404 East Empire, Bloomington, IL 61704  
phone: 309.661.9440

An Employment Advocacy Program  
of the Autism Society of McLean County

## Advantages of Hiring Adults with Autism Spectrum Disorders (ASD):

### Gain reliable, hard working, and uniquely talented employees who

- are attentive to detail and maintain an exceptionally high level of accuracy
- perform well on complex, repetitive tasks
- easily memorize detailed facts, figures, and systems
- can develop highly advanced technical skills
- are straightforward and scrupulously honest
- are exceptionally loyal to their employers
- are unconcerned with office politics
- prefer focused work to socializing

### Businesses that employ people with ASD also report that

- morale and productivity for non-disabled employees increases
- all employees benefit from the communication clarity required for interacting with adults with ASD
- non-autistic employees are relieved of tasks they find tedious, such as complex, repetitive tasks
- commitment to workplace diversity yields a positive public image and positive responses from customers.

**By raising public awareness that you are a disability-friendly business, you will attract a new pool of job candidates and an expanded pool of customers.** Marketing studies reveal that even households with no disability connection felt goodwill towards companies that included people with disabilities in advertising and were more likely to buy products from those companies. (Solutions Marketing Group 2003)

## Why $E=mc^2$ *Albert Einstein's behaviors indicate he may have had an autism spectrum disorder.*

The Autism Society of McLean County's  $E=mc^2$  employment effort recognizes the unique abilities of adults with ASD: people such as Einstein — initially thought to be unemployable — yet, given the chance, can make great contributions to their workplace and society. **To learn more about  $E=mc^2$ , or to offer help with this effort to employ people with ASD, contact the Autism Society of McLean County: phone 309-661-9440 • [www.autismmclean.org](http://www.autismmclean.org)**

Quality of life *expands* for everyone when employment opportunities increase.

## Community Impact

Each year, more and more children are diagnosed with ASD. Autism is more common than: Down Syndrome, childhood diabetes, cystic fibrosis, deafness, and all forms of childhood cancers.

### What happens to these children when they grow up?

Given that ASD affects 1 in 150 individuals, then McLean County likely has over 1000 residents who have ASD.

By 2010, 1.75 million Americans will be diagnosed with ASD. The estimated annual cost of care is \$90 billion.

Less than 50% are eligible for Federal and state assistance programs. The remainder are dependent upon their families. Unemployment amongst adults with ASD, including those with high-level cognitive capabilities, is estimated to be between 85 and 95% nationwide. Even among those with advanced degrees, successful employment can be an elusive goal.

### The resulting costs to families and to the community are enormous.

### In general, people with ASD love to work. Unemployed — they are a wasted resource.

Employment within the community is a significant key to personal independence and self-fulfillment for individuals with ASD. It is critical that employers understand the contributions and abilities these individuals have to offer.

$$E=mc^2$$

Einstein determined that the mass of an object *increases* the faster it moves.

## Help adults with ASD gain momentum!

Employing adults with ASD may mean suspending judgment when someone does not interview well. Adults with ASD may not make a good "first impression." But once acclimated, they can become highly productive and dedicated employees.

### Learn More

- Increase your understanding of the challenges and abilities of people with Autism Spectrum Disorders.
- Help inform others about ASD.
- Contact the **Autism Society of McLean County: 309-661-9440 • [www.autismmclean.org](http://www.autismmclean.org)**

### Provide Employee Supports

**With appropriate, and often simple supports, most adults with ASD could work. Supports may include:**

- Communications support during interviews
- A mentor or job buddy to help navigate social communication and coworker interactions
- Co-workers and supervisors who are informed about ASD
- Predictable, structured schedule and workplace setting
- Accommodations that minimize sensory overload
- Step-by-step processes that reduce the need to multi-task

### Hire Someone with ASD!

Could your workplace hire someone with ASD?

Do you *already* employ or work with someone with ASD?

Can you improve opportunities for success?

### The following agencies offer employer support:

- Illinois Department of Rehabilitation Services (DRS)
- marcfirst (marc)
- Occupational Development Center (ODC)

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