Hiring Individuals with ASD: Employers’ Perspectives

At-a-Glance: To learn employers’ perspectives on hiring individuals with Autism Spectrum Disorder (ASD), researchers surveyed and interviewed employers in a variety of industries who participated in Employment Works Canada. This 12-week employment preparedness program sought to provide employment goals and workplace experience opportunities for youth and young adults with ASD. It also provided potential employers with education about ASD in the workplace, encouraged them to develop inclusion strategies, and helped them build relationships with job seekers who have ASD. Research findings indicate a limited understanding of ASD among many employers and employees, which may translate to little knowledge about the needs of individuals with ASD in the workplace. Employers who completed the program suggested ways to enhance and increase the employment of individuals with ASD.

Key Findings
- 44% of employers, approximately, reported their organizations had inclusive hiring strategies. The remainder were unsure or said their organization didn’t.
- 7% of employers said they had specific strategies for hiring people with ASD.
- 55.6% were uncertain as to whether individuals with ASD wanted to be employed.
- 88% of employers indicated that the program increased their likelihood of hiring someone with ASD.
- The majority of employers implemented either no or minimal accommodations for employees with ASD.

Putting It into Practice
- Offer ASD education and awareness training to employers and their staff.
- Train supervisors to increase intra-organizational knowledge about ASD in the workplace.
Implement volunteer or internship trials and permit short-term onsite job coaches.

- Offer modified interview policies and adapt work scheduling.
- Increase training for new roles and integrate assistive technology.

**More about this Research**
Approximately 82 employers in the Employment Works Canada program completed an ASD awareness questionnaire, 29 employers completed a post program survey, and 11 employers were interviewed to gain their perspectives of the employment of individuals with ASD.

**Learn More**
Access this research by visiting the Project E3 Research Database.


**Find it in the Project E3 Library**

**Questions? Feedback?**
Do you have questions or feedback about putting this research into practice? We’re waiting to hear from you!

**Send us your Questions**

**Join Our Conversation**
Have you tried any of these practices? Have you had success working with these populations in your area? Tell us more and join our conversation.

**Join our Conversation**