

HIRING STUDENTS ON THE AUTISM SPECTRUM

Who are On Your MARQ students

OnYour MARQ (OYM) students are regularly admitted Marquette students who are on the autism spectrum. They are high-achieving, dedicated students majoring in a variety of fields. Every OYM student can bring a unique perspective and skill set to your organization.

Strengths of OYM students

- Trustworthiness
- Acceptance of repetitive tasks
- Reliability
- Ability to systemize
- Attention to detail
- Innovation
- Focus on work and results
- Visualization
- Analytical thinking
- Low absenteeism

Preparation of OYM students

In-depth career development curriculum that includes:

- Detailed career interest/fit profile
- Interview preparation
- Emphasis on self-advocacy
- Understanding of professional workplace structure
- Stress management
- Collaboration and teamwork
- Water cooler culture

Support from OYM

- Weekly job coaching
- Access to career services staff with autism certification
- Mentoring
- Individualized support team
- Support for employer in management strategies
- Troubleshooting

Why focus on autism and why internships/employment?

- The Centers for Disease Control and Prevention estimates that 1 in 59 children in the United States is diagnosed with autism.
- Over the next decade, an estimated 500,000 teens with autism (50,000 each year) will enter adulthood.
- Reports suggest that young adults with autism generally face many more barriers in securing and sustaining employment than all other groups of young adults with disabilities.
- Professional work experiences increase the likelihood of employment upon graduation.
- These experiences offer an opportunity to pursue interests and apply classroom knowledge.
- Work opportunities provide a way to meet the need for inclusion and belonging.

What employers are saying

Enhance diversity — Neurodiversity enhances diversity and inclusion efforts.

Improve managerial skills — Managers working with people on the spectrum become better managers.

Create and strengthen inclusive culture — Bringing awareness to autism improves outcomes for current employees on the spectrum and translates to improved awareness and understanding of differences in general.

Contact us at oym@marquette.edu
marquette.edu/disability-services/on-your-marq/

Content provided by Autism @ Work Playbook



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BE THE DIFFERENCE.