



The Uniquely Abled Project

## Tip Sheet for Potential Employers

### How to Create an Autism-friendly Workplace

The Uniquely Abled Project™ is a non-profit organization that is creating inclusive vocational opportunities for youth with disabilities by matching their unique *abilities* to jobs in high demand. The UAP aims to shift the paradigm of “disabled” to “uniquely abled” by recognizing what these young people can do.

The Uniquely Abled Academy™ prepares math- and computer-savvy youth on the autism spectrum for careers in CNC (computer numerical control) manufacturing. The UAA provides customized training, placement, and job support to our students, at **no cost** to them.



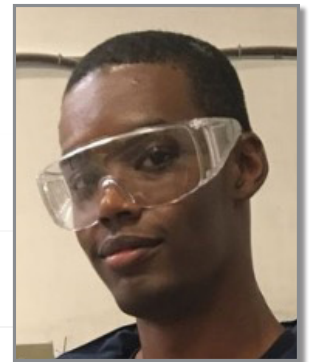
### A WIN-WIN SOLUTION

Think about the perfect candidate for entry-level CNC machining. What skills and work habits are on your wish list? You don't have to dream up



this great employee, because The Uniquely Abled Academy has you covered.

The UAA program is a win-win solution for everyone involved: businesses needing skilled workers, uniquely abled individuals, and family members whose fondest wish is to see their young people thrive through meaningful, paid work.



### AUTISM-FRIENDLY WORKPLACE

Interested in hiring a Uniquely Abled Individual?  
Do you already have autistic employees?

Here are **6 TIPS** to help you create an autism-friendly work environment.



1

#### UNDERSTAND AUTISM

Autism is a natural and valuable variation in thinking and learning. Symbols in the image above, like puzzle pieces, graphs, and patterns represent different ways of thinking and learning, or neurodiversity. A neurodiverse workforce is an asset to any organization.

**2****RECOGNIZE TALENTS AND ABILITIES**

Workers with autism can be a natural fit for your diverse workforce. About 2% of the U.S. population has autism, so you probably have people on the spectrum working at your company now.

**3****GET TO KNOW AND APPRECIATE EMPLOYEES WITH AUTISM**

There's a saying in the autism community: "When you've met one person with autism, you've met one person with autism." There's great diversity among people with autism. That's why the term *autism spectrum* is used. While people with autism have some traits in common, they are as unique as anyone else!

**4****MAKE THE CONNECTION BETWEEN THE TALENTS OF INDIVIDUALS WITH AUTISM AND YOUR NEEDS**

Many people focus on autism as a disability, and emphasize things that someone with the diagnosis can't do. The Uniquely Abled Project encourages us all to shift to an appreciation of their unique abilities, what they can do particularly well. This change of perspective and positive attitude can help individuals with autism thrive.

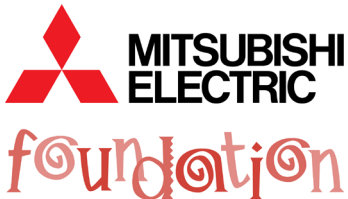
**5****TAP INTO OUR TALENT POOL**

It's a fact: UAA graduates are trained, qualified and ready to put their abilities to work! Employers tell us that their UAA hires:

- Have a positive attitude and great work ethic
- Are very focused with excellent attention to detail
- Take pride in getting it right, including meeting precise tolerances
- Are dependable, consistent and loyal

**6****LEARN ABOUT SMALL CHANGES WITH A BIG IMPACT!**

We're proud to collaborate with you to break down barriers to employment and help uniquely abled individuals become exceptional, high-performing workers. To contact us and also watch Uniquely Abled Project's free video for managers and supervisors, please visit: <https://uniquelyabledproject.org/>



Thank you to the Mitsubishi Electric America Foundation (MEAF) for providing major funding to create innovative enhancements to the Uniquely Abled Academy. MEAF is a non-profit foundation jointly funded by Mitsubishi Electric Corporation of Japan and its US affiliates, working to make changes for the better by empowering youth with disabilities to lead productive lives.



Thanks to Comerica Bank for helping sponsor the Time to Shine Employer Video and this Tip Sheet!