

8. Reach out to the Minnesota State Colleges and Universities system to find candidates with training and degrees in technology fields.

<http://www.mncdd.org/asd-employment/pdf/09-MNC-DQ.pdf>

9. See what's been done elsewhere by reviewing the economic development agendas for technology from Austin, Texas and Singapore in Asia.

<http://www.mncdd.org/asd-employment/8b-austin-singapore.html>

<http://www.bloomberg.com/news/2010-10-21/mobile-applications-talent-in-short-supply-as-employers-seek-to-fill-jobs.html>



10. Contract with businesses owned or operated by people with disabilities to do specific work, such as software testing or video game testing.

<http://www.mncdd.org/asd-employment/8a-parent-owned-co.html>

Development of these products was financed in part by grant number G1001MNBS24 from the Department of Health and Human Services,

Administration on Developmental Disabilities, under provisions of Public Law 106-402. Content of these products does not necessarily reflect the position or policy of the Administration on Developmental Disabilities or the Minnesota Department of Administration.

*Wondering how to attract, supervise and retain the best and brightest tech-savvy people for your company's future ?*

# Top 10 Actions for Employers

UNDERSTANDING EMPLOYEES WITH  
AUTISM SPECTRUM DISORDER

1. Diversity means that people with autism spectrum disorder should be a part of your workforce.

<http://www.mncdd.org/asd-employment/3c-media-coverage.html>

2. Break stereotypes about people with autism spectrum disorder – meet WOW people with great skills, knowledge and attitudes.

<http://www.mncdd.org/asd-employment/2-wow-people.html>

3. Yes, there are success stories of people with ASD forging successful careers in Minnesota – and the hiring processes used have been documented. People with ASD are employed in several different tech fields.

<http://www.mncdd.org/asd-employment/2b-mn-success-asd.html>

4. Be open to hiring people with ASD. Look at all of your industry's standards, such as a bachelor's degree, certifications, and paid work experience, and see if changes are needed.

There are college students with ASD on a career path – make sure to advertise, recruit and identify candidates with ASD.

<http://www.collegeautismspectrum.com/>  
<http://www.mncdd.org/asd-employment/pdf/09-MNC-DQ.pdf>

5. Does your organization need to be informed about ASD? If so, contact the Autism Society of Minnesota (AuSM) for assistance.

<http://www.ausm.org/index.asp>

6. Do your managers need information about possible accommodations? Review the AuSM Manager Manual for helpful suggestions.

[http://www.ausm.org/supportServices/employment\\_strategies\\_brochure.pdf](http://www.ausm.org/supportServices/employment_strategies_brochure.pdf)

7. Reach out to Vocational Rehabilitation staff if you are interested in pursuing hiring individuals with ASD for your organization. According to the latest data, 7 percent of the individuals receiving Vocational Rehabilitation services have ASD.

