

# NDEAM 2010

## OCTOBER IS NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH



### **Talent Has No Boundaries:**

### **Workforce Diversity INCLUDES Workers with Disabilities**

Including people with disabilities, like people with autism spectrum disorders (ASDs), in the workplace is a mutually beneficial business decision. Meaningful contribution and work shows the community that a person labeled as having an ASD has strengths and can contribute to the community. Here are a few benefits of including a person with ASD in the workplace:

- From 2002 to 2007 in Kentucky, for every dollar spent supporting employees with intellectual disabilities, the employees earned \$3.31 (Cimera, 2010).
- Working allows adults with ASD to become taxpayers, decrease the amount of reliance on government funding, and to contribute to their own disability/social security accounts.
- Studies indicate that participation in supported employment improves cognitive performance in adults with ASD (Garcia-Villamizar & Hughes, 2006).

***Although there are numerous benefits and advantages for individuals with ASD to work, many do not have opportunities in their own communities. This October, promote employment for adults with ASD and other developmental disabilities in your community.***