

THE GEN Z AUTISM TALENT POOL

RECRUITMENT & RETENTION

Gen Z Population

- Born between 1995 and 2010, approximately
- Digital natives and entrepreneurial
- Most diverse generation; tolerant and inclusive
- Feel it's important to defend causes related to identity, e.g. ethnicity, gender, neurodiversity, different abilities
- Value diversity and inclusion practices by employers

Gen Z Autism Workforce

- Shares general characteristics of their peers
- Eager to explore employment possibilities
- Proven to be conscientious workers when provided with the right supports
- Helps companies attract customers and talent who value diversity and inclusion

Attracting Gen Z Talent

- Studies show that career fairs on school campuses are not effective for actual recruitment of this group
- Organize career tours of your company or plant to provide a concrete picture of your company
- Hold information sessions at your company to educate students on job functions, skills needed, qualifications, and other requirements
- Take advantage of speaking opportunities at schools to introduce your company
- Build partnerships with high school transition-to-employment programs for students with disabilities



Generation Z

Cultivating Pipeline

- Create an internship program to screen for potential talent
- Work with schools and school districts to create a simulation site on school grounds where teachers can help you groom talent
- Offer mock interviews or remote interviews
- Form a business advisory council with other businesses in your community to nurture this potential workforce