



18



What happens to your child once they turn 18? This is the question troubling many families.

Autism World Magazine hopes to answer some of your concerns in our 18 PLUS Section.

71

Employing People with ASD
by Monica Holloway, and Tom Everill

Why inclusion in the workplace can be more than just benevolence..

Top Benefits to Businesses Employing People with Autism

By Monica Holloway, author of bestselling autism memoir, *Cowboy & Wills* and Tom Everill, President and CEO of the Northwest Center.

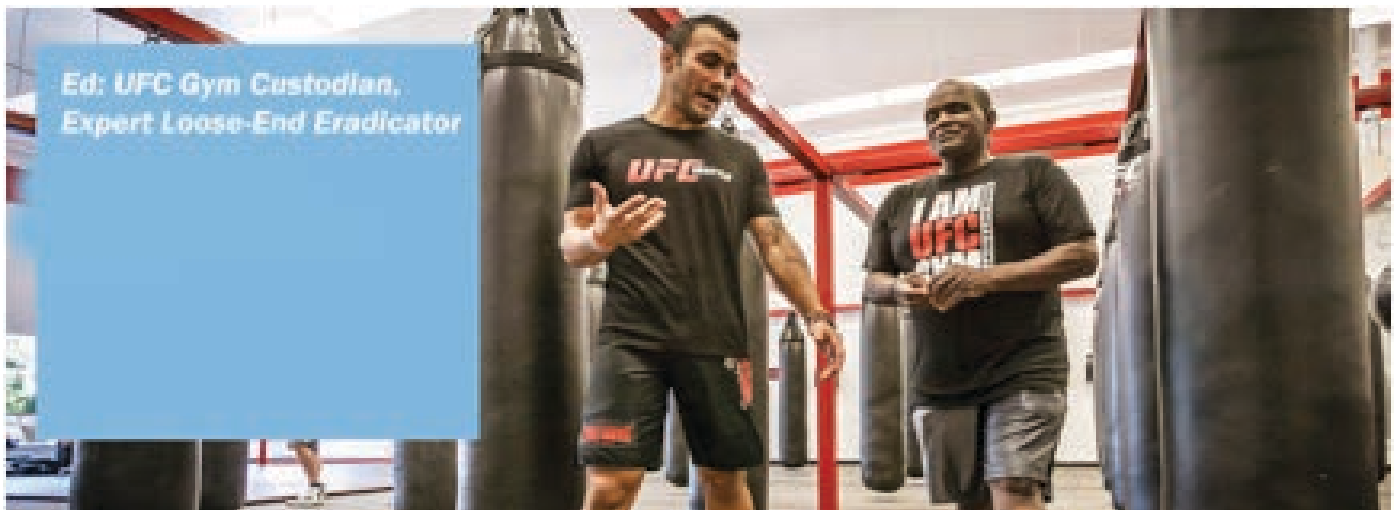


Inclusion in the workplace can be more than just a “benevolent compromise.” Businesses truly thrive and succeed with a workforce that includes those with disabilities and those with autism. Northwest Center CEO Tom Everill says in *The New Competitive Edge*, “The neurodiversity of our workforce has become a significant competitive advantage that enables us to astonish customers, most of them well-known global brands, with a level of quality and innovation they rarely experience.”



Scott: Pacific Rim Equipment Rental Shop Assistant, VP of Early Risers

Northwest Center is a shining beacon for our families, demonstrating that there is a real way to positively utilize people’s strengths of all abilities in the workplace, and that by doing so, businesses become more successful.



Ed: UFC Gym Custodian, Expert Loose-End Eradicator

[The Huffington Post](#) reports a growing movement in hiring employees with disabilities "not out of charity, but as a business decision." Companies like Walgreens, Procter & Gamble, GlaxoSmithKline, Iron Mountain and IBM hire employees of all abilities not to fulfill "social responsibilities," but, instead, to "make their companies more competitive."



Northwest Center uses a business model called "[Social Enterprise](#)" and uses its businesses not only as a source of jobs for people who experience the world differently, or as a source of income for its pioneering work with inclusive early childhood education and natural environments early intervention therapy, but also as a demonstration platform that proves the power of neurodiversity to improve the performance of any business.



Here are some of the benefits businesses report after hiring people with autism and other developmental conditions:

Increased Sales.

Many businesses like stores and restaurants report increased sales as a direct result of their diverse workforce and its positive effect on customer experience.

Improved Productivity and Innovation.

Celebrating and leveraging the unique qualities of individuals can pave the way to innovations in the workplace, better workflows, and more creative problem solving.

Improved Quality.

Some employees with autism can be very meticulous and are able to perform quality control procedures and repetitive detail work much better and faster than a person without a developmental condition.

Improved Morale.

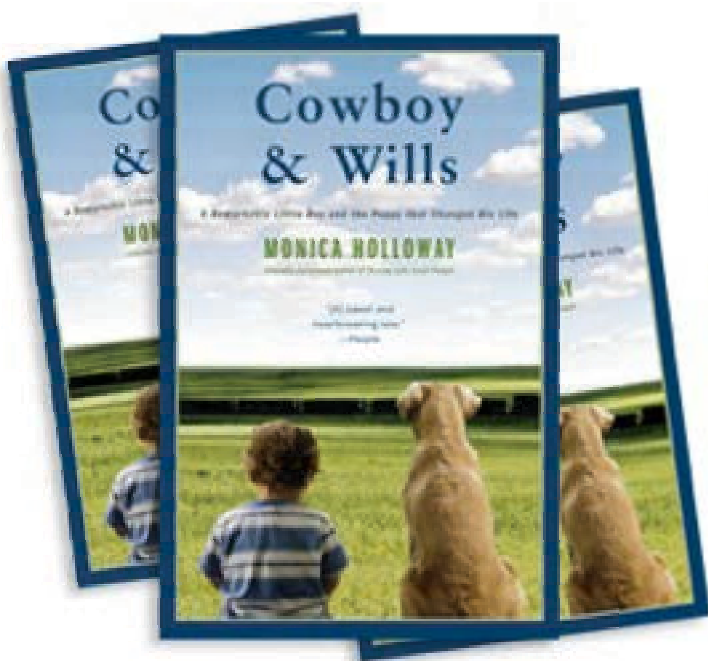
Having employees on the team who love their jobs and love getting it right is a morale-booster for the entire organization, yielding better cooperation, lower absenteeism, better teamwork and a greater sense of pride, ownership and belonging.

ABOUT MONICA HOLLOWAY:

Monica Holloway is the bestselling author of *Cowboy & Wills*, a Mother's Choice Award's Gold recipient, and the critically-acclaimed author of the memoir *Driving With Dead People*. Holloway lives with her son and husband in Los Angeles.

www.monicaholloway.com/
www.facebook.com/cowboyandwills
twitter.com/monica_holloway

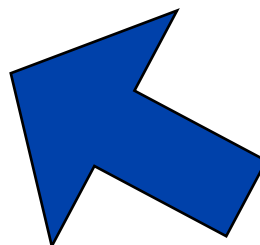
Click on the book picture to order *Cowboy & Wills*, via Amazon



ABOUT TOM EVERILL AND NORTHWEST CENTER:

Tom Everill is President & CEO of Northwest Center, a leading social enterprise organization whose fundamental purpose is to foster inclusion and justice for people with developmental disabilities. Each program and business it operates not only provides world-class education, training and services, but also demonstrates the powerful benefits of people of all abilities learning and working together. Through its inclusive schools and workplaces, Northwest Center creates a model of a better society—one that embraces neurodiversity. Northwest Center proves that inclusion is not a compromise, but a smart strategy that makes all organizations stronger and more successful.

www.nwcenter.org/
www.facebook.com/nwcenter
twitter.com/nwcenter



CLICK ON THE BOOK