# **Employment of Individuals on the Autism Spectrum**

# **Learning from Current Business Initiatives**

# **Yang-Tan Institute on Employment and Disability**

# **Summer Research Opportunity**

## About the Sponsor:

The ILR School’s Yang Tan Institute on Employment and Disability invites you to apply for a summer research position.

The mission of the Yang-Tan Institute (YTI) on Employment and Disability is to advance knowledge, policies and practice to enhance equal opportunities for all people with disabilities in the workplace and broader society.

## About the Summer Research Position:

The goal of this YTI summer research position(s) is to assist the Yang-Tan Institute and partnering businesses in the development of a mutually beneficial future semester-long ILR School engaged learning credit internship focused on organizational/HR policies and practices that effectively support individuals with a disability in the workplace, particularly those with Autism. Tasks may include: targeted literature reviews on topics of mutual interest to the partnering company and Cornell University on effective recruiting, selection, hiring, retention, advancement, and integration of individuals with Autism into the workplace and other related topics; possible interviews with company representatives under the supervision of a Yang-Tan Institute faculty or staff person; writing of a summarizing report about findings of what will make an effective future internship protocol that is mutually beneficial for both partnering organizations, students, and organizational representatives that Cornell students will interface with; and other possible tasks for focus that emerge in the interface between Cornell and the partnering company over the summer research experience. In this project, we will be working with technology or technology-intensive companies with existing or emerging Autism@Work programs to learn more about what might be the most mutually advantageous relationship between Cornell University and the company for continuing future such initiatives.

## Funding Provided:

The summer field-based experience will be funded by a summer research stipend of $3,200 to support student travel, per diem, and other related expenses.  The timeframe for the summer research position will be 6-10 weeks, during the time period between June 1 to August 15, 2017, dependent on student availability, the scope of the particular project of focus on the Autism@Work Program, and access availability to partner company settings for the internship experience.

## Required Qualifications/Experiences:

* Academic or practical experience and/or strong interest in human resources practices and employment related issues
* Experience and/or interest in disability issues, particularly with a focus on workplace disability inclusion
* Proficient in the use of Excel and Word
* Ability to conduct interviews and contribute to data collection and analysis
* Good academic and judicial standing, with a minimum GPA of 2.8 at the time the position starts

## Preferred Qualifications/Experiences:

* Having completed ILRHR 6410 or other courses in the ILR School Disability Studies recommended sequence
* Experience in data collection and/or serving as a research assistant
* An ILR student with and HR focus is preferred
* Experience traveling and/or interacting with diverse populations and organizational cultures

## Application Process:

Please submit a resume, including the names and contact information for two references, a writing sample, and answers to the application screening questions outlined below to Kate MacDowell, YTI Executive Assistant at either 201L Dolgen Hall or kkm74@cornell.edu **by 5:00 pm, Friday, March 10th, 2017.**

Direct questions to Kate MacDowell YTI Executive Assistant, via email kkm74@cornell.edu or phone 607-255-7727.

## Application Questions:

### Part I:

\*Your Name/Address/Email:

\*Anticipated Graduation Month/Year:

\*Your current GPA:

\*Please indicate any languages other than English in which you are proficient:

### Part II:

#### Project Description

**Organizational/HR Polices/Practices To Improve Employment Outcomes for individuals with Autism**

The ultimate purpose of this summer internship is to assist Cornell University and partnering businesses with information that will contribute to the design and implementation of a longer-term partnership protocol that will provide Cornell University ILR School students with an Engaged Learning experience that will raise their awareness, knowledge and skills about effective workplace policies and practices that heighten effective recruitment, selection, hiring, retention, advancement, and inclusion of individuals with disabilities, with a particular focus on those with Autism. The purpose is also to enable YTI to learn more about this topic and to provide partnering companies with access to Cornell’s rich array of resources on workplace disability inclusion, to be able to use these resources for purposes of support of their targeted employment programs focusing on individuals on the Autism Spectrum.

### Part III:

Please type your answers to the following questions into a Word or PDF document and submit with this application. Please write no more than a couple paragraphs for each answer:

1. Why are you interested in this particular project?
2. What are your career goals and how will this experience support those?
3. What courses have you taken in ILR that you think will be helpful to you in pursuing the proposed project and working in these settings?
4. Describe your experience working with individuals with disabilities or with organizations who serve individuals with disabilities.
5. Describe any prior experience working within business organizations, especially in human resources.
6. Do you have any questions or concerns about participating in this program?