

# NEURODIVERSITY IN THE WORKPLACE GRADUATE CERTIFICATE

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According to the Center for Disease Control (2015), one in every 50 to 68 children in the United States is and will be diagnosed with autism, and an estimated 500,000 young adults on the autism spectrum are expected to join the workforce in the next five years. Unfortunately, the modern 21st century workplace is still ill-prepared and, in many cases, unwelcoming to neurodivergent workers. The National Autistic Society (2016) estimates that 85% of individuals with autism are unemployed. Of those who are employed, underemployment in low-level, unskilled jobs not corresponding to their intelligence and abilities is another common phenomenon.

This graduate certificate will target neurotypical SJU graduate students who are likely to work with individuals with autism during their careers as potential employers, HR professionals, colleagues, or allies.

The certificate equips students with knowledge and tools essential to understanding, integrating and supporting neurominorities in the workplace, with a specific emphasis on autism. From learning about the manifestations of the condition to specific HR and management practices, this certificate will help managers and human resource professionals to welcome this important and talented segment of the workforce into their organizations.

## Learning Goals and Outcomes

The Neurodiversity in the Workplace graduate certificate equips students with knowledge and tools essential to understanding, integrating and supporting neurominorities in the workplace, with a specific emphasis on autism. From learning about the manifestations of the condition to specific HR and management practices, this certificate will help managers and human resource professionals to welcome this important and talented segment of the workforce into their organizations.

**Goal 1:** Students will gain an understanding of autism and other forms of neurodiversity

**Goal 2:** Students will learn human resource and general management practices that align with supporting members of neurominorities in workplace, and best practices for leading a neurodiverse organization.

## Requirements

| Code   | Title                       | Hours     |
|--|-----------------------------|-----------|
| MGT 505 - Introduction to Autism for Work <sup>1</sup> |                             | 3         |
| MGT 550  | Leadership and Ethics       | 3         |
| or MGT 556   | Human Resource Fundamentals |           |
| MGT 555  | Equity in Organizations     | 3         |
| MGT 585  | Support Neurodiv Workplace  | 3         |
| <b>Total Hours</b>                                     |                             | <b>12</b> |

<sup>1</sup> For 2025-26, the course MGT 505 will be covered by the course MGT 670: Special Topics - Introduction to Autism for Work