

ON YOUR MARQ

Hiring Students on the Neurodiversity Spectrum

WHO ARE ON YOUR MARQ STUDENTS?

On Your MARQ (OYM) are neurodivergent students who are regularly admitted Marquette students. They are high-achieving, dedicated students majoring in a variety of fields. Every OYM student can bring a unique perspective and skill set to your organization.

Strengths of OYM students

- Creative problem-solving
- Hyperfocus and attention to detail
- Honesty and directness
- Strong analytical skills
- Passion and enthusiasm
- Reliability
- Ability to systemize
- Unique Perspectives

Why focus on neurodiversity and why internships/employment?

- Over the next decade, an estimated 500,000 neurodivergent teens (50,000 each year) will enter adulthood.
- That the unemployment rate among [neurodivergent individuals is 30 to 40%](#). When considering only autistic individuals with a college degree, the unemployment rate climbs to 85%.
- The Centers for Disease Control and Prevention estimates that 1 in 36 children in the United States is diagnosed with neurodiversity.
- Professional work experiences increase the likelihood of employment upon graduation.
- These experiences offer an opportunity to pursue interests and apply classroom knowledge.

Preparation of OYM students

In-depth career development curriculum includes:

- Detailed career interest/fit profile
- Interview preparation
- Emphasis on self-advocacy
- Understanding of professional workplace structure
- Stress management
- Collaboration and teamwork
- Understanding work culture

Support from OYM

- Job coaching
- Mentoring
- Support for employers in management strategies
- Troubleshooting



Contact us

oym@marquette.edu
marquette.edu/on-your-marq

Content provided by Autism @ Work Playbook

WHAT EMPLOYERS ARE SAYING

Enhance diversity

Neurodiversity enhances diversity and inclusion efforts.

Improve managerial skills

Managers working with neurodivergent team become better managers.

Create and strengthen inclusive culture

Bringing awareness to neurodiversity improves awareness and understanding of differences in general for all employees.



MARQUETTE
UNIVERSITY

BE THE DIFFERENCE.