

# Chevron Stations Inc.

# Neurodiverse Hiring Program

## Delivering change in the workplace

### People First, Excellence Always

Our goal is to attract a talented workforce while fulfilling our commitment to diversity and inclusion. This new program has helped address our hiring challenges by creating a Station Support Representative role ("SSR").

We hire candidates with a variety of neurodiverse situations or disabilities such as Autism, Asperger's, or other spectrum related conditions. Our structured pre screen process using our job developers, interview and training processes helps get SSRs into our stores within 2-3 business days from their interview date. Our SSRs are at-will employees, and we have several who are celebrating their 3-year service anniversary in 2022.

- Station Support Representatives enhance the

customer service experience by cleaning and merchandising the store.

- The extra support allows the Team to focus on providing speedy customer service and higher impact tasks.



[www.PathPoint.org](http://www.PathPoint.org)

[www.vocationalvisions.org](http://www.vocationalvisions.org)



### On-The-Job Training Program

- Custom digital training content for

the SSR role

- On-site Job Coaches supplied by the Job Developer
- 90-day reimbursement of wages by the DOR per participating location

## Chevron Stations Inc. Neurodiverse Hiring

Program  **TEXACO.**



- Cleaning Restrooms indoor & outdoor
- Cleaning Fuel Dispensers
- Mopping Floors
- Merchandising Gondolas
- Merchandising Beverage areas
- Stocking Vendor Deliveries
- Assist Customers with Product Selection
- Trash Disposal
- Emergency Response *(add't training required)*

**Chevron Stations Inc. Neurodiverse Hiring Program was sanctioned by the Chevron Corporation Global Office of Diversity and has been nominated for multiple awards throughout California.**

### **Contacts:**

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- Permanent Employees = Low Turnover
- Part-Time / 20-hour work week
- Motivated by opportunity for employment
- Weekly Pay via Direct Deposit
- Empowerment of disabled employees
- Families support employment with CSI
- Morale boost for SSR and Station Staff
- Program Coordinators support with progress checks & Sensitivity Training

