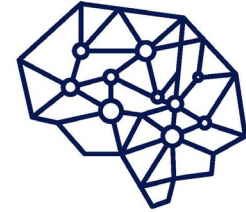
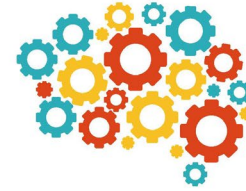




neuroTALENTworks

Advancing Neurodiversity Inclusion in the Workplace

February 2024





Who We Are



neuroTALENTworks

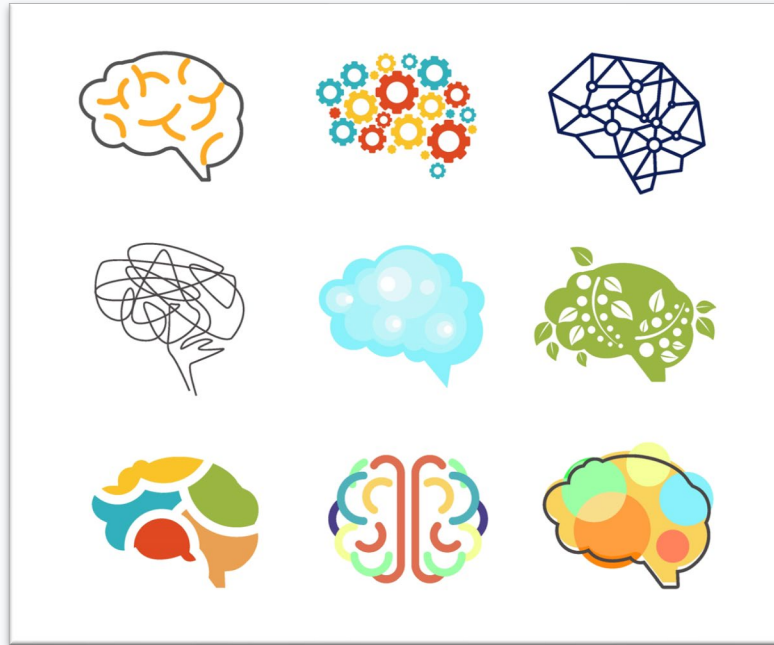
Their gifts, your talent



A non-profit organization advancing neurodiversity inclusion (a diversity of minds) in the workplace and connecting employers to neurodivergent talent.

www.neurotalentworks.org

Neurodiversity at a Glance



Neurodiversity

Embracing a diversity of minds in the workplace and promoting acceptance, belonging and inclusion for neurodivergent individuals.

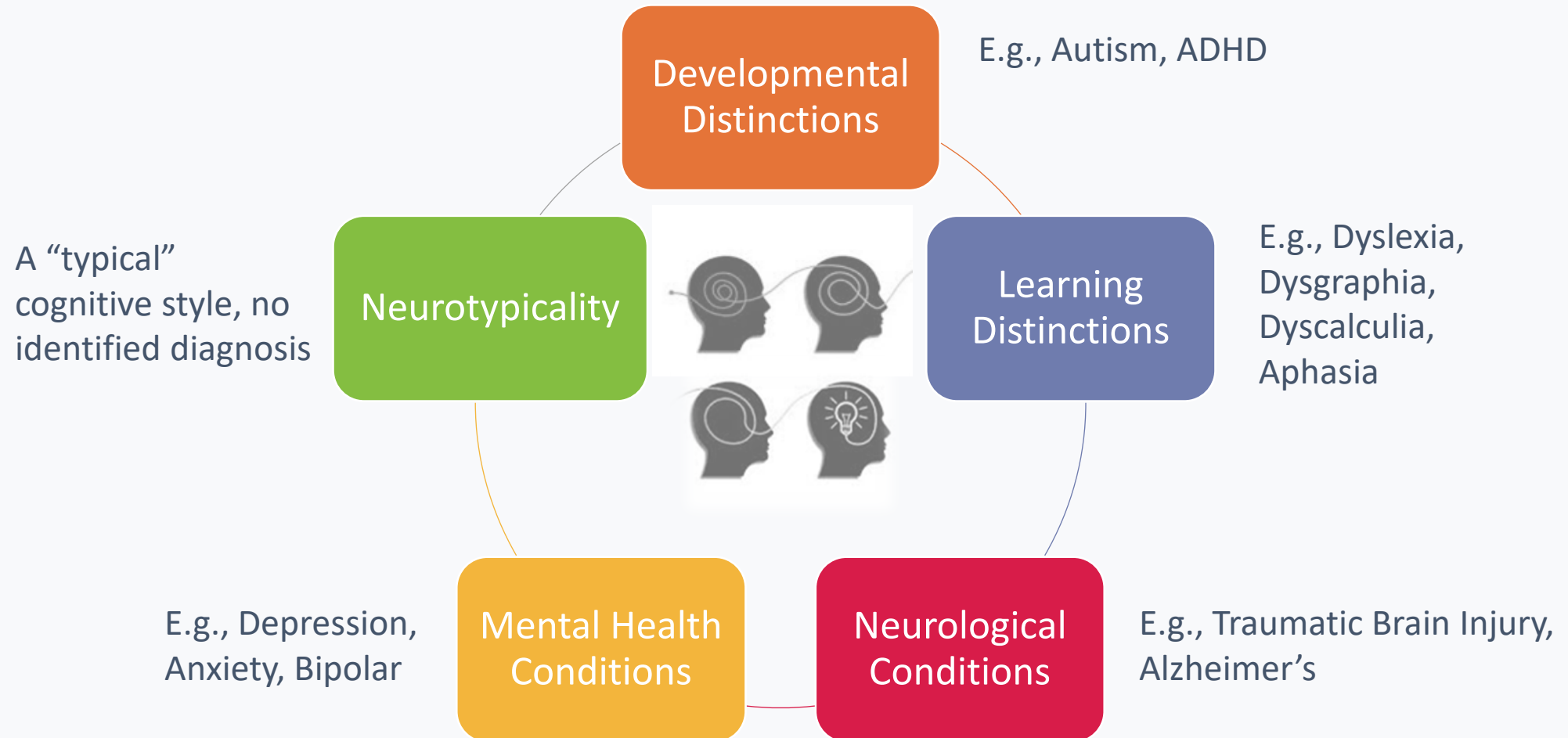


Neurodivergent

An individual with a neurological or cognitive difference leading to diverse learning, communication and living styles.

Examples: Autism, Dyslexia, ADHD, Traumatic Brain Injuries, Information Processing Differences

Neurodiversity Includes ALL Cognitive Variations



A Look Into Neurodistinctions

“If you’ve met one individual with autism,
you’ve met **ONE** individual with autism.”

- Stephen Shore



Source: Vanderbilt University, Understanding the Spectrum

Some Examples:

- **Social Skills:** individuals may need to focus more on picking up social cues, noticing body language, sarcasm, etc.
- **Executive Function:** individuals may need to find different ways of planning, organizing, problem-solving, or managing time
- **Sensory Sensitivity:** individuals may be more sensitive to stimuli such as noise, light, and touch

Contributions of Neurodiversity



Creativity and
Innovation



Detail and
Accuracy



Visual/Spatial
Thinking



Specialized, deep
knowledge



Literal Thinking



Universal
Design



Dependability,
Loyalty, Resilience



Psychological
Safety for All

Neurodiversity in Numbers



15-20% of population is neurodivergent

1 in 36 births in U.S. with autism



Service cliff after schooling years



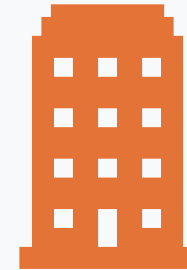
Autistic adults:
80% Unemployment
50% Underemployed

We Aim to Bridge the Employment Gap



Neurodistinct Talent
Gifted, Untapped
Resource Pool

NeuroTalent Works



Corporations
War for Talent
Inclusive Workplaces
Federal Employment
Goals

Invest in Neurodiversity Inclusion

Advancing a diversity of minds in the workplace



Advance an Inclusive Culture

Advance and strengthen diversity equity and inclusion efforts

- Cultural competency training in neurodiversity, disability inclusion and implicit bias
- Promote psychological safety towards acceptance and belonging, mental health and well-being
- Optimize talent and recruitment through a cognitive diversity lens

Encourage existing neurodivergent employees, allies and parents of neurodivergent children

Realize Productivity Gains

Attract and retain top talent

- Access an underutilized talent pool
- Talent retention
- Employee engagement

Realize productivity gains

- Increase creativity and innovation
- Quality improvement

Improve managerial skills and build a pipeline of **inclusive leaders**

Meet Section 503 affirmative action requirements of the Rehabilitation Act (as applicable)

Become a Model Employer

Join employers in the Autism and Neurodiversity at Work movement

- Join the state, national and global Autism@Work Community

Expand public-private partnerships across corporate, government and non-profit organizations

Model the way as an industry leader committed to neurodiversity inclusion

Neurodiversity in the Workplace

Join a Community of Corporate Pioneers

Our Corporate Partners



Neurodiversity at Work Programs



What We Do: Partner to Advance Neurodiversity Inclusion

Business Readiness *Prepare the workplace*



Partner in Strategy

- Neurodiversity Inclusion Strategy
- Business Readiness Assessments
- Process & Protocol Reviews
- Business Consulting



Promote Neurodiversity

- Neurodiversity Inclusion Training for Hiring and Retention
- Corporate Education and Neurodiversity Preparedness
- Job and Manager Identification



Business Partnerships & Sustainment *Match talent to jobs*



Match Talent to Jobs

- Job Matching
- Job Development
- Interview & Hiring Process Review
- Talent Acquisition



Sustain & Grow

- Onboarding Support for New Hires and Managers
- Job Sustainment and Career Growth
- Corporate Program Sustainment & Scale

Talent Readiness *Empower job candidates*



Prepare Job Candidates

- Strategic Sourcing
- Talent Intake & Assessments
- Job Search Training and Support



Empower Self-Advocacy

- Corporate Employment Skills Training
- Self-Advocacy & Disability Disclosure Training

Business Partnerships

Advancing Neurodiversity Inclusion



I. Consulting Partnership

- Holistic Partnership and Strategy (Internal & External)
- Business Process Integrations



II. Neurodiversity Training and Workshops

- 3 Training Courses (Live)
- Digital Training Suite (Virtual)



III. Talent Acquisition

- Talent Sourcing
- Staffing & Hiring



IV. Talent Retention

- Workplace Optimization Coaching
- Customized Team Trainings

Business Partnerships: Our Service Offerings

I. Strategic Consulting

Strategic, customized consulting to advance company efforts in neurodiversity inclusion.

Some topics may include (but not be limited to):

- Neurodiversity Inclusion Roadmap
- Leadership Readiness for ND Inclusion
- Inclusive HR Practices: Talent Acquisition + Talent Retention
- Workplace Accommodations Processes
- Affirmative Action and Self ID Strategy (Section 503)

II. Neurodiversity Training & Workshops

1. Introduction to Neurodiversity
2. a. HR Workshop: Inclusive Hiring Processes
b. Inclusive Hiring & Interviews for Neurodivergent Job Candidates (+ HR Workshop)
3. Inclusive Leadership: Neurodiversity at Work
4. Digital Self-Guided Neurodiversity Training Suite

III. Talent Acquisition

Strategic partner for neurodiversity hiring initiative(s) and sourcing/staffing neurodiverse talent:

- Talent Sourcing & Pre-Screening
- Hiring Process Review & Updates
- Talent Placement
- Neurodiversity Team Trainings
- Critical Conversations for New Hires (Onboarding)
- Onboarding & On-going Support

IV. Talent Retention

Strategic advisor to advance neurodiversity inclusion and retention of neurodiverse talent:

- Workplace Optimization & Leadership Coaching for neurodivergent colleagues and managers
- Customized team trainings

Neurodiversity Training Suite



Introduction to Neurodiversity

Objective

Cultural competency in neurodiversity

Topics

Introduction to neurodiversity inclusion; what it is, how it applies in the workplace, why it matters, etiquette, language, allyship, and how to build inclusive workplaces for neurodivergent team members using diverse learning styles and applying Universal Design (UD) to the workplace

Tools & Resources

Presentation; List of Resources; Cultural Competencies Reference Guide

Duration: 1-1.5 Hours

Attendees: Up to 100



HR Workshop: Inclusive Practices Review

Objective

Prepare HR teams for inclusive strategies and employee questions

Topics

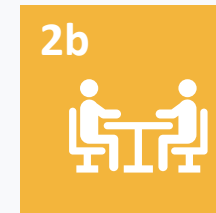
A closed workshop for Human Resources (HR) team members and key leaders on best practices of neurodiversity inclusion in talent acquisition and talent retention, and review and discussion of the company's workplace accommodations process.

Tools & Resources

Accommodations Toolkit; Responding to Disclosure Reference Guides

Duration: 2-3 Hours

Attendees: Up to 15 per workshop



Inclusive Hiring Practices for Neurodiversity

Objective

Equitable and inclusive hiring

Topics

A training course geared towards interviewing team members, Human Resources, and Diversity, Equity and Inclusion teams focused on attracting and hiring neurodivergent talent, inclusive and equitable interview best practices mindful of neurodiversity, and unconscious bias in the interview process.

Tools & Resources

Inclusive Hiring Presentation; Tips for Interviewing/Hiring Reference Guide

Duration: 1.5 Hours

Attendees: Up to 50



Inclusive Leadership: Neurodiversity at Work

Objective

Inclusive leadership and management

Topics

Course geared towards hiring managers and teams focused on strategies for leading and managing neurodiverse teams based on Universal Design best practices; diving deeper into what it means to have a diversity of minds in the workplace and how to optimize and support neurodiverse teams.

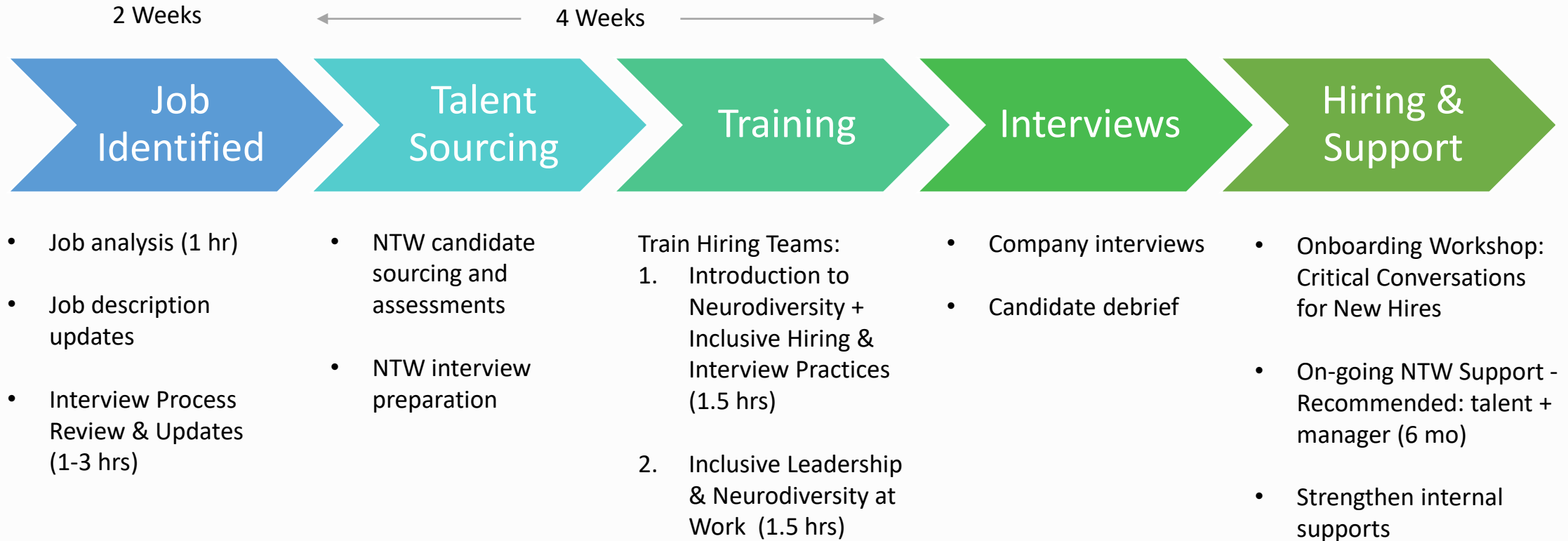
Tools & Resources

Practical Hands-on Strategies; Responding to Disclosure Reference Guide; Community Resources

Duration: 1.5 Hours

Attendees: Up to 50

Sample Timeline of Hiring Activities



*Please note: Timeline will vary based on schedule availability and dependencies of core team members

Contact Us

partners@neurotalentworks.org



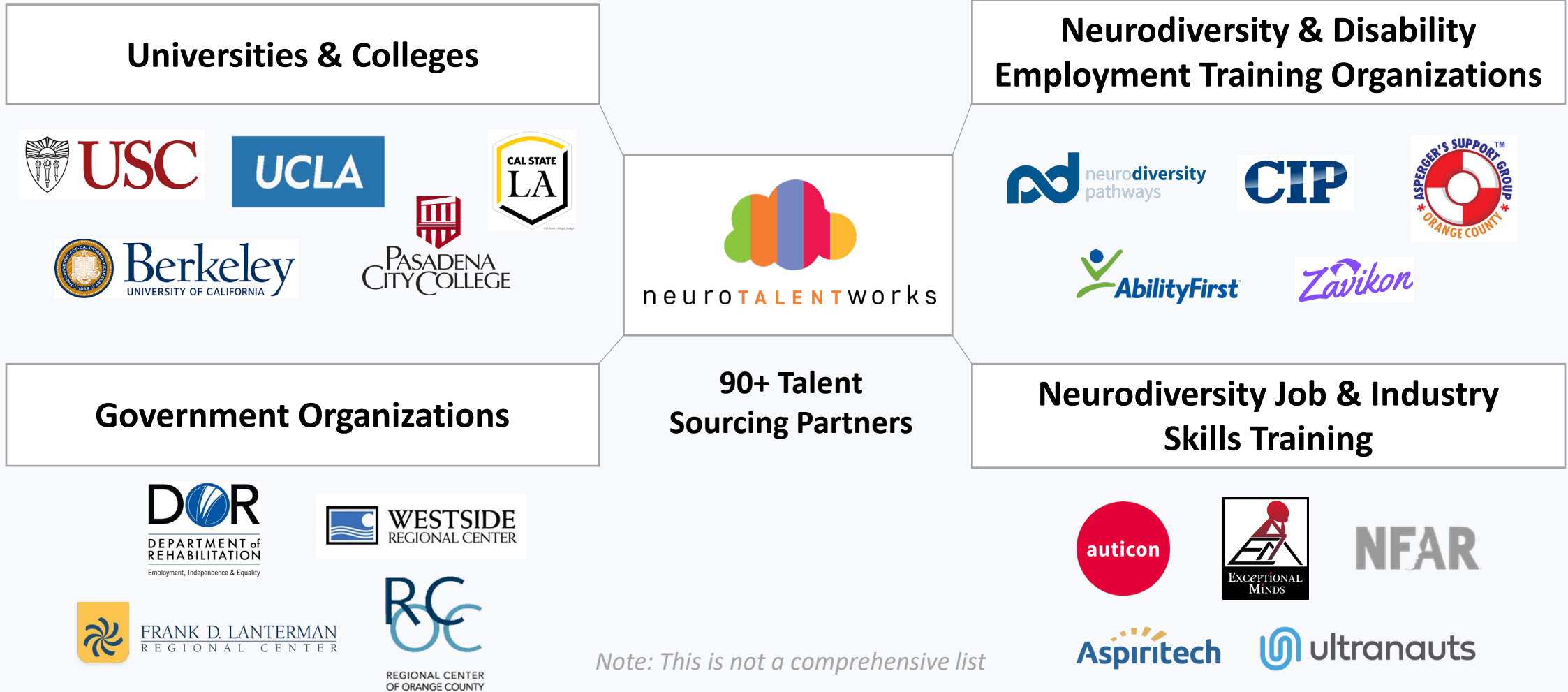
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Appendix

Talent Sourcing Partners



Note: This is not a comprehensive list

Workplace Optimization & Career Coaching Model



Guiding Principles

- A foundation of trust
- Coaching towards independence
- Optimizing to cognitive strengths



- Coaching Kick-Off
- 1 Hour Workshop
- Topics:
 - Mind's Profile
 - Workplace Strategies
 - Workplace & Team Expectations
- Attendees: New Hire, Hiring Manager, NTW Coach

- One-on-one Coaching with NTW Coach
- Focus on workplace and team optimization + individual development
- As required or requested, there may be shared/collaborative coaching sessions

- Transition Plan for Support
 - Individual
 - Organizational
- Option for continued coaching packages

Who's in our Talent Pool?



Education

- 15%** High School Degrees
- 15%** Associates Degrees
- 70%** Bachelor's Degree or Higher

Fields of Study

- 20%** Business and Math,
- 20%** Arts & Humanities
- 18%** IT & Related Fields
- 13%** Visual & Performing Arts
- 8%** Engineering
- 21%** All Social Sciences + Other

Job Interests

- 30%** Tech & Related Fields
- 17%** Clerical/Administrative
- 15%** Digital Arts
- 9%** Engineering
- 6%** Education
- 11%** Other

