NEURODIVERSITY IN THE WORKPLACE
Employment Landscape

Joe Riddle
Director
Neurodiversity in the Workplace
“Hide not your talents, they for use were made,
What's a sundial in the shade?”

B. Franklin
IDENTIFY
roles within the workplace appropriate for our candidates

Prepare
and educate every candidate to for long-term careers

SUPPORT
your staff and new employee(s) through an ongoing program designed to maximize potential
Success Stories: Individuals

Gloria Mendoza

- Mission Control Analyst at SAP
- Serves clients directly by analyzing software issues both on-site and remotely
Success Stories: Individuals

Sam Briefer

- Account Support Associate, Ernst and Young
- Works on a national team with an accounting background to bring creative account solutions to clients
Phase 1.
Phase 1.

Phase 2.

Smaller Companies – the majority of the American workforce

Phase 3.

Standard Practice
Timeline of Services

Consulting (any needed assistance on neurodiversity program or support of individuals hired)

Help build executive support

Work with vocational rehab funding
Companies

Providers

Neurodiverse Individuals

Local

Direct Provider – Job Coaching

Not Local

Train Non-Local Provider

Local Provider provides job coaching and any additional annual trainings
Continuing Support Circle

- Human Resources
- Manager
- Employee
- Mentor
- Program Leaders
- Job Coach
- VR Services
- Outside Services
- Family & Friends

Professional
Personal
Both
Culture Change:
Background:
Background:
Background:
Background:
Background:

- Diversity
- Equity
- Inclusion

Statistic
Action
Background:
Equity:

*noun*: The quality of being fair or and impartial
“equity of treatment”

*noun*: The value of shares in a company
“He owns 54% of the group’s equity.”
Background:

**Equity:**

*noun:* The quality of being fair or and impartial  
“equity of treatment”

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Understanding the System

Company Process: External View
Understanding the System

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Company Process: External View

Digital Marketing Team Member Full Time
MLCS Ltd., Huntington Valley, PA 19006
$15 - $18 an hour
Focus includes but not limited to digital marketing, social media marketing, blog creation and management. We are looking for a motivated computer savvy person to join our digital marketing team.

Video Production and Digital Marketing Intern
Forge Apollo
Newtown Square, PA
Responsibilities: * Assist in creation of client facing documents and proposals * Assist in creation of internal analytics and financial reports * Creating and scheduling posts for multiple social

We are looking for a motivated computer savvy person to join our digital marketing team. You must be hard working, creative, and detail oriented with the ability to multi-task. Focus includes but not limited to digital marketing, social media marketing, blog creation and management.

Skills that are not required but a plus include:
- Social Media Management
- Basic HTML coding
- Email campaign creation
- Blog writing
- Video Editing
- Crystal Reports

Job Type: Full-time
Salary: $15.00 to $18.00 an hour
Benefits offered:
Understanding the System

Company Process: External View

Your Name
123 Your Street
Your City, ST 12345
123.456.7890
no_reply@example.com

Creative Director

Skills

Experience


Company Name / Job Title
MONTH 20XX - PRESENT, LOCATION

Company Name / Job Title
MONTH 20XX - MONTH 20XX, LOCATION
Lorem ipsum dolor sit amet, consectetur adipiscing elit. Aenean ac interdum nisl. Sed in consequat mi.
Understanding the System

Company Process: External View
Understanding the System

Company Process: Internal View
Understanding the System

Company Process: Internal View

Starts with a budget
Understanding the System

Company Process: Internal View

Meetings – start at the top
Understanding the System

C-Level to Division Head
Division Heads to Department Heads
Department Heads to Management Teams
Division Heads to HR Leaders
HR Leaders to HR Business Partners
Department Heads to Talent Acquisition
Management Team to Individual Managers
HR to Talent Acquisition
Talent Acquisition to Individual Managers
...
Understanding the System

Company Process: Internal View

Needs Assessment

Profitability
Company Goals
Company Growth
Profit Generating
Desired Skills
Understanding the System

Company Process: Headcount

Designated to a specific team
Understanding the System

Company Process: Headcount

Designated to a specific team

**Team manager makes final decision**
Change Management for Autism Hiring Programs.
How to apply knowledge of the system.

Job Shadowing – What to look for?

Deliverables – Compare Skills

Internships

Deliverables – Compare Skills
**Equity**

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“equity of treatment”

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“He owns 54% of the group’s equity.”
NEURODIVERSITY IN THE WORKPLACE
Practice

??????

Baseball Player
How do we work with this complex system?

- Skill based hiring – this is what we need to aim for
- We cannot rely on charitable hiring decisions
  - won’t ensure long-term success for the individual
  - goes against the values of the corporate world
Core Project

Based on the needs of the partner. A core project is designed to allow individuals a chance to demonstrate their skills in a unique way.

They then present their work to stakeholder involved in the program.
Core Project

1. Document the Opportunity for Improvement
2. Offer Potential Solutions
3. Test the Solutions

- Empathize
- Define
- Ideate
- Prototype
- Test
Core Project

R version 3.0.1 (2013-05-16) -- "Good Sport"
Copyright (C) 2013 The R Foundation for Statistical Computing
Platform: x86_64-pc-linux-gnu (64-bit)

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Natural language support but running in an English locale

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Type 'demo()' for some demos, 'help()' for on-line help, or
'help.start()' for an HTML browser interface to help.
Type 'q()' to quit R.

>
Action Item: 1

❖ Require students to complete career mapping through faculty/ events/ businesses

❖ Hiring managers want relevant interests/skills that match industry trends

❖ Skills over deficits

Example: Math ➢ workplace readiness, soft skills, hidden curriculum, eye contact, networking etc. (although all of those things are still very important)
Action Item: 2

❖ Create a portfolio of skills

❖ Skill visualization/ demonstration
❖ Bring this to employment opportunities
❖ Resumes/ cover letters/ are not enough
❖ Use job shadowing/ Internships to learn about quality deliverables
Built for developers

GitHub is a development platform inspired by the way you work. From open source to business, you can host and review code, manage projects, and build software alongside 31 million developers.
Outcomes:

- **Retention/ Loyalty:** In our partner sites, we have a 96% retention rate of employees hired through the program over 5 years

- **Perspective:** Neurodiverse individuals have a different analytical perspective to offer teams on which they work

- **Untapped talent:** 65% of individuals on the spectrum have above average intelligence, yet 85% of people with autism remained unemployed or under-employed

- **Integrated into Core Business:** Our goal is to make Neurodiversity a core pillar of our partner’s diversity and inclusion efforts
Neurodiversity in the Workplace

PhillyAutismJobs.org