# Supporting neurodivergent students during post-secondary transition





Judy Reilly Director

### Who is here?

- Families
- Neurodivergent individuals
- Educators
- Practitioners
- Employers
- Other

### What are your concerns and needs?

(about the employment journey)

#### Please share!

- Career pathways?
- Employers who understand neurodiversity?
- Post-secondary upskilling?

### The #1 way we succeed: More employers who are educated (and make changes!)

Barriers to successful employment exist all along the path for ND individuals:

#### FIND OPPORTUNITIES

Finding **employers who understand** and value neurodiversity

GET AND SUCCEED IN THE INTERVIEW

Screening criteria and interviews based on neurotypical norms

ADVANCE)

Lack of manager and firm-wide education about neurodiversity

### **About UConn's Center.**

UConn Center for Neurodiversity & Employment Innovation (CNDEI).



#### Mission:

To exponentially grow the number of employers that offer meaningful career opportunities for bright, neurodivergent individuals nationwide.

### 3 areas UConn's CNDEI focuses on:

Create more neuroinclusive companies nationwide **Connect more ND**candidates with
those companies

Research – how do neurodiversity initiatives positively impact organizations?

(i.e., why they should invest in neurodiversity!)

### Neurodiversity: a natural variation in the way people think, learn, communicate, and behave.

#### Common labels:

autism, ADHD, Dyslexia, Dyscalculia, Tourette Syndrome, Non-Verbal Learning Disability, Sensory Processing Disorder, and others. Neurodivergence is when that variation in thinking, communicating, and behaving falls outside of what is typical.

Up to 20%

# How do we teach companies about neurodiversity (so that they make real changes)? We needed a model.

Wells Fargo's Neurodiversity Program



### The Power of Partnership: Employer Education







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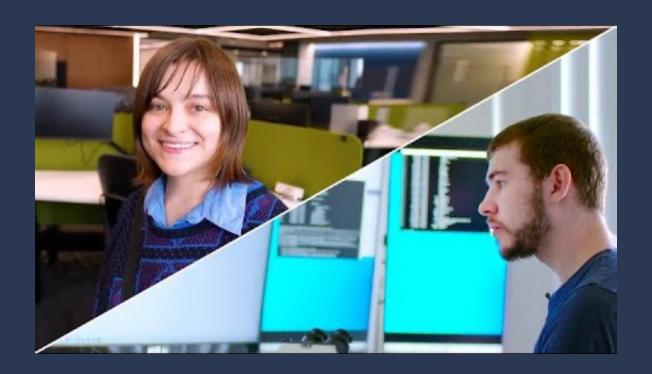
Wells Fargo developed the model of excellence in neuro-inclusive employment



UConn creates training and employer education informed by the Wells Fargo model

(for Wells Fargo + other companies)

### Hear from neurodivergent individuals about what good looks like:



### What makes a model of excellence?

HOW THEY SOURCE

Local Community
Sourcing Model

Universities Non-Profits State Organizations HOW THEY INTERVIEW

Skills-based Hiring Event

They don't even use the word "interview"!

HOW THEY SUPPORT & RETAIN

Suite of Support & Education

Facilitated Onboarding
Coaches
Manager Training
Buddy Program
Education for firm

# Make Hawaii a state of neuro-inclusive employer excellence.

Academic-Corporate partnership delivers
Direct Instruction to coalitions of Hawaii employers to:

**Design Neurodiversity Employment Initiatives** 

**Delivered by:** 





# What do employers need to learn to become neuroinclusive?

Module 1: Identify who you need on your internal team to launch this effort

Module 2: Choose where to start: roles, job descriptions, and manager selection

Module 3: Build your innovative screening, interviewing, and onboarding processes

Module 4: Know how to find and connect with ND candidates

Module 5: Plan out the necessary components of post-hire support

Module 6: Clarify the education and training needs for your organization.

**Module 7:** Project Timeline and the next 12 months

### What else can we all do?



**UCONN** Join UConn's efforts with the candidate network and University Council!

### Candidate **Network!**

**University Council!** 

#### **Benefits:**

Jobs and internships (the goal is local) Companies committing to education and training Workshops, education, resources

### Questions / Discussion



## Reach out to us:

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