

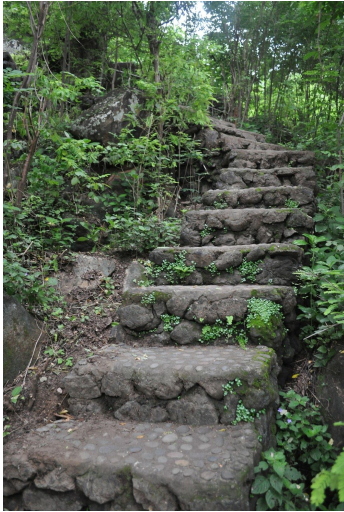


Workplace Integration Services

the impact...

Inclusive and embracing neurodiverse workplaces in which the hiring of neurodiverse talents is the norm.





Our Workplace Integration Services prepare companies to become leaders in neurodiversity. Whether you are looking to support existing employees, want to learn how to effectively recruit and hire neurodiverse talent, or are seeking to build a robust neurodiversity initiative, we can help. Our services are specifically designed to support the varied paths and needs of organizations as they gain insight, build momentum, and achieve a thriving and inclusive neurodiverse workplace.

Our learnings sessions and workshops focus on helping the organization better understand neurodiversity and what it means to be a neurodiverse workplace. We assist organizations and their teams develop the skills, become familiar with the tools, and practice a variety of techniques which help create an inclusive workplace supportive of neurodiverse talent. Complementing these services, we provide consultation and ongoing support programs that guide the organization as they fully integrate neurodiversity into the fabric of their culture.

NEURODIVERSITY INCLUSION - WHAT IS IT AND WHY DO IT?

Neurodiversity is a perspective that regards the range of differences in individual brain function and behavioral traits as part of normal variation in the human population. The neurodiverse community includes those individuals with Autism, ADHD, dyslexia, bipolar, and other diagnoses.

Today's employers are recognizing the value of diverse backgrounds, experiences, and perspectives in the workplace. Many neurodivergent individuals demonstrate skills and unique approaches that are highly desirable for problem-solving and innovation (see Figure 1). By tapping into this often underutilized and extremely creative talent pool, inclusive organizations reinforce and advance their capacity to innovate, deliver quality, and improve team performance and outcomes.

Organizations which have successfully adopted neurodiversity practices also share common themes of reduced attrition, improved management effectiveness, and increased morale for all employees - all outcomes and results which can provide that unique competitive advantage for your organization.

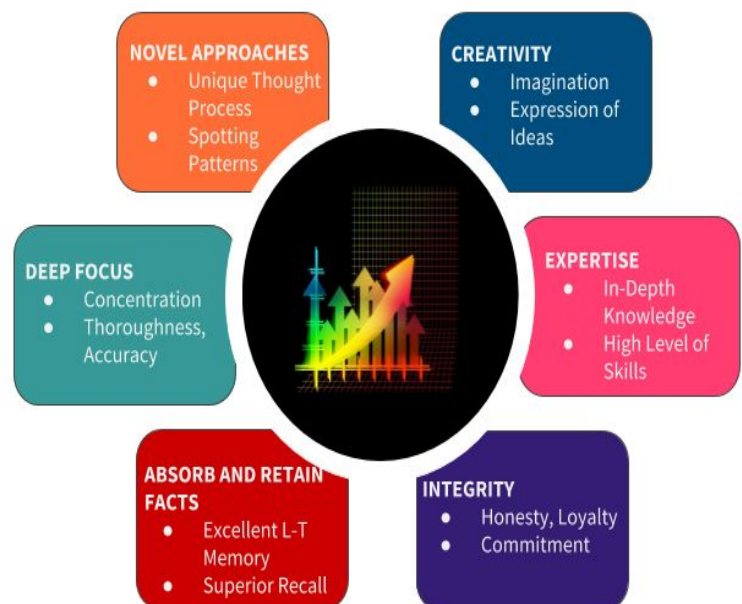


Figure 1

Learning Sessions and Workshops

Interactive learning experiences designed for awareness, education, and practical skill development

“Lunch and Learn” General Awareness Presentations

These sessions provide the organization with a basic understanding of a variety of neurodiversity topics and what it means to be a neurodiverse workplace. The 45 to 60 minute presentation, with questions, establishes the foundation on which to build a neurodiverse workplace and is suitable for all employees to participate.

Experiential Workshop

The workshop is a more in-depth learning experience designed for managers, mentors, and team peers of neurodiverse colleagues. During the ½ day highly interactive session, participants gain a deeper understanding of neurodiversity and how to support neurodiversity in their work environment. Through a variety of learning approaches, including real-world assignments, participants gain the confidence and skills for successfully managing and leading a neurodiverse organization.

Mini Workshops

These mini workshops support organizations in their continual growth and development. These 60-90 minute interactive sessions feature topics related to workplace neurodiversity and are designed to introduce and reinforce concepts for achieving and growing inclusive work environments. The workshops are structured to be highly accessible and work perfectly for a lunch hour or as a session for a team meeting.

Consultation and Placement Services

Services to help guide organizations along the path and during their journey to neurodiversity inclusion

Talent Acquisition Consult

Common hiring and onboarding practices used by many companies today can inadvertently limit an employer’s ability to effectively attract, assess, and onboard highly talented neurodivergent individuals. These fee-for-service consultations help employers modify and adapt their recruitment, interviewing, and onboarding practices so that they are more embracing of neurodiversity.

Talent Pool Pipeline

Neurodiversity Pathways’ complementary program, the Workplace Readiness Program, equips neurodivergent individuals with workplace and personal effectiveness skills needed to succeed in today's workplace. Based on the experiences, skills, and interests of the program alumni, we work to match and connect this talent with organizations committed to hiring neurodivergent individuals.

Job Coaching and Support Services

Post placement support check-ins and coaching with the new hire and the hiring manager are available. These sessions are designed to provide support, strategies, and guidance as the new hire assimilates and grows into their new role.

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After visiting the class I was impressed with the students' analytical abilities. We offered one a position as an analyst in our Operations group. She impressed us as a quick learner and excelled at that role. Not long after, she expressed interest in a new Sales Development Specialist role we created. This combines research and analysis with some client interaction to generate and qualify online sales leads. She's since transitioned to that new role and continues to impress with her abilities, work ethic, and ambition.

”

Khalid - Hiring Manager
(participated in a session of the Workplace Readiness Program)

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About Neurodiversity Pathways

Neurodiversity Pathways is a social impact program of Goodwill of Silicon Valley. As a champion of the unemployed and underemployed, our programs help neurodivergent individuals overcome hiring obstacles. The **Workplace Integration Services** empower organizations in their journey to implement and sustain a culture of neurodiversity within their workplaces. Our **Workplace Readiness Program** prepares neurodivergent individuals for today's workplace by providing them with the skills needed to secure meaningful, rewarding, and lasting employment.

Goodwill of Silicon Valley is a CARF-accredited nonprofit committed to providing high-quality community services while promoting optimal outcomes.

