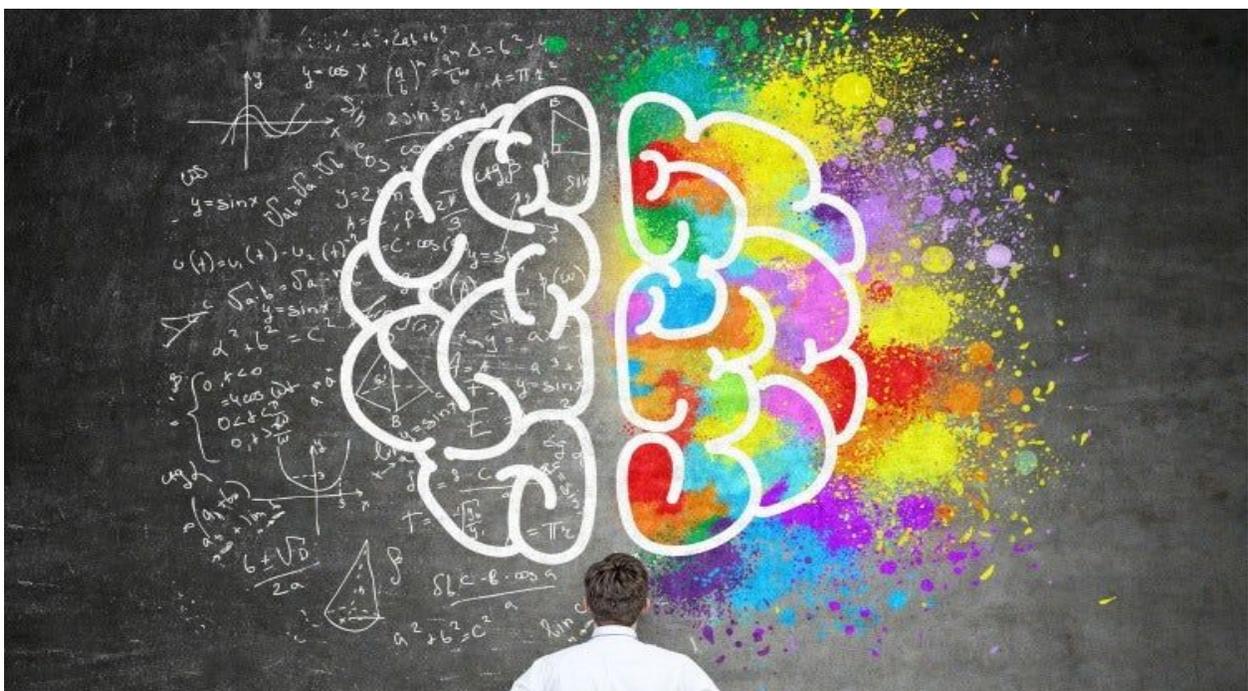




Workplace Readiness Program

neu•ro•di•ver•si•ty (noun)

The range of differences in individual brain function and behavioral traits, regarded as part of normal variation in the human population (e.g. Autism, ADHD, Dyslexia, etc.)





Participants...

Neurodiversity Workplace Readiness Program

For underemployed or unemployed neurodiverse adults who hold or are working towards a two or four year degree (or equivalent), the program is specifically designed to equip individuals with workplace and personal effectiveness skills needed to succeed in today's work environment.

The Neurodiversity Workplace Readiness Program is comprised of three discrete modules. The program begins with a six-week learning experience focused on personal and workplace effectiveness skill development. Upon completion of the class, participants are provided support services during their employment search and once employed receive ongoing assistance with onboarding and successful assimilation in the workplace.

Learn-By-Doing Six-Week Session

A unique in-person, interactive, and multi-dimensional learning experience designed for relevance and practicality.

The interactive learning environment brings together neurodivergent adults with varied interests and disciplines and provides a simulated work setting in which to learn and practice a variety of workplace and personal effectiveness skills. Working on team-based projects and assignments similar to those encountered in the workplace and analyzing real-world data, students routinely engage, collaborate, and network to derive actionable insights and results. As part of the learning experience, there are a number of opportunities for students to meet and network with executives and professionals from companies across Silicon Valley.

During the session, each student works with a coach to develop an Individual Service Plan (ISP). This is an actionable plan of personal and professional goals and includes specific, measurable, and relevant actions to help guide the individual in their post-graduation employment search, life skill development, and personal growth.



Employment Search and Life Skill Support

A comprehensive set of activities focused on matching and connecting graduates with hiring companies that embrace neurodiversity.

Networking Opportunities and Employment Leads

Central to the program is our growing network of professionals and hiring companies embracing neurodiversity. Our coaches work to match and connect graduates based on their interests, skills, and experiences with professionals, organizations, and companies who are part of our ecosystem of placement partners.

Application and Interview Preparation

Working with a coach, the alumni create resumes and cover letters tailored for specific employment opportunities. Coaches provide guidance completing applications, pre-employment questionnaires, and assignments. Graduates also participate in a series of mock interviews and are equipped with tips, strategies, and best practices for interviewing.

Employment Offer and New Hire Assistance

When a graduate receives an employment offer, the coach is available to help negotiate and finalize the terms. As needed and once hired, the coach will help the individual become familiar with the conditions of their employment such as benefits, responsibilities, and health and safety practices.

Individual Service Plan (ISP) Check-Ins

The graduate and coach meet weekly or bi-weekly to review progress on the ISP. Achievements, opportunities, and challenges are discussed and the plan is updated and modified accordingly.



Post-Placement Employment Services

Provide ongoing and regular support to new hires during their employment for a period of 90 days, followed by periodic check-ins with the individuals for up to one year.

Onboarding Collaboration

To achieve successful assimilation and a quick ramp-up to productivity, the coach helps guide and influence the new hire process by interfacing regularly with the hiring company and the new hire regarding the onboarding, orientation, and performance expectations.

Accommodation Advocacy

As part of the placement process, the coach meets with the hiring company and manager to explore and propose reasonable accommodations specific to the needs of the new hire. The coach follows up to ensure agreed upon accommodations are achieved.

Scheduled Check-Ins

Scheduled sessions by phone, in-person, or email between the coach and the new hire continue through a 90-day support period. These meetings are designed to review progress on the ISP and provide the new hire with support, strategies, and guidance as they assimilate and grow into their new position. After the 90 days, monthly one-on-one job coaching services are available on a fee-for-service basis.

Case Management and Referrals for Support

The individual's coach continues to monitor personal issues impacting the new hire's development and success at work during the 90 days and as necessary will coordinate services on behalf of the individual with the Department of Rehabilitation (California), San Andreas Regional Center, and Goodwill's Wellness Center.

“

The program helped me with my confidence and that made a huge difference on job interviews. Companies saw something in us and seeing that they were interested in recruiting from our class really brought my confidence up.

”

Chris (now employed)

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 Readiness Program** prepares neurodivergent individuals for today's workplace by providing them with the skills needed to secure meaningful, rewarding, and lasting employment. Our **Workplace Integration Services** empower organizations in their journey to implement and sustain a culture of neurodiversity within their workplaces.

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

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Meaningful, Rewarding, Sustained Employment