



Neurodiversity

How do we go from **AWARENESS** to **ACTION**?

Employment is the cornerstone of adult life

Without it, lives don't launch



Today

Neurodiversity: quick overview

How the journey to employment is broken

The value of neurodiversity hiring initiatives

What does an employer need to know and do?

Terms and Definitions

Neurodiversity = all of us

Neurotypical = can manage well (or well enough)

Neurodivergent = managing is hard (or much harder)

Diverge from what, exactly?

Attention

Memory

Executive Functioning

Language

Perceptual Motor

Social Cognition

Neurodivergent is NOT low intelligence

Strengths (but also challenges)

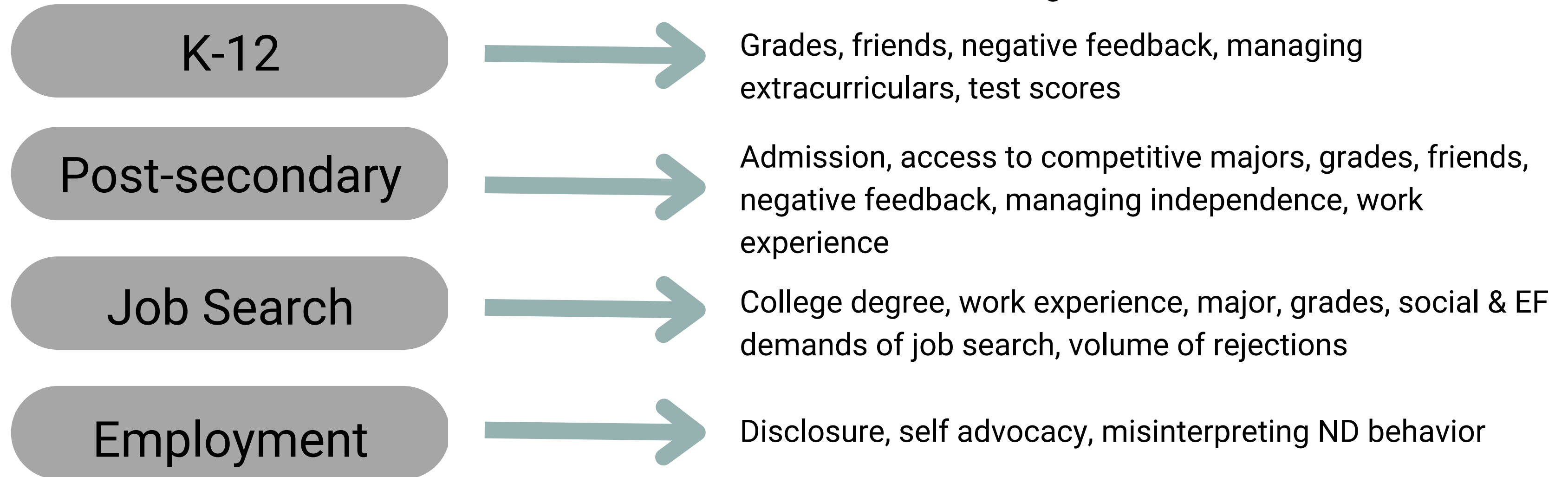
Often strong in:

Hyperfocus for long periods
Accurate and detailed memory
Pattern recognition and unique insights
Deep knowledge in specific topics
Innovative problem solving and creativity

Often less strong in:

Organization and task initiation
Time management
Sustained attention on some tasks
Communication (written, verbal, non-verbal)
Sensory input and processing

The broken journey to employment





The value of neurodiversity employment initiatives

We can't wait until "upstream" is fixed

Employers can act now

Impact on individuals, families, companies, society



But how?
Employers need a roadmap



First, get executive buy-in and support

What is the value?

What does it entail?

How much does it cost?

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What is the value?

What does it entail?

How much does it cost?



Then you design and build

Understand the considerations before starting

Know best practices for ND employment

Secure expert guidance and support for design and build

Every employer is unique, but the principles remain

Managers, roles, and job descriptions

Create a supportive post-hire environment

Screening, application, interviewing, and onboarding processes

Finding ND candidates

Training and educating managers, teams, HR, and others

Troubleshooting support as employers learn



UConn's Center for ND and Employment Innovation

Employer education and training

Sourcing ND candidates from the University Council (62 schools)

Improving ND students' career readiness

UConn's Center for ND and Employment Innovation

Courses, Workshops, Support

Guidance: Build your Executive Business Case

Course: Excellence in Neurodiversity & Inclusive Culture for Teams

Course: Excellence in Neurodiversity & Management

Course: Neurodiversity & Recruiting/Interviewing Teams

Workshop: Build a Neurodiversity Employment Initiative

UConn's Center for ND and Employment Innovation

Sourcing, Upskilling, and Connecting ND Candidates & Employers

University Council (62 schools and growing!):

Centralized sourcing of ND candidates across the country

Employer - University Partner Programs:

Innovative pilots to bring younger ND students and employers together

Develops ND students' career readiness

Develops employers' understanding and experience of ND





Discussion and Questions



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<https://entrepreneurship.uconn.edu/neurodiversitycenter/>