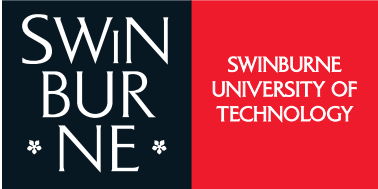
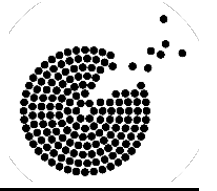


The Neurodiversity Hub

Establishing Careers for Neurodivergent Adults

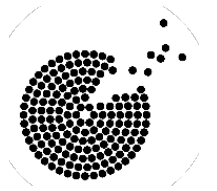




Why the Neurodiversity Hub (NDH)

- Talent pipeline
- Cost of recruitment
- Cost of support
- Lack of manager skills
- Matching tasks/roles to candidates
- Neurodiversity Hub (NDH) as a solution

Objectives of the NDH



For Students

- Support students in becoming career-ready
- Connect students with employers that value neurodiverse talent
- Assist students in obtaining work experience and internships with businesses supporting the Hub
- Increase employment opportunities

For Universities/TAFEs

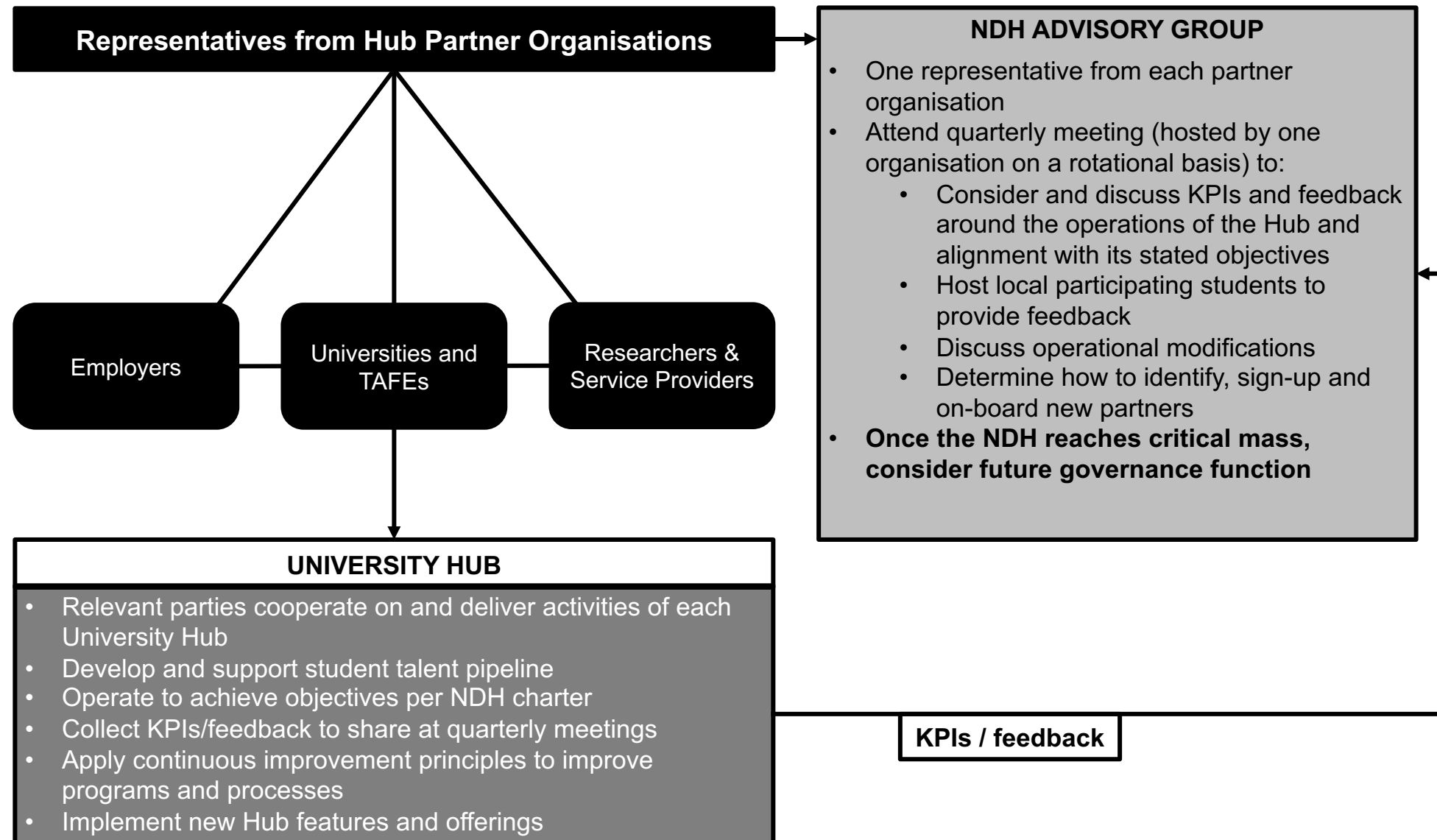
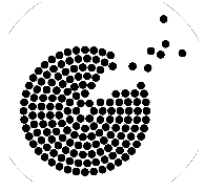
- Provide valuable opportunities and assistance for research in the area of neurodiversity
- Facilitate innovation among Hub partners and collaborators

For Potential Employers

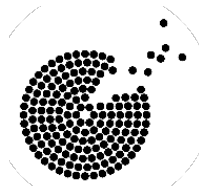
- Create a pipeline of work-ready neurodivergent talent
- Provide training in how to work more effectively with neurodiverse people – including employees, customers, and suppliers
- Enhance scalability and sustainability of neurodiverse employment
- Reduce costs of recruitment, assessment, on-boarding, and support

NDH Operational Framework

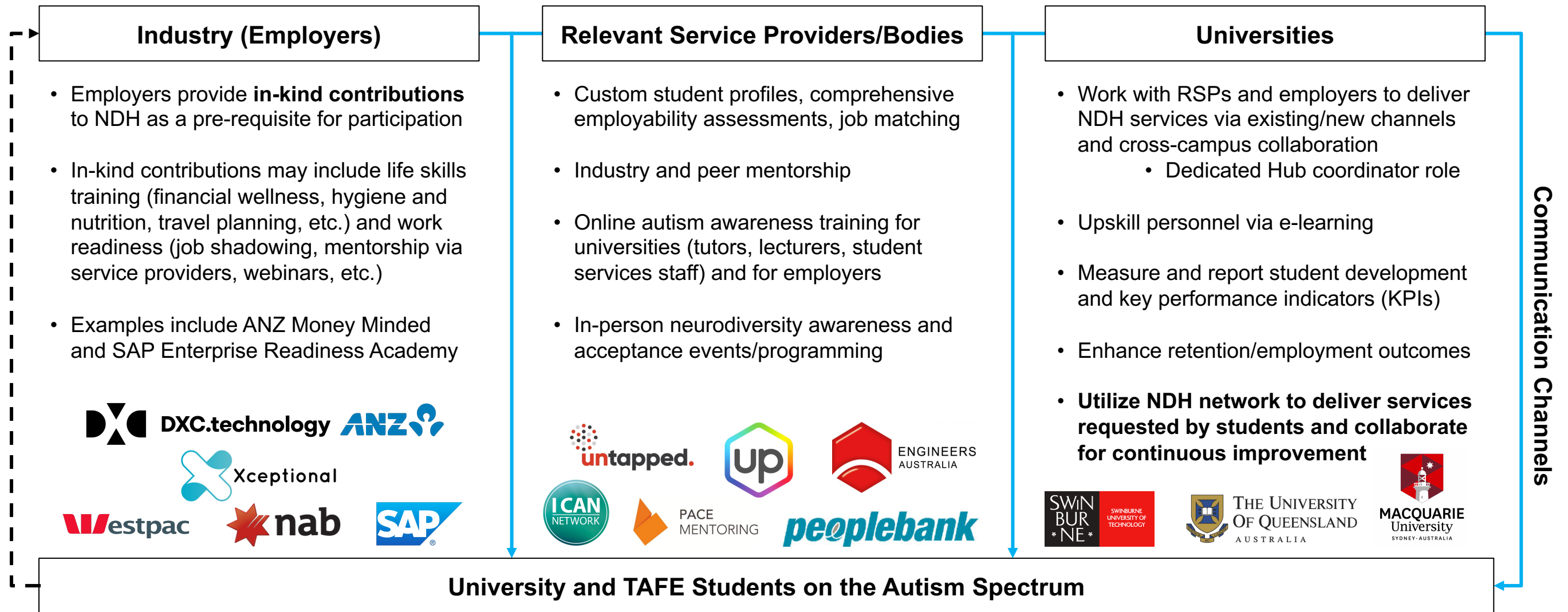
NDH Advisory Group



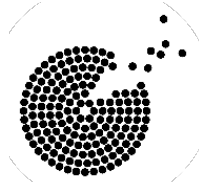
NDH Structure for Fulfilment



Combining a local and national network of support to create a step change in experience and increase students' chances of obtaining and maintaining employment



Communication Channels



The following ideas were developed in consultation with autistic university students as well as current Dandelion Program and ANZ Spectrum Program participants

Parents

- Social media
- Autism-specific Support Groups and publications
- University outreach

Autism Conferences

- Flyers for attendees
- Participate and present at conferences
- E.g., Autism@Work Summit

Students

- Email (direct to student)
- Support groups
- O-Week promotions
- Hackathons
- Lecture announcements

Psychologists

- Australian Psychological Society
- Engaging field experts (e.g., Tony Atwood)

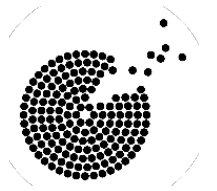
Secondary Schools

- Connect with school admissions counselors
- Connect with guidance counselor/autism coach

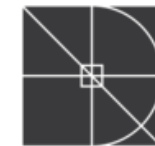
Employers

- Internal communication
- Social Media
- Autism peak bodies
- Case studies

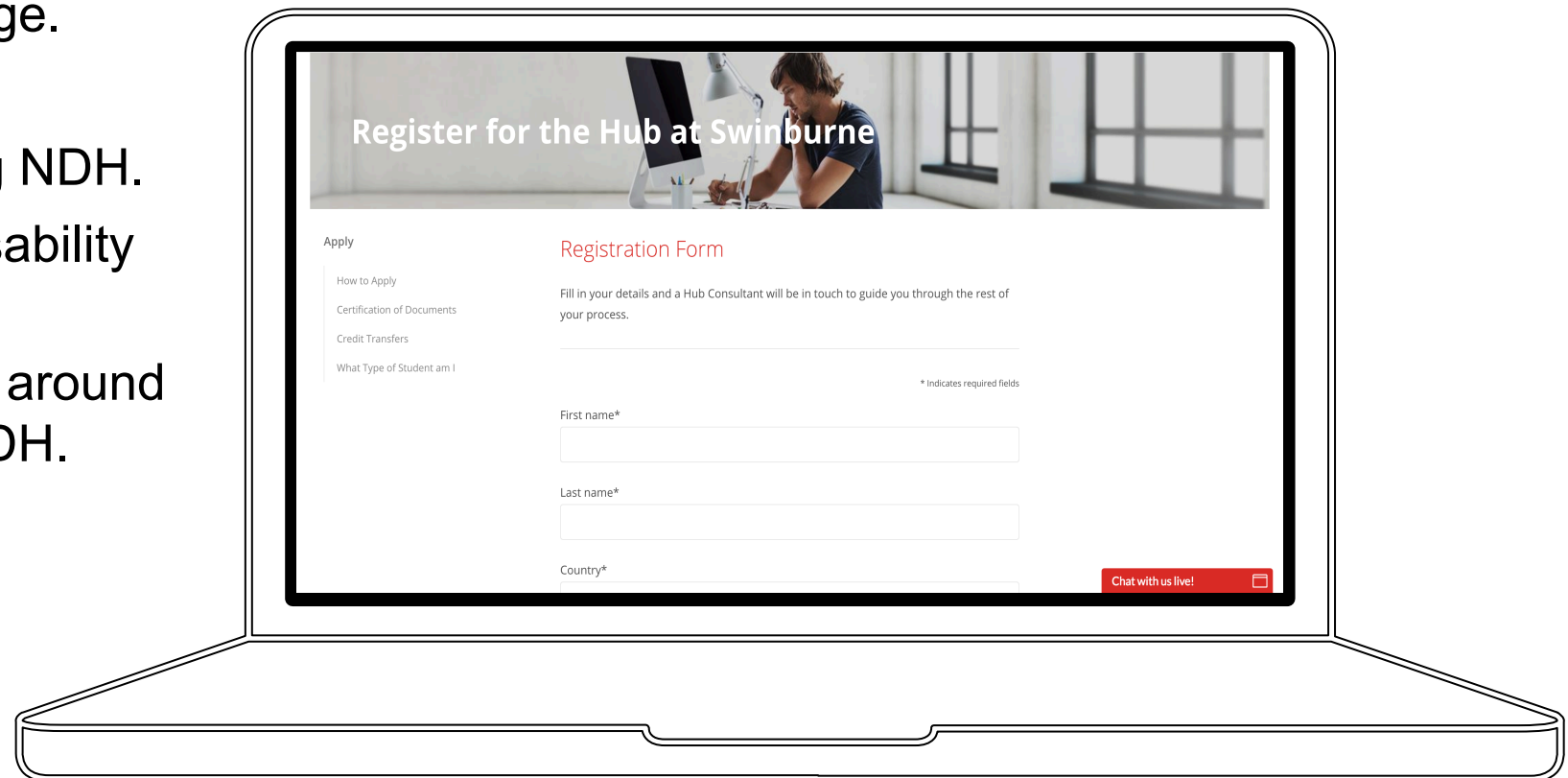
Communication – Landing Page



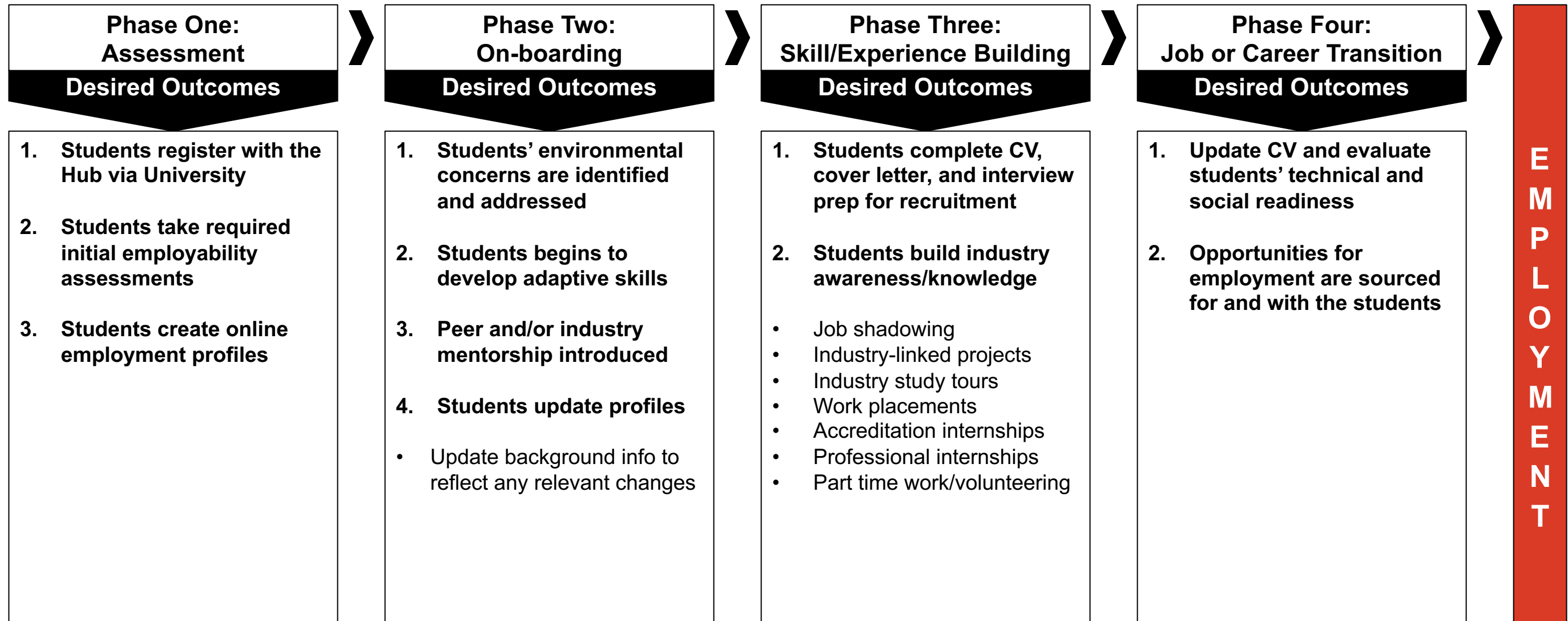
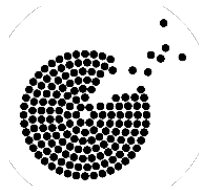
- After communicating the Hub:
 - Emphasize ease of access and initial use.
 - Create accessible university landing page.
 - Promote www.neurodiversityhub.org.
 - Walk through websites when discussing NDH.
 - Send to link students registered with disability services.
 - Include webpage with clear instructions around how to navigate resources within the NDH.



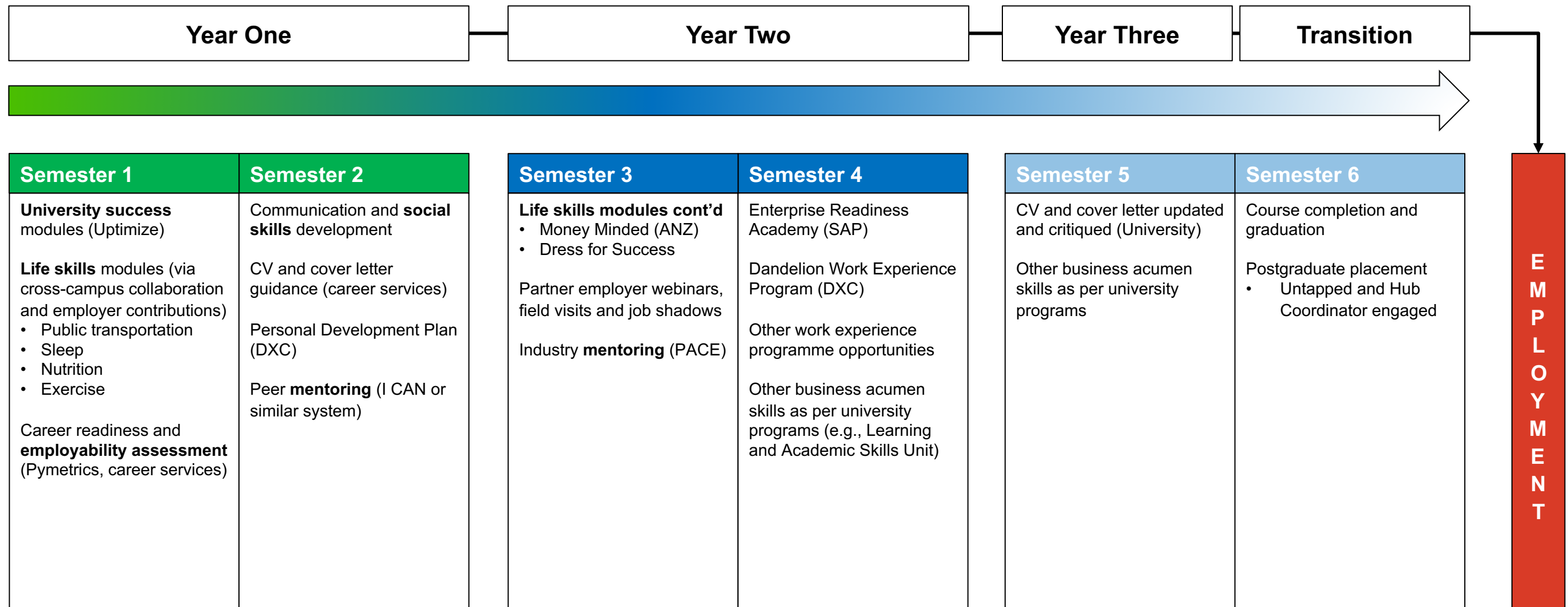
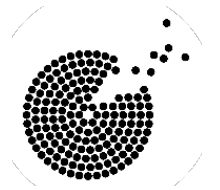
NEURODIVERSITYHUB



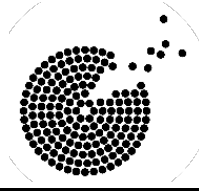
NDH Desired Outcomes by Phase



Example Student Experience Timeline



KPIs/Success Metrics



Per University Hub Data

- Student feedback surveys
- Per period registration with Hub
- Employment application rate
- Employment placement rate
- Employment return offer rate
- 1/3/5/10-Year Follow-up
 - Still with company? Why (not)?
 - Advancing in company?

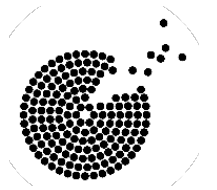
Per University Data

- Retention rate (neurodiverse)
- Dropout rate (neurodiverse)
- Per year enrolment (neurodiverse)

Per Employer Data

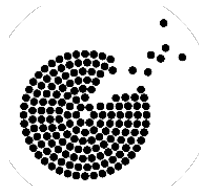
- Number of employment opportunities provided
- Number of in-kind resources provided
- Success rate of employment programs (as defined by employer)
- Number of university employment forums attended (virtual and in-person)
- Number of students hired after they graduate
- Retention rate of neurodiverse hires
- Number of neurotypical employees trained in neurodiversity

Risk and Mitigants



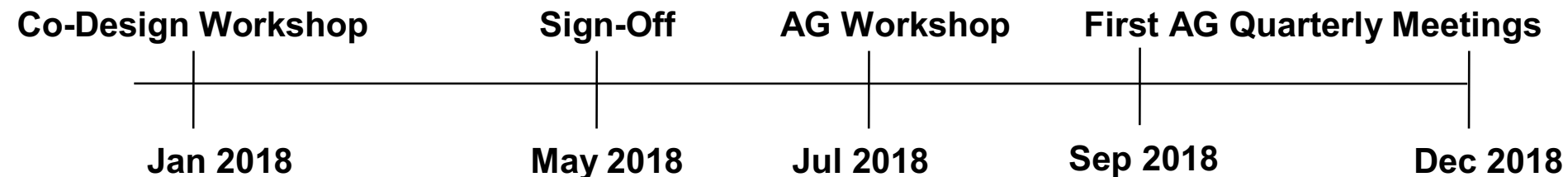
| Risks | Mitigants |
|---|--|
| Not enough students register for hub | <ul style="list-style-type: none"> • Robust communication strategy |
| Hub has low placement rate | <ul style="list-style-type: none"> • Consistent student feedback to address issues • Untapped assists with job matching • Require Uptimize training for students, employers, and universities |
| Employers lose interest and leave hub | <ul style="list-style-type: none"> • Charter (as defined by the Advisory Group) requires minimum 1-year commitment from employers |
| Lack of consistency across sub-hubs | <ul style="list-style-type: none"> • Advisory Group determines requirements for partner involvement and considers KPIs and feedback from participating Universities • Once critical mass is achieved for the NDH, the Advisory Group will also consider the establishment of an appropriate governing body |
| Students register to participate in the NDH late in their academic programs | <ul style="list-style-type: none"> • University to offer expedited plan for students who register late • Communication strategy encourages students to register ASAP |
| More employers register for Hub than students (demand > supply) | <ul style="list-style-type: none"> • Communication strategy to register maximum number of students • Charter requires employers to acknowledge no guarantee of student hires |

Completion and Implementation



Complete actions from Sign-Off meeting (May 2018), including the following:

| Key Action Items | Accountability |
|--|--|
| Execute communications/promotion strategy to register as many students as possible | University Partners |
| Offer university hub resources as they become available (e.g. mentoring, workshops, etc.) | University Partners |
| Sign-up in remaining states: ACT, SA, WA, TAS | DXC, Untapped |
| Organise Advisory Group workshop for partner organisations (recommended for July 2018) | Swinburne University |
| Finalise and commit to NDH Advisory Group charter at July workshop | All Partner Organisations |
| Establish formal process to capture commitment of partners and on-board new partners | All Partner Organisations |
| Ensure that university faculty/staff and partner employer staff complete autism awareness training | University & Employer Partners, Uptimize |
| Commit to contractual arrangements between partner organisations, as required | Relevant Partner Organisations |

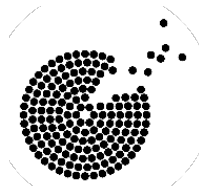


Thank You

Mitchell Butler and Christopher Rogers
Cornell University ILR School

Appendix

Comparable Programs in the U.S.



CIP

College Internship Program Founded 1984

- Academic support
- Life skills instruction
- Social skills development
- Internship & career support
- Health & wellness
- Creative arts
- Student advising
- Executive functioning
- Individualized approach
- \$59,000 – \$69,000 p. a.



Autism Support Program Founded 2008

- Academic success planning
- Life skills
- Social development
- Career interest planning
- Professional case management
- Psychoeducational strengths and needs assessment
- Peer mentoring & coaching
- Person-centered approach
- *AJ Drexel Autism Institute*

R·I·T

Spectrum Support Program Founded 2008

- Academic skills
- Self-care
- Social competence
- Self-advocacy
- Executive functioning
- Career preparation
- Communication skills
- Customized career courses
- Mentoring and coaching
- Training for faculty & staff
- \$2500 per semester