

Five reasons why the Neurodivergent must be accepted into the workforce.

We have clear insights into the future of the Neurodivergent population at work. Currently, there is a massive disconnect between this talent pool, its needs, and what companies are doing to hire and retain this talent.



75 Million On Autism Spectrum

Introduction.

The job world needs skilled / talented people. In many industries – such as tech – there is a growing shortage.

The Neurodivergent population can supply this need. Yet – major phases of Neurodivergent employment are missing and / or ineffective.

The job application is often structured poorly. The interview is disastrous. And onboarding, training, and maintenance are no better.

Together, we can fix it.

The solutions are time / cost effective.

The application can be more straightforward, the interview can be more skills-based, and being on the job can start off at a “slower” pace – and in turn – build to greater heights.

86%

On Autism Spectrum Unemployed



<https://drexel.edu/news/archive/2017/may/national-autism-indicators-report-finds-low-employment-for-adults-with-autism-on-dd-services>

<http://www.bls.gov/ooh/computer-and-information-technology/software-developers.htm#tab-6>

1. Tech Talent Need Will Grow

Developers are in short supply. Even in times of tech layoffs (most affected were not developers). A.I., robotics, and Data Analytics are quickly growing and the need for skilled talent to support that growth will also increase.

There will be a 26% growth in software developer employment projected 2021 – 2031 according to the U.S. Dept. of Labor.

In addition – these related jobs will grow: cyber-security, robotics maintenance, Q/A, and testing.

Eye for Detail

Coding and testing jobs require people to be high in fluid intelligence – adept at constructing strategies to deal with new problems, seeing patterns in statistical data, abstract reasoning, analytical skills, and finding anomalies.

Studies have shown that people on the Spectrum are especially gifted at finding errors in patterns.



35%
**College educated
and growing**

2. The Neurodivergent population will be the most skilled it has ever been

Many on the Spectrum, love to game and work on computers.

They are “visual thinkers” – adept at tech industry needs. They score higher on visual-spatial components of IQ tests than their Neurotypical counterparts.

The support systems at colleges are growing and so are online learning platforms that teach tech skills.

Non-Academic Increase

The percentage of recruiters hiring developers from non-academic backgrounds has almost doubled, from 23% to 39% in one year. Instead of focusing on a degree, recruiters are relying on technical assessment tests and live interviews as better indicators during interview.

The Neurodivergent are utilizing both learning paths (academic and non) to a greater extent than ever.

<https://trainingindustry.com/articles/strategy-alignment-and-planning/the-autistic-workforce-is-here-are-you-prepared/>

<https://www.codingame.com/work/codingame-coderpad-tech-hiring-survey-2022/>

93%
Retention
rate
among the
Autistic
workforce



3. DEI and ESG Will Continue to Grow and Become Expected

This will continue to become a norm. When talent makes application and employment acceptance decisions – they will seek-out and choose orgs with DEI, ESG, and ERG programs.

According to a 2023 workplace trends report produced by GlassDoor and Indeed – age was the single biggest factor in DEI favorability (younger people favor DEI – and at the other end – a workforce that is “aging out”). Also – 74% of US workers say that corporate investment in DEI is “very important” or “somewhat important” when considering a new job.

Your competition will supply the Neurodivergent accommodations (beyond the ADA / Equal Opportunity compliance). Training will be needed. Many are already engaged in this – and in addition – staff certifications.

Branding the Inclusion

The Neurodivergent-friendly nature of your business will be shared by the community in small and large numbers. The condition of your Neurodivergent employment support – via “word-of-mouth” – has the potential to go viral.

A photograph of a person sitting in a cubicle in an office. The cubicles are arranged in rows, and the person is looking towards the camera. The background is slightly blurred, showing more cubicles and office equipment.

**30% orgs
more productive
than those
without them**

4. The 180° Away from a Toxic Workplace is Here

A toxic corporate culture is by far the strongest predictor of industry-adjusted attrition and is 10 times more important than compensation in predicting turnover, according to the MIT Sloan Management Review.¹

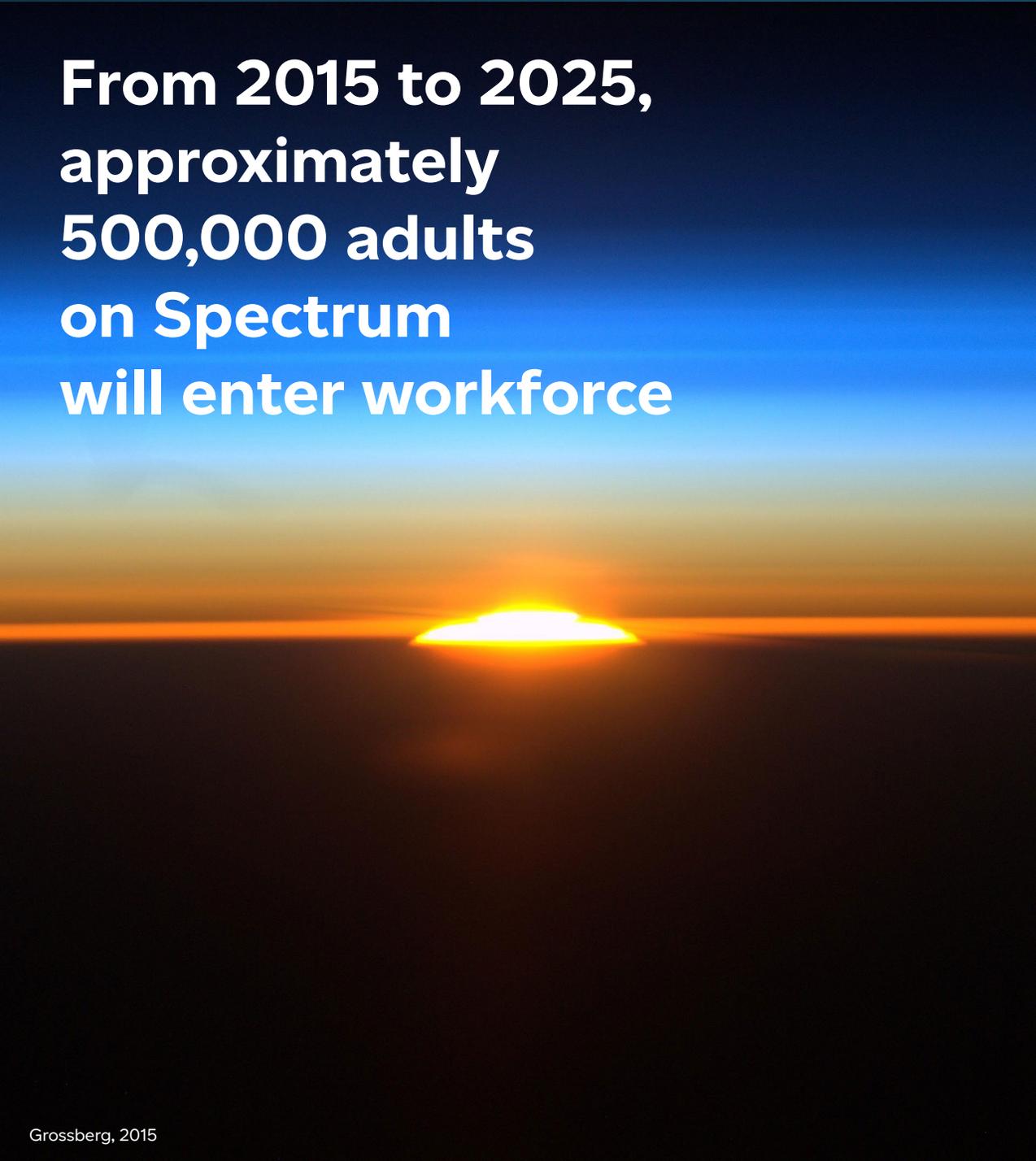
Inclusion and mentorship positively affect supervisors and lateral staff – improving the culture.

63 percent of employees were not engaged in the workplace. Neurodivergent employment can bring engagement and meaning to your workplace.

Diminish “Waste of Time”

Research shows that people on the Spectrum tend to enjoy repetitive work due to their enjoyment of “systematizing”.

Nearly 70% of workers say the biggest opportunity of future automation lies in reducing wasted time on repetitive work. The Neurodivergent population would gladly do this work now.



**From 2015 to 2025,
approximately
500,000 adults
on Spectrum
will enter workforce**

5. The Neurodivergent Will Find the Path of Least Resistance

This population will go where it is welcomed and will bring the following if allowed:

- Unique Neurodivergent problem-solving viewpoint
- Extraordinary attention to detail
- Loyalty to company / its mission
- High performance in analytical tasks

Novel Approaches / Ideas

People with high levels of autistic traits are more likely to produce high-quality unusually creative ideas.¹ Combined with their high level of analytical reasoning – this will make them valuable assets in the tech world.



**65% of recruiters /
hiring personnel
said the tech
hiring process is
biased**

Solutions

The Neurodivergent population can fulfill the growing need for skilled and talented labor.

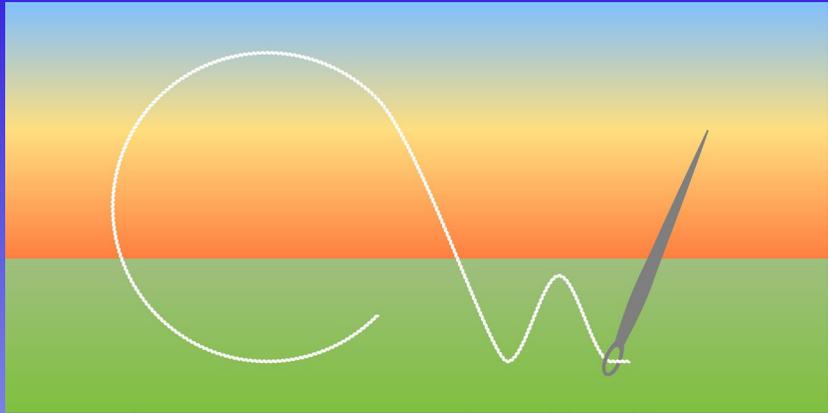
But there needs to be more training of the personnel involved in the hiring process.

This is primarily because staff members are unaware of: this talent stream's capabilities, traits, and how to interview them – especially without bias. And an alternate interview process can also better spot value.

Training / Design

Some of the training includes: unbiased skills assessment, avoiding discounting a candidate's elements of Spectrum diagnosis, and smoother Neurodivergent-friendly onboarding.

ClearWeaveSM can supply both talent and the training needed to better integrate this population in industries that will soon be struggling for talent.



Training Info:

NDtraining.live

CW's LinkTree:

Chippens.org/TREE

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