

Spectrum
WORKS

Engage. Employ. Empower.

Changing the Paradigm for Autism and Employment

80% OF INDIVIDUALS WITH AUTISM ARE UNEMPLOYED. WE'RE ON A MISSION TO CHANGE THAT.

Many young adults with autism have the desire to be employed but lack the skills, experience in an integrated workplace, and opportunity. At the same time, companies lack the knowledge of how to implement and manage an autism employment program. The Spectrum Works Solution is the bridge.



YOUNG ADULTS WITH AUTISM

are disconnected from career pathways and job training in an integrated workplace.

PARTNER COMPANIES

integrate people with autism into their workforce through scalable on-site programs.

THE SPECTRUM WORKS SOLUTION

Spectrum Works is a trusted advisor and thought leader in autism and employment. It partners with companies to implement scalable employment programs that can be customized according to their needs, goals and objectives.

THE IMPACT

The Spectrum Works model helps young adults with autism reach their potential for stable, successful, economically self-sufficient lives and, at the same time, helps partner companies create integrated workforces.

THE PROGRAM

Spectrum Works' innovative employment program offers young adults with autism the skills and real-life job experiences they need to get and keep a job. The program incorporates integrated on-the-job training, classroom-based learning, and competitive employment opportunities via partnerships with participating companies.

By co-locating within partner companies, job coaches become experts in the students' responsibilities and act as on-site mentors, staying with them through the lifetime of the process from training to placement as interns and employees.

A portion of the intern experience includes workshops applying a proprietary job readiness curriculum where soft skills such as communication, conflict resolution, and managing stress are taught and practiced. Interns enter a workplace as a paid trainee, work alongside neuro-typical co-workers, and learn the skills needed to be outstanding employees.

Spectrum Works also works directly with high schools and universities to provide internship programs that help their students with autism transition into the workforce.

Spectrum Works is the only organization with this unique employment model.



COMPANY PARTNERSHIPS

Spectrum Works' scalable solution helps companies build more inclusive organizations. It partners with companies to design diverse-abilities and inclusion strategies, consults and advises on execution, educates company managers and employees, and implements scalable on-site and virtual programs. It includes autism seminars, company impact events, and other services delivered through our technology platform. Additionally, partner companies are invited to attend executive round table discussions and our Diverse-Abilities & Inclusion Summit.

The Signature Employment Program

Spectrum Works co-locates at the company and manages the entire employment program. It recruits, onboards, and supports interns and employees that have been directly hired by the partner company. Spectrum Works provides on-the-job training for individuals with autism, trains and guides company staff, and collaborates with the company to ensure success. This enables companies to integrate individuals with autism into their business operations.

A number of industry-leading companies, including Rent the Runway, Green Distribution and FM Expressions have already successfully implemented the innovative Spectrum Works employment model and it is now poised to be a partner opportunity on a national level. If you want to make a big difference, now you can — become a partner company and change lives.

A SHARED PARTNERSHIP FOR THE FUTURE



For Companies

- Build a more diverse and inclusive workplace
- Increase visibility as a socially responsible company
- Hands-on support during the internship and ongoing after a partner company direct hire
- Gain potential employees who are prepared and committed to your organization
- Built in mentorship and volunteer opportunities for employees
- Cultivate a positive working environment and image as a socially responsible employer



For Students

- Year over year, 400+ interns have completed more than 50,000 job training hours through our partner companies
- In 2019, over 100 students have interned at partner companies
- 70% of those who have graduated are employed or attending universities

FACTS & KEY CHARACTERISTICS OF INDIVIDUALS WITH AUTISM



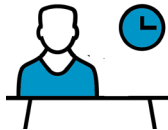
1 in 54 children in the United States are diagnosed with autism.



700,000 to 1,000,000 will be graduating high school over the next 10 years.



44% have intellectual abilities that are average or above average.



In a nationwide study 54% of adults with autism would like to hold a job but have never been given a chance for full-time employment.



- High attention to detail
- Focus on work and results (productivity)
- Creativity
- Analytical Thinking
- Reliability
- Trustworthiness
- Excels at repetitive tasks
- Visualization
- Low absenteeism
- High Rate of Retention

FOR FURTHER INFORMATION:

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Additional Information: info@spectrumworks.org or 201-552-2055

To Become a Donor visit our website at www.spectrumworks.org or contact annmarie@spectrumworks.org

COMPANY BACKGROUND

The company was founded in 2013 by Ann Marie Sullivan, an entrepreneur with two decades of experience in building and managing start-up organizations, who saw the potential of individuals with autism as valuable, productive employees. She partnered with Robert Butters, founder of Green Distribution, to make that a reality.



“Working with Spectrum works has been a milestone for our company. The students are excited, motivated and hard working. Their high attention to detail has noticeably improved productivity. They are role models for the entire staff. A number of students are now full-time employees.” – Sam Jaafar, General Manager, FM Expressions



“Thank you Spectrum Works for showcasing the abilities of others rather than disabilities. My son has blossomed in all aspects given the opportunity to work with the caring people around him. He is using the tools learned with the staff and community at Spectrum Works as he continues to grow. Spectrum Works is changing lives. Keep up the great work, and thank you!” - Annette, Parent

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