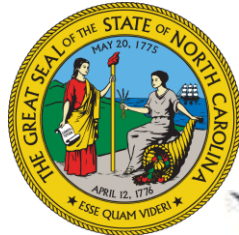


LiNC → IT

LINKING NC WITH INNOVATIVE TALENT



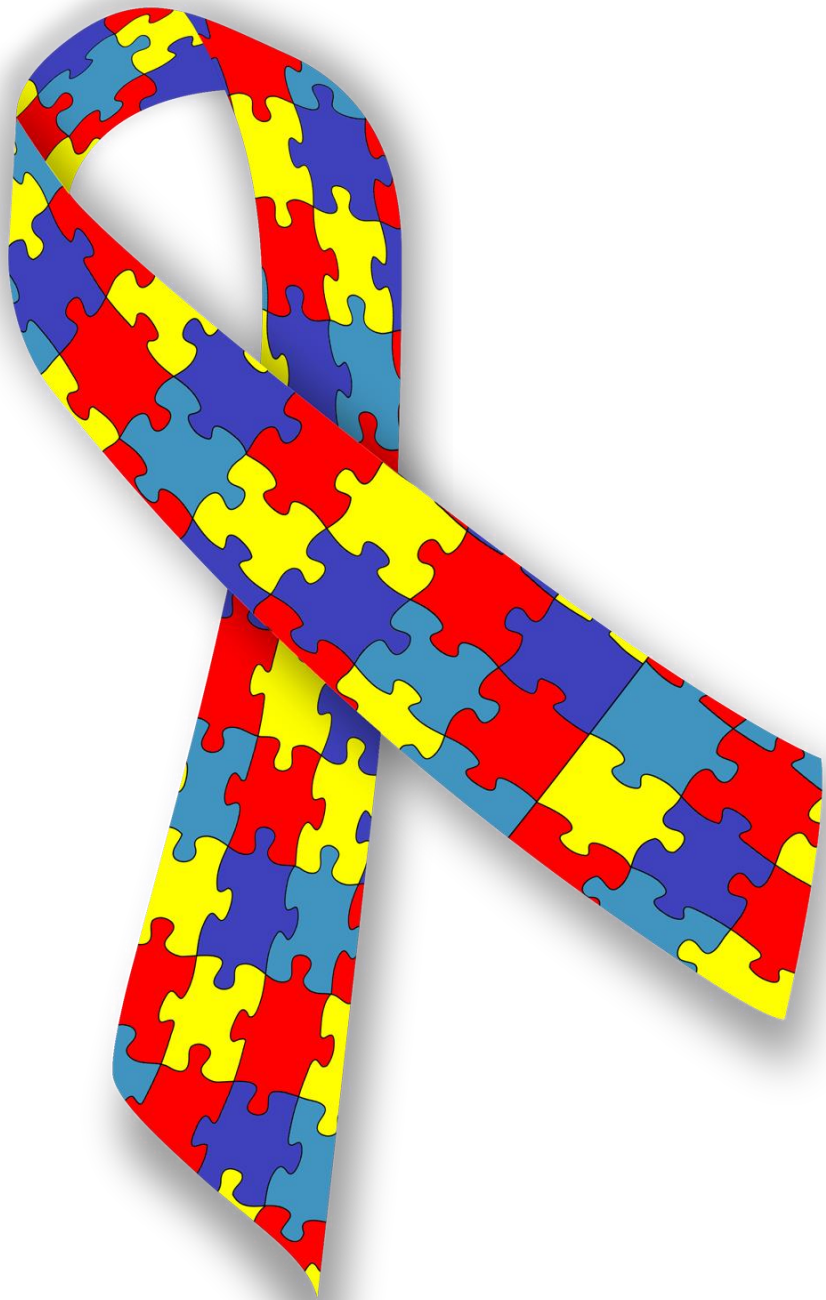
NC STATE UNIVERSITY





"Most of society would like to count me out, but LiNC-IT stepped up and counted me in. Because of this program, I have a job and can support myself. Because of this partnership, my story has changed."

-Michael Bell

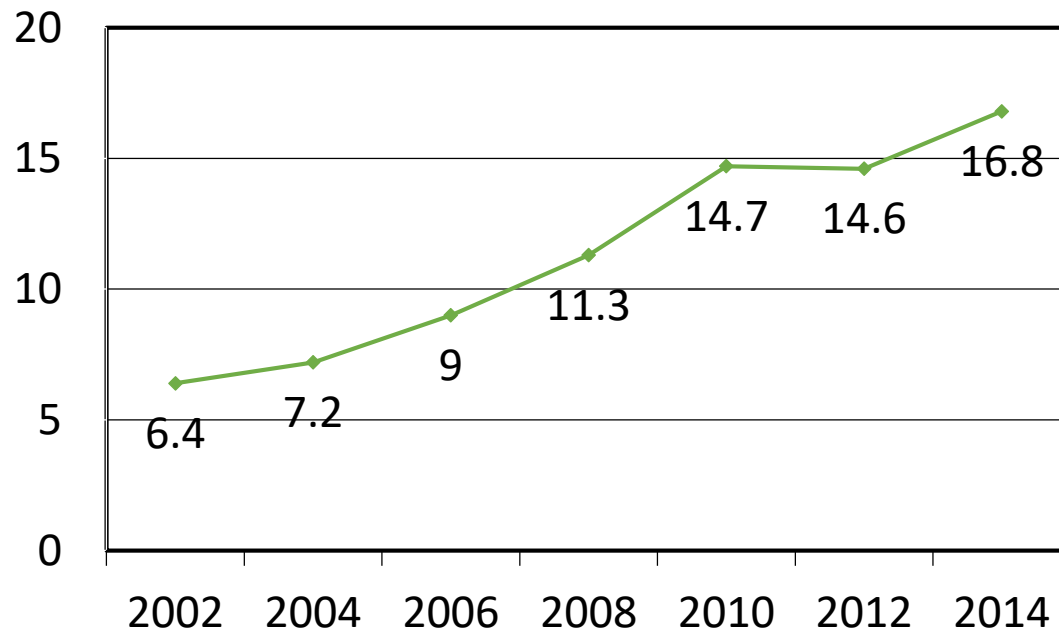


*“A change in perspective is worth
80 IQ points.”*

–Alan Kay, computer scientist

LINC-IT is the first state initiative to
develop the pipeline for a neurodiverse
workforce.

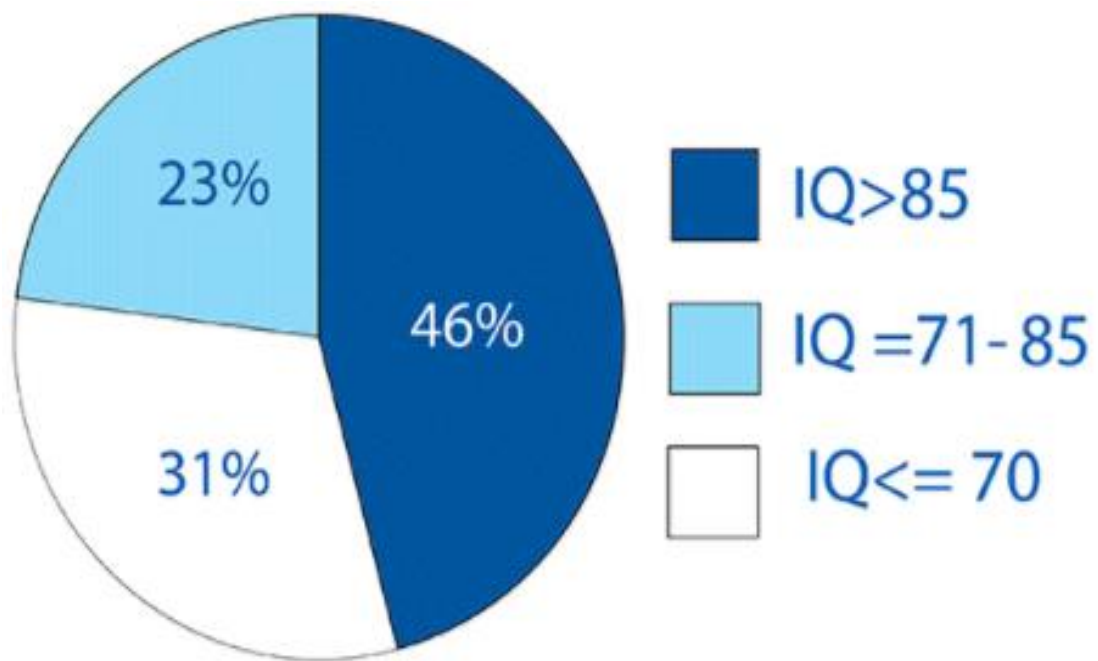
Changing Prevalence of ASD



Prevalence increase
from 1 in 150 to 1 in 59
(1 in 57 in NC).

The 2002 cohort is now
23 years of age.

We can expect a 252%
increase in transition
age youth with ASD in
the next 12 years.



Almost half of individuals with ASD have average or above average intellectual ability compared to a third of children with ASD 10 years ago.

Had a paid job in the
community

14%

Worked in the community for
pay in settings that also employed
people without disabilities.

Were in unpaid, activities
in facilities

42%

Participated in unpaid activities
in facilities with others with
disabilities (sometimes called
day programs).

Had no work or activity

27%

Had no work or activities
in the previous two
weeks in community or
facility-based settings.

National Autism Indicators Report: Developmental Disability Services and Outcomes in Adulthood 2017

*...And yet, many of them (individuals with ASD) have
skills that businesses are looking for.*

Lori Golden, EY Abilities Strategy Leader



North Carolina is projected to add more than 550,000 jobs by 2025.

The rate of employment growth is projected to outpace the state's population growth (12.6% to 10.4%).

40% of companies nationwide already report they cannot find the entry level workforce they need.

86% of all classified occupations are expected to grow.

Successful employment statistics:

National: 37.5%

TEACCH : 83.5%



Successful employment requires a comprehensive model of support:

Onboarding people: matching to the correct jobs, adapting the hiring process.

ASD specific teaching and supports: organization, emotion regulation, and social skills

ASD training for support staff and employers

Long-Term Supports: recognizing supports may change over time, but the need is always present.

Awareness of neurodiversity needs in the work force and expertise to address those needs.

Benefits from a change in perspective?

- Difficulty with traditional applications and interviewing
- Employers understanding of autism and accommodations
- Getting “in the door”
- Transportation
- Employability skill needs (i.e., learning how to accept corrective feedback)

At SAP, the company found employees who had advanced degrees and patents in their names, but still weren't able to land corporate jobs....the talent is there, but often missed because of over-reliance on the interview process or the lack of flexibility on the part of companies...”

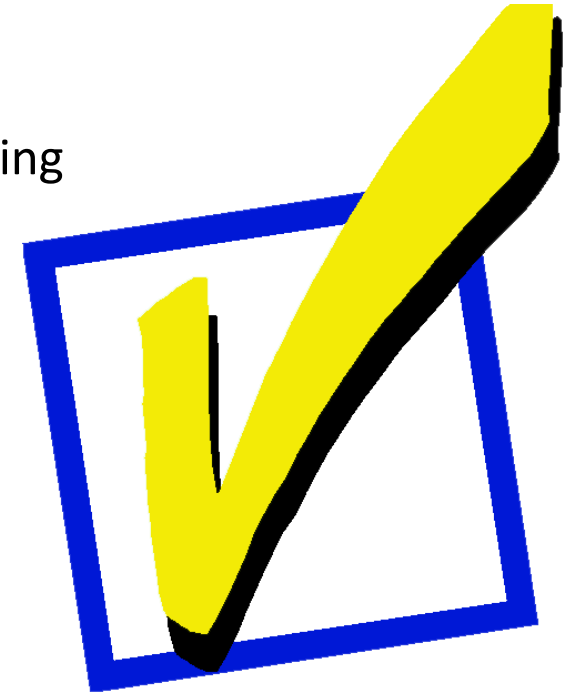
Bourree Lam, The Atlantic



Advantages to Hiring Individuals with ASD

- **Employers surveyed in a 2017 Australian Study:**
 - Employees with autism displayed above average performance in the following areas:
 - Attention to work detail
 - Work quality
 - Work ethic
 - Employers reported:
 - A positive impact on workplace culture
 - New skills brought into the workplace
 - Improvements in workplace morale

Scott et al. (2017) Employers' perception of the costs and the benefits associated of hiring individuals with autism in in open employment in Australia. PloS one.



Advantages to Hiring Individuals with ASD

- Employers noted:
 - No additional costs incurred when employing an adult with ASD above that associated with any new employee
 - Would hire someone with ASD if needed to replace the individual
- All employers indicated that employing an adult with ASD in no way resulted in reduced productivity for the business.

The addition of the strengths of individuals with ASD diversify the workplace, offering organizations a competitive edge.

Scott et al. (2017) Employers' perception of the costs and the benefits associated of hiring individuals with autism in in open employment in Australia. PloS one.





Advantages to Hiring Individuals with ASD

Individuals with a disability

- **Bring a unique perspective and unique problem solving skills to the job**
- **Typically have lower absenteeism rates than others**
- **Typically exhibit productivity rates that equal or exceed that of other employees**
- **Are extremely loyal to their employer**
 - **Lower staff turn-over**

Kregel J. Why it pays to hire workers with developmental disabilities. *Focus on Autism and Other Developmental Disabilities*. 1999;14(3):130-2



"They have extreme attention to detail, they are outstanding in terms of memorizing things, also they are logical thinkers."

Baerbel Ostertag, head of human resources for SAP Canada



..."they are often the first to arrive, the last to leave, the hardest workers, and people who bring out the best in their co-workers...."



"People with autism have that ability, often, to see problems and errors in a way that we don't, and enjoy doing that again and again and again."

Meticulon CEO Garth Johnson



.. Advocates say placing individuals with autism alongside other team members helps to foster creativity and project innovation.

Jenny Che, HuffPost

Advantages to Hiring Individuals with ASD

- Having a diverse workforce that includes individuals with disabilities is an attribute that resonates with customers.

.... One in five individuals has a disability. Customers appreciate and feel more comfortable with businesses where they see a diverse workforce.





Enlightening and Improving....

“...the thinking, systems, and processes that are put into place to launch and grow neurodiversity and Autism at Work programs can enlighten and improve standards across the company. ..what was designed for autistic employees proves valuable for all, increases morale and job satisfaction, and makes for better managers...”

Hiren Shukla, EY's NeuroDiversity Center of Excellence

- Autistic individuals' strengths include the ability to find patterns and anomalies in data and to focus and perform high-quality repetitive work.

Those attributes are valuable in roles in:

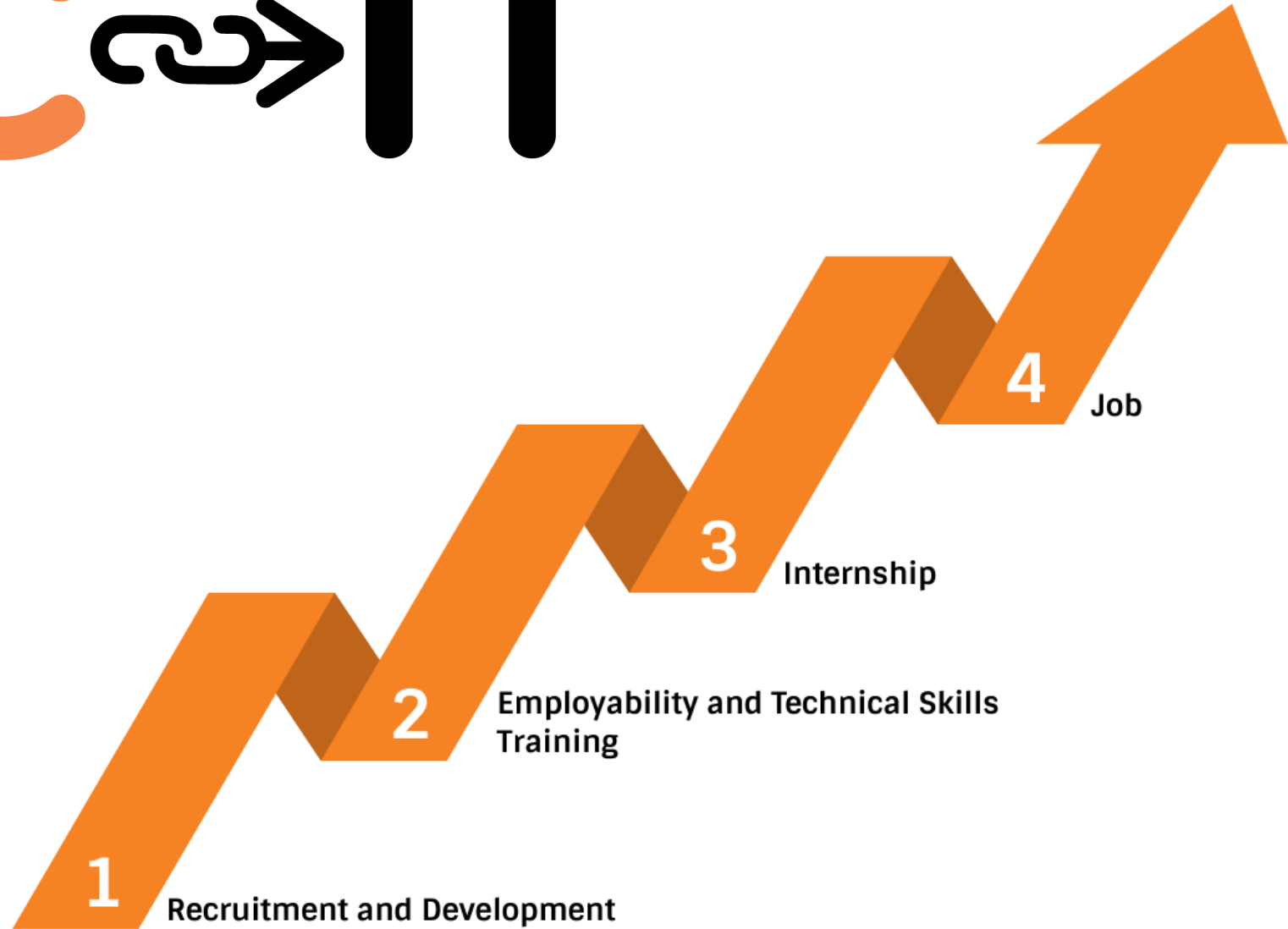
- **data analysis,**
 - **IT,**
 - **software design**
 - **multimedia**
-
- “So far, SAP workers on the spectrum fulfill all kinds of roles in IT:
 - **data analysis,**
 - **software testing,**
 - **quality assurance,**
 - **IT project management,**
 - **graphic design,**
 - **finance administration**
 - **human resources**



...and the potential for new roles is expanding rapidly.”

José Velasco, SAP Autism at Work program

LiNC IT



LiNC IT

1

Planning Meetings with Education and Vocation Leaders

2

Creation of Pipeline: Braiding services, Bridging Programs and Materials, etc.

3

Launch with UNC HealthCare ISD PRIME Program and NC- DIT

4

New Business Partnerships

"We are really happy with the LINC-IT program and the support we get from NCBCE and UNC Teach (and other partners) and we are already seeing true business value from the diversity of thought, skills and experiences these candidates bring."

-Ro Lissenden

Program Launch in 2018

To date:

- 7 hires in IT and Business teams (Roles include Robotic Process Automation programming, Machine Learning development & Testing, Data Analytics, Project Management, & Business Analysis).
- 2 have been converted from Apprentice to Permanent employee status and they are planning their third phase of interviewing and role matching

"We see NC and the Triangle as a perfect environment to attract, support and foster Talent that sees the world a little differently - becoming the go-to location for Neuro Diverse talent and their families."

-Todd Lineberger





19 Interns





Challenging current thinking....

“One thing that happened that I thought was really interesting was that, as our supervisors went through training these individuals everyday, they stopped and asked ‘Can this be improved? Are we communicating the right way?’ **What EY found was that having colleagues with autism challenged the office’s status quo, and made it easier to broach questions** about whether or not communication and management strategies were effective and logical.”

Lori Golden, EY Abilities Strategy Leader

ROI



Ultimately these programs have to make sense for the company's **bottom line**. The pilot programs have been producing good results in terms of finding new talent and productivity gains. **“Ultimately, it's not a charity thing because it's providing far more benefit than it's costing. Every company I know that's gone into this in a serious way has gone into it with the idea that this is going to be net benefit positive.”**

Rob Austin, Ivey Business School, the University of Western Ontario

Part of the allure of such programs, is the way they tap into a business solution.

Jenny Che HuffPost



Step into the Navigator

NC's WORK-BASED LEARNING NAVIGATOR

Connecting classroom learning with career learning

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Resources

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About the Navigator

The Navigator is an online marketplace that brings together members of the business and education communities in a space where users can post, search for, schedule, and measure work-based learning resources. The goal is to link classroom learning with real-world learning, ensuring more North Carolinians are Job Ready.



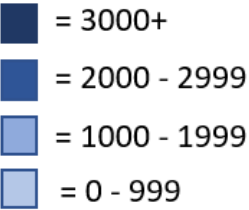
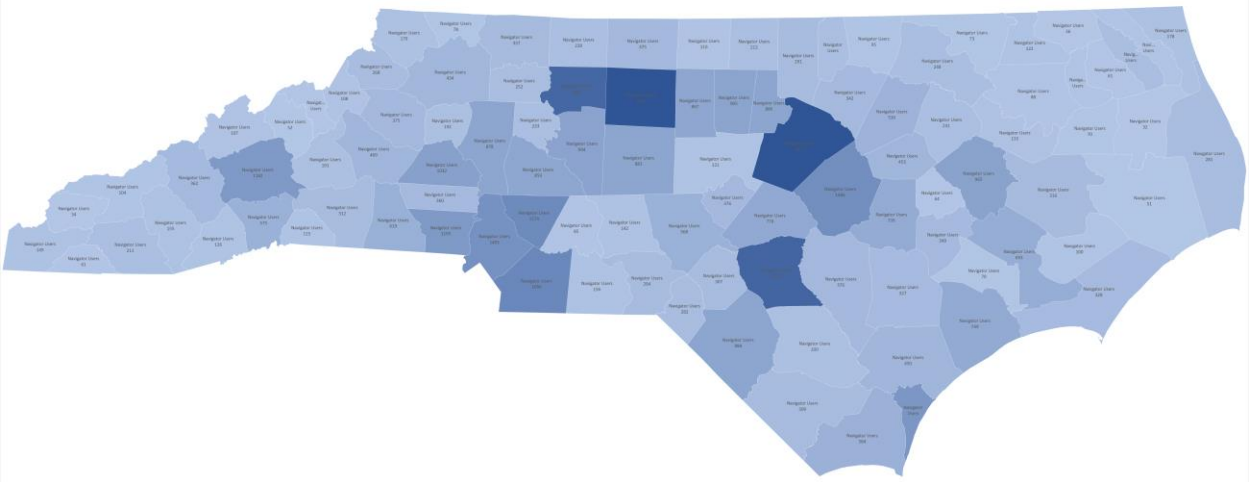
Navigator™

Know where you are going

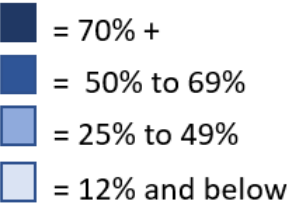
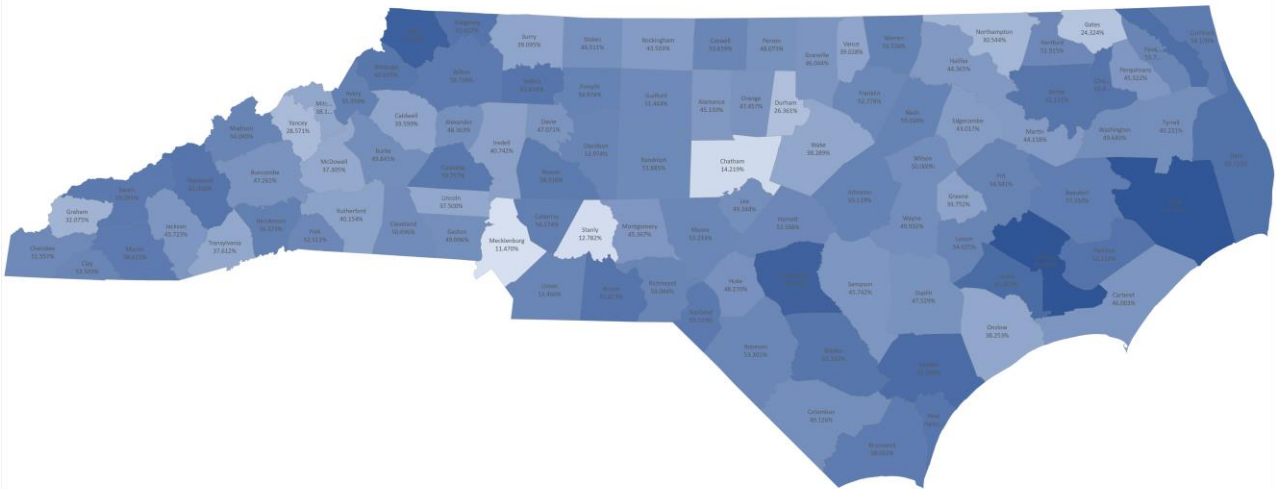
54,194 Educators 514 Resources 234 Businesses



Navigator Teacher Users by County

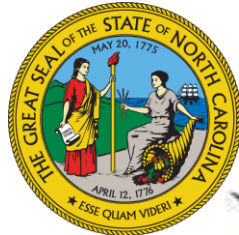


Navigator Teacher Users as Percentage



LiNC → IT

LINKING NC WITH INNOVATIVE TALENT



NC STATE UNIVERSITY

