



GREATER PHOENIX CHAMBER

FOUNDATION

Alternative Hiring Sources

Neurodiverse Individuals

**It's time to
be OPEN
to new ideas.**



Arizona has a pressing business problem. Many companies that fuel the state's economy don't have the workforce needed to fill open positions. Fortunately, there's an untapped resource ready to work right now. Loyal, highly attentive, process-oriented individuals who need and want jobs. And if our community can be open to hiring them, then all of Arizona can be open for more business.

firstplace[®]

BeOpenArizona.org

be

OPEN

Be OPEN™
to hiring a
differently abled
workforce.

Organizations
Purposefully
Empowering
Neurodiversity

VO: If you're an Arizona employer, it's time to be open to new solutions.

FP RESIDENT: Be open to methodical problem solving.

FP RESIDENT: Be open to detail-oriented employees.

FP RESIDENT: Be open to loyalty.

FP RESIDENT: Be open to an unlimited skill set.

FP RESIDENT: Because if you can be open to employing an autistic and differently abled workforce, you can be open for more business.

VO: Be open, Arizona. Learn more at BeOpenArizona.org.



Solving Real World Employment Issues

“Loyal, neurodivergent employees help us solve the problem of grasshoppers—the people who jump from job to job and cost businesses millions of dollars.”

– Robert Lavinia, former President/CEO, Tosco Marketing

“People with autism have the same fundamental needs as everyone else. Those needs are just *amplified*.”

– Tom D’Eri, Co-Founder, Rising Tide Car Wash

7 interesting facts about a neurodiverse workforce*

- 1. Untapped special talents.** A combination of special skills.
- 2. Excellent problem-solving skills.** Cognitive processing leads to creative thinking.
- 3. More common than you think.** World Health Organization reports 15% to 20% of world population.
- 4. Employers are embracing neurodiversity.** Demand that goes beyond social duty.
- 5. A strong business case.** A larger available workforce.
- 6. Neurodiverse employees face challenges.** Discrimination and lack of supports.
- 7. The power of accommodations.** Simple changes, big results.



be **READY**

**Job Coaches
Employment Partners
Training Videos**

Workplace Readiness

Assessment

- Experience employment site
- Observe current employees & work styles
- Understand processes/ expectations for all employees
- Explore natural supports
- Learn and adjust over time; be flexible
- Seize opportunities to foster an inclusive culture





Workplace Readiness

Training

- Train current & future workforce
- Develop standard operating procedures
- Share lessons learned
- Celebrate success!

Language can open doors. Or close them.

Problematic: Normal/healthy person

Preferred: Person without a disability

Problematic: Mental disability

Preferred: Mental health

Problematic: Hearing impaired/suffering from hearing loss

Preferred: Person who is deaf or hard of hearing

Problematic: The disabled/handicapped

Preferred: Disabled, a person with disabilities



Jargon doesn't work.

Idioms like these confuse neurodivergent employees.

Ducks in a row

Herding cats

Drinking the Kool-

aid

Low

hanging fruit

Juice is worth the squeeze

Out of pocket

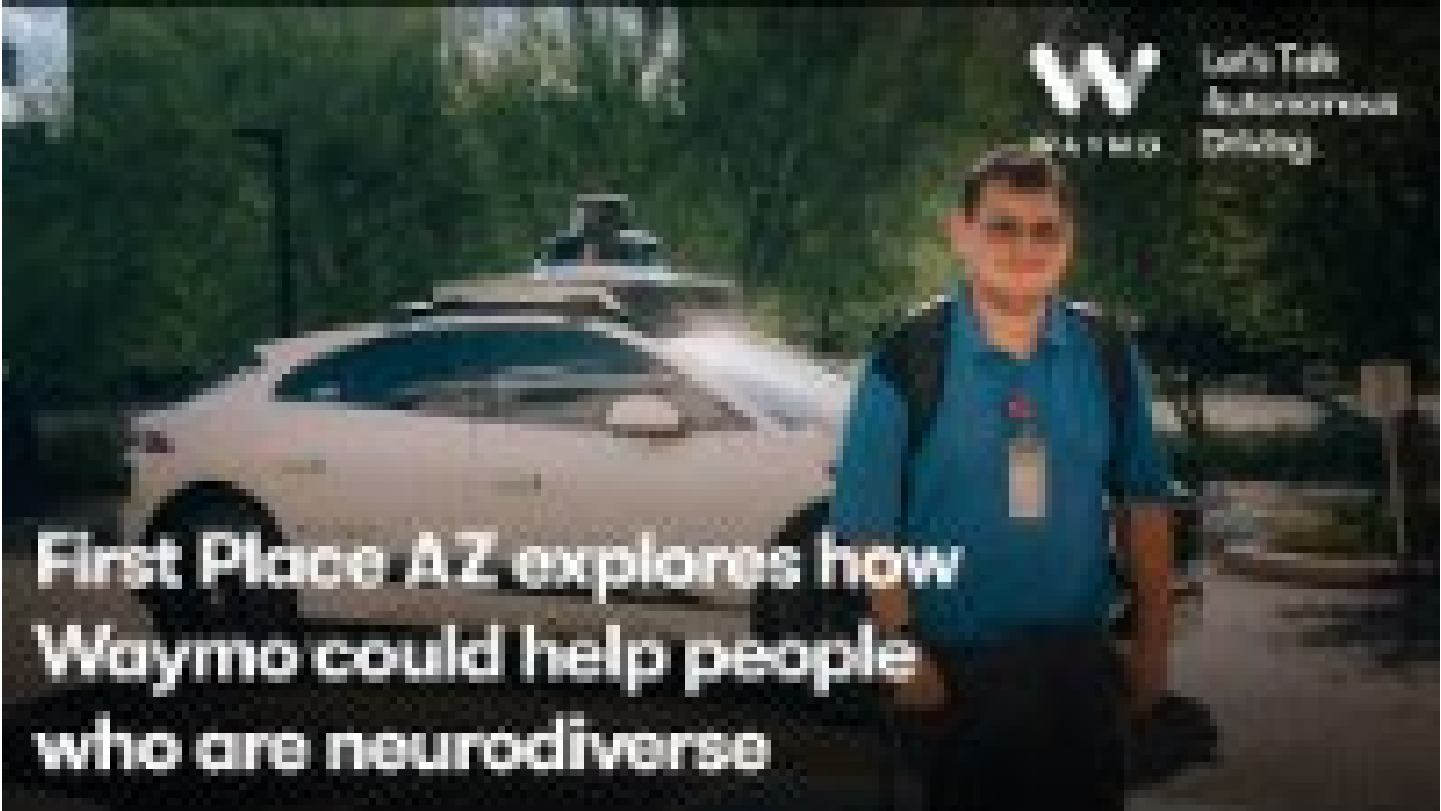


Keep it simple.

Make language inclusive

Let empathy guide you

If you don't know, ask



waymo.com

Let's Talk
Autonomous
Driving.

First Place AZ explores how
Waymo could help people
who are neurodiverse

Let's get to work!



be OPEN be READY



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firstplaceaz.org