



How The Arc@Work Consulting Process Works: The Arc@Work employs a comprehensive, wholistic, multi-tiered approach to effectively support corporations develop, implement, and maintain neurodiversity hiring initiatives. Our goal is to create a seamless, effective and efficient process to integrate talent with opportunity to increase a corporation's productivity.

- 1) We utilize innovative training methodologies and partnerships with experts in the IT space to assess and strengthen job candidate skill sets. These trainings are on-going throughout the year to ready new talent for future career opportunities.
- 2) Our national level experts meet with employers to ascertain their readiness to implement hiring initiatives that support the on-boarding of individuals on the Autism Spectrum and those who have other intellectual disabilities. We provide feedback to companies that starts from creating inclusive job descriptions to on-boarding and post-placement strategies and support. We also train and ready front-line managers, team members, HR representatives, and others to work with, communicate to, and provide accommodation for the new hires.
- 3) We utilize in-house and external network expertise to train local chapters of The Arc and/or other local organizations to work the employer within the context of the employer's specific corporate culture and precise expectations.
- 4) We leverage The Arc's vast network of over 650 local chapters and their local networks to develop talent pipelines and recruit for open positions.
- 5) Through 60 years of experience, our local chapter network provides prescreening services to The Arc@Work for all job candidates tailored to each job's specifications.
- 6) We provide customized skills and enterprise readiness training for all candidates who make it through the prescreening process. This gives employers the ability to learn about prospective candidates before in-house job interviews with the employer take place. This gives employers optimal flexibility in the hiring process.
- 7) We provide on-boarding support to employers in the form of team training and individual/group consultation to ensure the on-boarding process is completed smoothly and efficiently.
- 8) Our local job coaches provide on-going, in-person, one-one-one job coaching for each new employee and work closely with the employer to ensure long-term success of all new hires placed into company.