

# Improving Workplaces by Hiring Neurodiverse Individuals

**Beth Cutter**

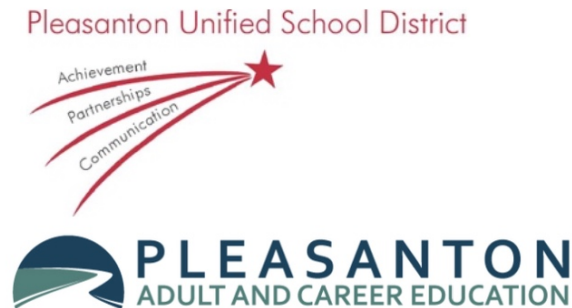
Assistant Director, Pleasanton Adult and Career Education

**Carolyn Murphy**

Transition Specialist, Pleasanton Adult and Career Education

**Laura Martinez**

Employment Training Specialist, Pleasanton Adult and Career Education



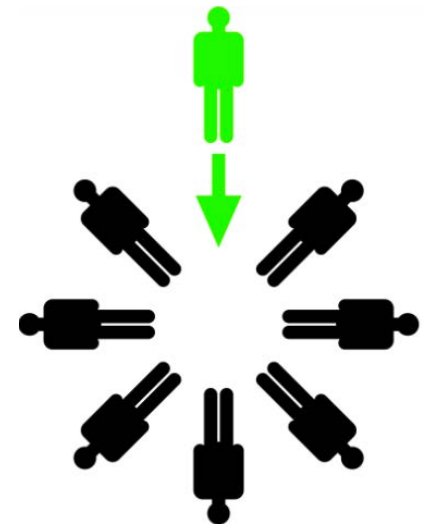
# Presentation Objectives



- Competitive Integrated Employment
- PUSD Project SEARCH Internship program
- Neurodiversify your staff
  - Internships
  - Hiring

# Competitive Integrated Employment (CIE)

- Competitive – having a job earning comparable wages (at least minimum wage)
- Integrated – having people with and without disabilities working together



*All employees should have the same pay, benefits,  
and opportunities for promotion!*

# Project SEARCH Video

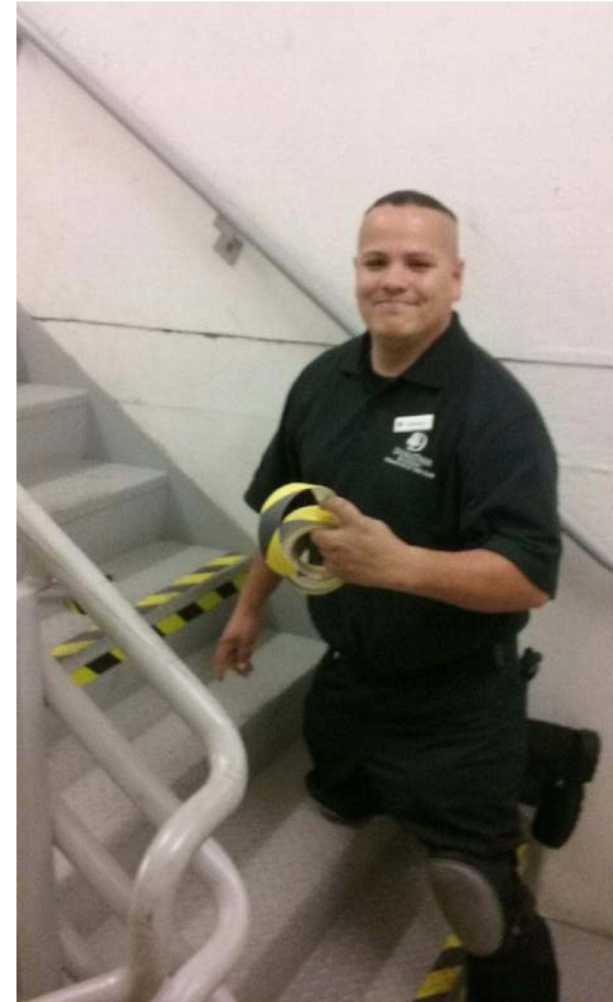
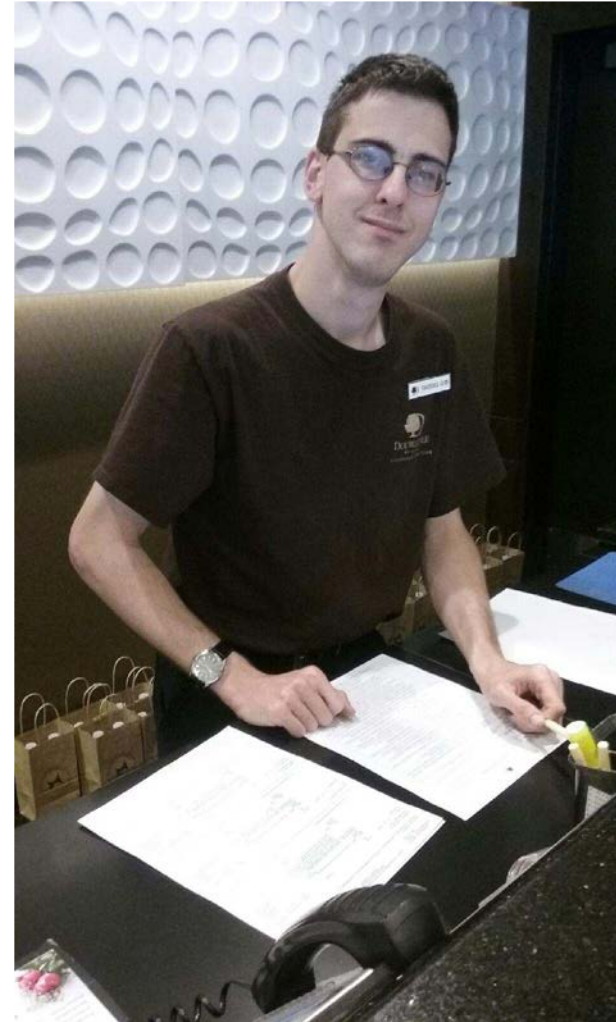


# Overview of PUSD Internship Program Design

- Free to interns, 8-9 month program, five days/week
- Daily routine: class, work, end of day reflection
- Interns earn hourly pay and have three jobs during the year
- Classroom curriculum includes resume writing, interviewing, problem-solving, communication skills, and more.
- Employment Training Specialists (“coaches”) provide on-the-job support
- 1:4 ratio of staff to interns, fading over program
- Support for job development and placement as program ends



# Our interns over the years...









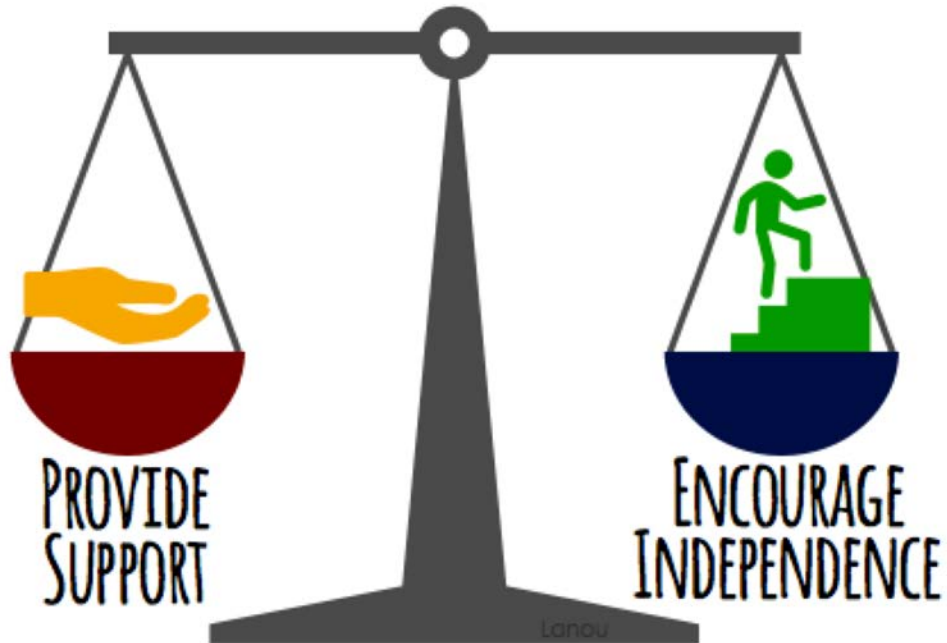
# 2019-2020 PUSD & DoubleTree Cohort





# Preparing a workplace for neurodiversity


- Evaluate how tasks are assigned – can roles and responsibilities be adjusted
- Assess your culture – may be an adjustment for some










**Tools for Interns can help All Staff!**

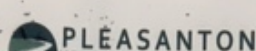


Project | SEARCH  **PLEASANTON**  
ADULT AND CAREER EDUCATION

**Vehicle Car Wash Checklist (Step 3) - Interior**











9:30am-2:15pm Manager: Myla Grasso Date:

To Do	Done	***Always check in with the Manager or Supervisor of that area before starting work***
		Put on orange vest. Put on disposable gloves.
		Wipe interior with damp cloth: 1. Get clean cloth damp with water. Wring out. 2. Wipe <u>dash</u> . Check cloth, rinse if dirty.
		1. Wipe <u>console</u> and <u>steering wheel</u> . Check cloth, rinse if dirty. 2. Wipe <u>side panels/doors</u> .
		Clean <u>windshield</u> : 1. 3 sprays on one half of windshield. 2. Use cloth to wipe clean until clear. 3. Go to other side. 3 sprays on other half of windshield. 4. Use cloth to wipe clean until clear.
		Clean <u>side windows</u> : 1. 3 sprays of window cleaner. Wipe with clean cloth until clear.

Project | SEARCH  **PLEASANTON**  
ADULT AND CAREER EDUCATION

**Vehicle Car Wash Checklist (Step 1) - Vacuum**

9:30am-2:15pm Manager: Myla Grasso Date:

To Do	Done	
		Put on: 1. Orange vest 2. Disposable gloves.
		1. Put up windshield wipers. 2. Get broom. Brush off dirt and leaves from vehicle: Top, left side, front, right side, back. 3. Sweep leaves and dirt off of <u>drain</u> .
		1. Open all doors and trunk. 2. If items in trunk, take out and put on cart. 3. Brush off dirt and leaves from door frames and trunk frame.
		1. Take Floor Mats out of vehicle. 2. Shake out. 3. Put on hood of vehicle.
		1. Take vacuum attachments bag to the vacuum. 2. Bring vacuum and attachments near vehicle. 3. Put on <u>Floor Mat attachment</u> . 4. Plug in vacuum. 5. Vacuum Floor Mats.



## Stocking the Pantry



### The Freezer/Cooler (Drinks)

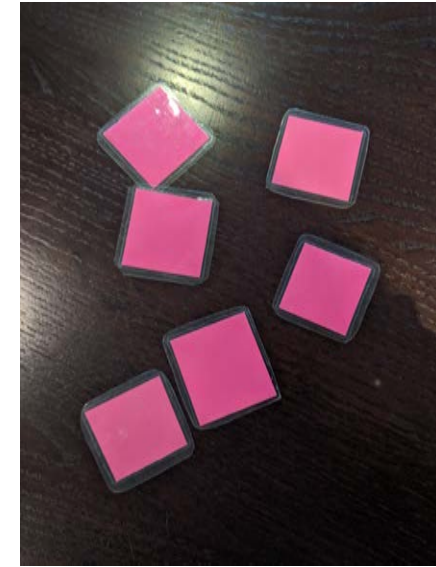
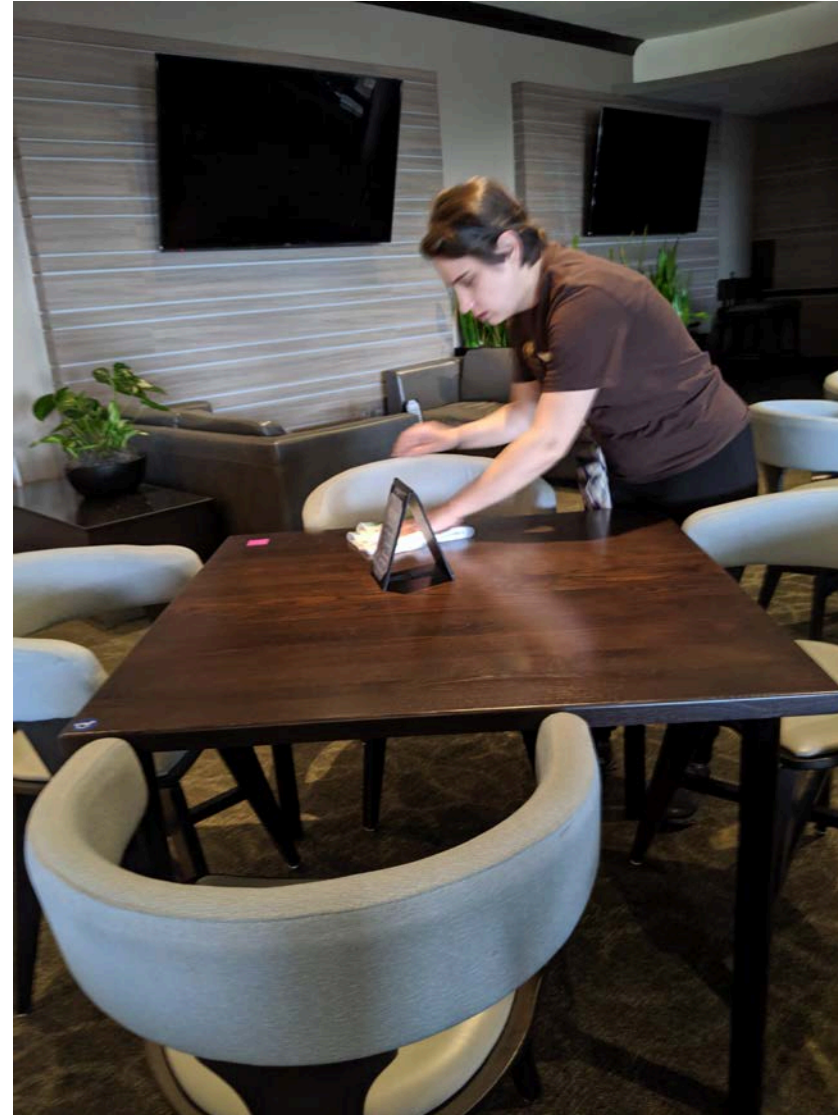
Make sure the drinks are pulled to the front and the labels are facing out.

Check the dates (older drinks go to the front, newer dates/drinks go to the back)

#### Note:

Always make sure to pull the drinks to the front, this makes it seem like the freezer is full, do this when two or three drinks are missing, re-stock the drinks that are missing when there is three drinks left in the row.

The bottom shelf is usually where the Fuji water goes.











# A neurodiverse business is a successful business!

A Win-Win for Businesses

An Invitation!





# Learn more...

- <https://www.hireable.org/employers>
- <https://www.dol.gov/general/topic/disability/hiring>
- <https://www.whatcanyoudocampaign.org/where-to-learn-more/resources-for-employers/>
- Or contact our Adult and Career Education Team  
<https://adulthoodeducation.pleasantonUSD.net/>