



“Creating connections and employment opportunities that change lives”

Computer Aid, Inc. Autism2Work Initiative

Autism affects over three million individuals in the U.S. and tens of millions worldwide.

The U.S. Centers for Disease Control (CDC) and Prevention estimate 1 in 68 Americans are on the Autism Spectrum.

The CDC estimates that a staggering 90% of people on the Autism Spectrum are unemployed or under-employed.

Studies have shown that individuals on the Autism Spectrum excel when working with detail and on repetitive tasks.

World class organizations have recognized that leveraging this diverse workforce drives innovation, competitive advantage, and supports success in a rapidly changing and complex world.

CAI is one of the largest employers of individuals diagnosed on the Autism Spectrum in the U.S

CAI's **Autism2Work** initiative is a partnership between CAI, community outreach and Autism support organizations, and a collection of forward minded businesses who are interested in supporting meaningful diversity in their workplace. **Autism2Work** provides workforce training and employment opportunities for adults who have been diagnosed on the Autism Spectrum. The program primarily supports semi-skilled to high functioning individuals who are eager to enter a work environment that values their contributions and supports their needs.

With the Autism diagnosis rate being so high in the United States (1 in 68 Americans), it is imperative for companies to begin initiatives that incorporate this diversity into their workplaces. Each individual on the Autism Spectrum is incredibly unique, and can be a huge asset to a company that provides an opportunity that fits their particular strengths and interests. The **Autism2Work** initiative provides businesses with the opportunity to partner with CAI through an established and proven program which results in a highly productive, inclusive work environment for those with disabilities who work in teams and alongside other employees.

HOW IT WORKS

CAI's **Autism2Work** initiative allows our partners to implement a diversity program that is tailored to their culture and business needs which fully supports and is focused on the autistic community.

CAI has pioneered a recruiting, onboarding and training model that bridges the gap between those on the Autism Spectrum and meaningful employment, ultimately bringing an untapped talent pool into the workplace for our clients. CAI manages the recruiting, selection, training, cultural integration, on-the-job supervision, skill development and performance management of Autistic team members. We can support team members on the client site or host the work at one of CAI's locations. This provides an opportunity for our clients to tap into this pool of talent quickly without the upfront investment or time constraints for implementation of the required support structure.

CAI provides the expertise, processes and management techniques to identify, train, develop, assemble and integrate high functioning teams into a business environment. Based on the aptitude and profiles of the its members, teams perform either IT (application testing or application development) or Operations (scanning, sorting, etc) functions.

KEY LEARNINGS DRIVING CAI'S PROGRAM DESIGN

- Our process eliminates the traditional interview by replacing it with an extensive hands on evaluation session. This allows candidates to showcase their unique talents in a non-threatening and supportive environment, which is where many individuals on the Autism Spectrum tend to struggle to succeed.
- All team members attend our Job Readiness Training Program. This Program is the vehicle for further assessing skills, competencies, fit and opportunities for further growth. We utilize the highly regarded Lego Mindstorm Robot to provide hands-on training on Agile and Scrum Methodologies, and Software Testing, as well as scenario-based learnings focused on cultural and behavioral requirements.
- Teams are comprised of both on-spectrum and off-spectrum associates. This supports the socialization, productivity and development, which is critical for ongoing success in the workplace.
- CAI has skilled professionals on staff that provide support, coaching and consultation to our teams and clients ensuring successful integration and program effectiveness.
- Common attributes of individuals on CAI's **Autism2Work** teams include:
 - Attention to detail and the ability to focus, high level of concentration
 - Perseverance & interest in repetitive tasks
 - Superior problem-solving abilities
 - Excellent pattern recognition and a preference for rules, lists, order & schedules

ABOUT CAI

Computer Aid, Inc. (CAI) is a \$500 million privately-held global Information Technology (IT) application management and outsourcing corporation based in Allentown, PA. The company is focused on the development of service models that leverage defined processes and performance metrics in order to maximize visibility, control, and productivity. Established in 1981, the company is comprised of more than 4,000 Associates worldwide with offices throughout the United States, Canada, Europe, and the Asia-Pacific region. Company core competencies include industry based innovation services and software solutions, metrics and SLA-based Application Support and Development, Managed IT Staffing Solutions, Service Desk Outsourcing, Quality & Testing Services and IT Consulting.



World Leader in
IT Metrics and Productivity

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