



# 2020 in Review



THE SPECTRUM WORKS

*Transitioning gifted individuals on the autism spectrum  
into meaningful talent for corporations*



THE SPECTRUM WORKS

# Our Collective Impact in 2020



**Integrated and equitable workplaces** that value neurodiversity

**35+ Corporations**  
**160+ Employees Trained**



**Neurodivergent talent equipped and empowered** to navigate the job hiring process and corporate workplaces

**65+ Job Candidates**  
**90+ Community Partners**  
**1,786+ Individuals & Families Reached**

**2020: 7 placements at 7 companies**

**2019: 5 placements at 4 companies**



**Valued and optimized talent employed**



**Sustained employment**  
Productive livelihoods  
Improved mental health  
Lowered societal costs

**Hope** for parents, siblings and caretakers



**A diverse and cohesive team** unified in compassion, courage and grit

**9 Team Members**  
**2 Coaches**



**Investment partners** supporting our mission and values

**250+ Donors**



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# Highlights of 2020

- **The growth of our team:** Paul, Steve, Alecia, Cathy, Pat - We have the right team to build this organization and make lasting impact
  - Defining our team's **core values** with Ohlay
- **USC Hiring event:** Hosted the university's first ever neurodiversity hiring event with recruiters from six Fortune 500 companies
- **TSW Zoom Happy Hour:** Celebrated our friends and partners since we started the organization in 2017
- **Orange County Autism@Work:** Co-hosted an Autism@Work Webinar for over 120 OC individuals, families and employers



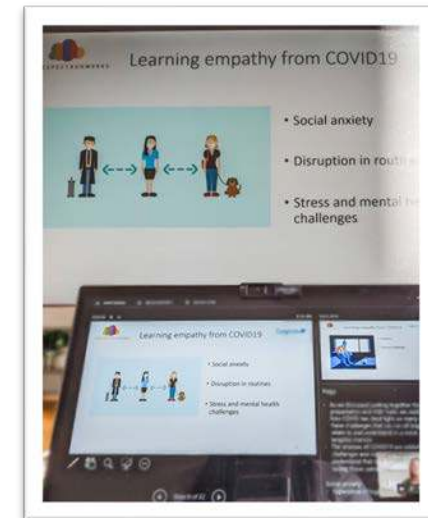
USC Neurodiversity Hiring Event, *January 2020*



Matthew in his new job, *April 2020*

# Highlights of 2020

- **Gained insight and empathy for our neurodivergent community** through our collective experience of the pandemic
- **Speaking Engagements and Trainings** at 7 Corporations and 4 Community Organizations
- Ran a **Hiring Program, completely virtually, with JATO**, a global leader in automotive business intelligence solutions
- Deepened our **radical collaboration** with partners in the autism employment community
- **Durfee Springboard Grant:** Support provided financially (planned + bonus year due to the pandemic) and mentally/emotionally (being part of a cohort of Executive Directors for added support this year, having a coach and the Durfee family at large).



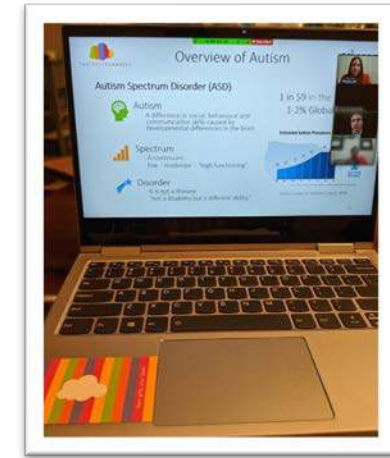
A self-advocate on the autism spectrum presenting with us at a Fortune 500 company, *October 2020*



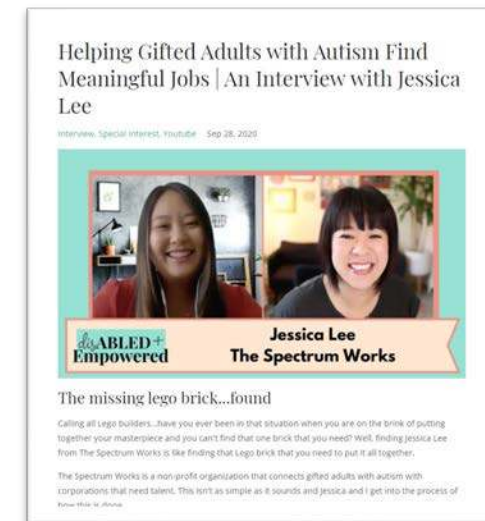
Visiting North Carolina – Attending a training by UNC TEACCH and visiting our friends at Extraordinary Ventures, *February 2020*

# Key Affirmations of 2020

- In 2020, we were affirmed of community needs and our strategic fit to address:
  - The growing need to **focus on corporate readiness** – building relationships with corporations and launching hiring initiatives (this is the gap/greatest need in our community)
    - Proven need to educate, train and break stigmas to address hiring barriers
  - The need for **corporate-specific employment readiness training** and coaching for our talent
    - Resumes, LinkedIn, Job Search Strategy, Interview Preparation, Networking 101, Workplace Etiquette & Navigating Social Situations in the Workplace
    - The value of 1x1 coaching
  - **Empowering the autism community** to have a voice and centering them to our approach/work: amplifying their voices, experiences, needs – breaking stigmas
  - The power of radical collaboration and serving as an **umbrella organization/connector** in the autism employment community



Presented our Neurodiversity 101 training for Micron's Global Autism Awareness Day Webinar, *April 2020*



Jessica joined Dr. Gwen Palafox's podcast – disABLED and Empowered, *September 2020*

# Looking forward to 2021



## Corporate Readiness

*Prepare the workplace*

- Strengthen and continue current corporate relationships
- Continue development of corporate education on neurodiversity
- TSW Team: Strengthen DEI, neuro/org psychology education and strategic alignment



## Talent Readiness

*Empower job candidates*

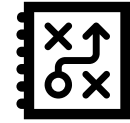
- Define and formalize sourcing partnerships
  - Autism organizations
  - Colleges & universities
- Continue development of TSW Employment Readiness Training/Coaching content
- Build program designs and further explore funding and partnership with the Dept. of Rehabilitation (DOR) and Regional Centers



## Job Matching & Sustainment

*Match talent to jobs*

- Finalize and implement general talent intake process and assessment
- Continue co-development of job skills assessment tool and job matching engine
- Continue executing hiring initiatives and programs



## Operational Efficiency

- Growth and optimization of our team: Determine key needs and staffing for capacity-building and a fully-operational state
- Focus on fundraising to grow the team and deliver services
- Foster growth of our Board
- Website re-launch



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# 2020

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In a year filled with uncertainty, **our hearts are filled with gratitude** for your support, partnership and involvement in our work towards inclusion and employment for our neurodivergent community.

Together, we have survived this turbulent year.

Together, we have been strengthened in resolve and purpose.

We hope you stand proud of the impact we've achieved together. Thank you for your continued support, investment and encouragement to our work!

*-The Spectrum Works Team*

Thank  
You