

## Scalable Best Practices for Talent Acquisition of Individuals with Autism in Corporate America

### Objectives

- Tap into a pool of neurodiverse talent for temporary staffing
- Reduce employment-related challenges facing job seekers with autism
- Build a set of best practices to make the employee-employer relationship successful
- Create a library of resources for employers, job seekers and service providers for employment at a national level and join our partners at Autism Speaks in helping raise awareness
- Enable job seekers on the autism spectrum to connect with employers through partnerships with service providers and job coaches

### Background

The Spectrum Careers (TSC) is a web portal that was launched in April 2015 to address critical employment-related challenges facing the adult autism community.

The unemployment rate among people with autism is estimated to be 60-70%. Only one in seven individuals on the spectrum holds a full-time job. More than 50,000 people with autism become adults every year in the U.S. with very little access to employment support services. Adding to these challenges is the fact that autism presents a policy issue pervading areas such as healthcare, education, scientific research, legislative services, insurance regulation and civil rights.

In addition to listing a diverse range of jobs that are suitable for people with autism, the website also offers one-stop career resources such as job coaching and training, access to local service providers and the support services necessary both prior to and during employment.

The portal allows employers to upload video job descriptions and job seekers to upload video resumes through a proprietary resume engine. Typical job portals connect employers, staffing companies and employees. TSC, on the other hand, is a technology platform that is connecting service providers and guardians to the employment process under the expert guidance and coordination of the staffing company.

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## Stakeholders

Jointly developed by Rangam Consultants Inc. and Autism Speaks, The Spectrum Careers program is currently being used by several multinational corporations that want to tap into the vast potential of workers on the spectrum. Two major businesses in pharmaceutical and mass media industries, among many other forward-thinking companies, have recently launched diversity expansion initiatives for differently abled employees.

## Challenges and Solutions

When we first started the program our expectation was that we would have a lot of employers post jobs for potential candidates. Upon launch in 2015, we knew we couldn't be far from wrong as top corporations were committed and we had an ample supply of jobs.

However, what surprised us was the amount of difficulty we ran into finding candidates. This is where Rangam utilizing all of its available resources moved the program forward to delivering actual results. Our program lead Myla Williams contacted schools and communities in the areas we needed to seek out qualified candidates. Once she had some interested applicants, she worked closely with them and their parents to get resumes and even guided them through the video resume process. The loop was closed as she then connected the job seeker, their job coach and the employer from interview through on-boarding leading to an eventual date of hire.

## **CASE STUDY #1**

### **Client Industry**

Pharmaceutical – New Jersey

### **Engagement**

The client read about The Spectrum Careers and reached out to our Human Resources group and Account Manager. They wanted to hire several employees for light manufacturing and warehousing projects. Our team went to meet the hiring manager and gather details about the positions. One nice coincidence and advantage of this case was that Rangam was already an approved vendor of this particular client and a part of their vendor management system (VMS).

### **Results**

The requirement was shared with Eden Autism Services, one of our partners that has an adult services program for individuals on the autism spectrum.

Eden Autism Services provided job coaching and interview support. The client hired the two individuals presented and Rangam took over at that point. Given that we were already participating in their VMS, we were able to seamlessly provide on-boarding and payroll management support.

The client is pleased with the performance of the employees.

## CASE STUDY #2

### Client Industry

National Television/Media/Cable Services Firm

### Engagement

The client found out about TheSpectrumCareers.com when our lead User Experience Designer was interviewed on National Public Radio and contacted Rangam directly to inquire about how to hire someone on the spectrum. Rangam met the hiring manager and went for an in-person tour of the facility to understand the specifics of their job requirements. During the visit we also gathered environmental information about the work space.

### Results

Once the hiring manager was familiar with The Spectrum Careers they decided to engage Rangam to manage the entire process from candidate search through hiring and on-boarding. Interviews were set up to fill the position of one software tester. Rangam presented four candidates out of which three were found to have matching skills and experience. Eventually the manager decided to hire two candidates. Rangam conducted standard background checks and managed payroll-related matters.

The manager has been thrilled with the performance of the individuals in their first few weeks of employment. Rangam is handling payroll and simply bills the client.

## **CASE STUDY #3**

### Client Industry

Pharmaceutical – Pennsylvania

### Engagement

Rangam met the managed service provider (MSP) of a major pharmaceutical firm and presented The Spectrum Careers. The MSP and the end-client were both impressed by the opportunity The Spectrum Careers would bring to their diversity expansion hiring programs. The client provided some seasonal job opportunities for which Rangam went and visited the facility to understand job-specific requirements and the environment. Rangam presented several candidates through our proprietary video resume platform.

### Results

The client was presented with several candidates. However, the original positions they were submitted for were canceled. The hiring manager, who was impressed with the video resume of one of the candidates, decided to create a permanent position as opposed to the original temporary job. Again, the employer had to put in very little effort because Rangam could utilize their knowledge of the client VMS for a smooth on-boarding.