

Neurodiversity at Work

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What Is Neurodiversity?

Kennedy Krieger Institute defines neurodiversity as a broad range of neurologic differences that endow an individual with unique skills, abilities and perspectives. Embracing and respecting such differences supports equity, diversity and inclusion in the workplace, at home and in the community. Evidence shows that individuals with neurological differences in the workplace enhance internal culture and increase employee engagement. Despite this, their national unemployment rate remains high.

Meaningful Community Services

As part of the neurodiversity initiative, Kennedy Krieger provides several meaningful community services for individuals with disabilities who are transitioning to adulthood. Applicants use a web-based data system, Apricot, a product of Social Solutions, Inc., to apply to these programs. The Maryland Center for Developmental Disabilities (MCDD), in collaboration with CORE Foundations and Project SEARCH, designed the application and encompassing programmatic forms, and MCDD provides technical assistance surrounding the data system to staff members and families accessing these programs.

Project SEARCH at Kennedy Krieger Institute is a 10-month, transition-to-work program that provides hands-on job training through integrated worksite rotations, career exploration, innovative adaptations and mentoring from experienced staff members at Kennedy Krieger Institute. The ultimate goal upon program completion is meaningful competitive integrated employment.

CORE Foundations at Kennedy Krieger Institute provides individuals of all abilities with opportunities and education to continue developing core skills that are the foundation for a successful adult life. We develop a customized program in partnership with each individual to support their independence. We support each individual in meaningful employment and community engagement. CORE Foundations is a Maryland Developmental Disabilities Administration-licensed adult service provider.

CORE Foundations Community Programming offers community integration and social engagement programming through a series of events and activities. Programs are offered to individuals 18 and older.

These initiatives not only serve individuals with disabilities in meaningful ways, but also are designed to provide awareness and educate businesses to establish a more diverse workforce.



Education and Training

Kennedy Krieger offers workforce training and development through customized, in-person workforce awareness and inclusion training for Institute employees and local businesses.

The Institute provides support to each individual and business for successful, sustainable and integrated employment for all abilities.

Business and Community Relations

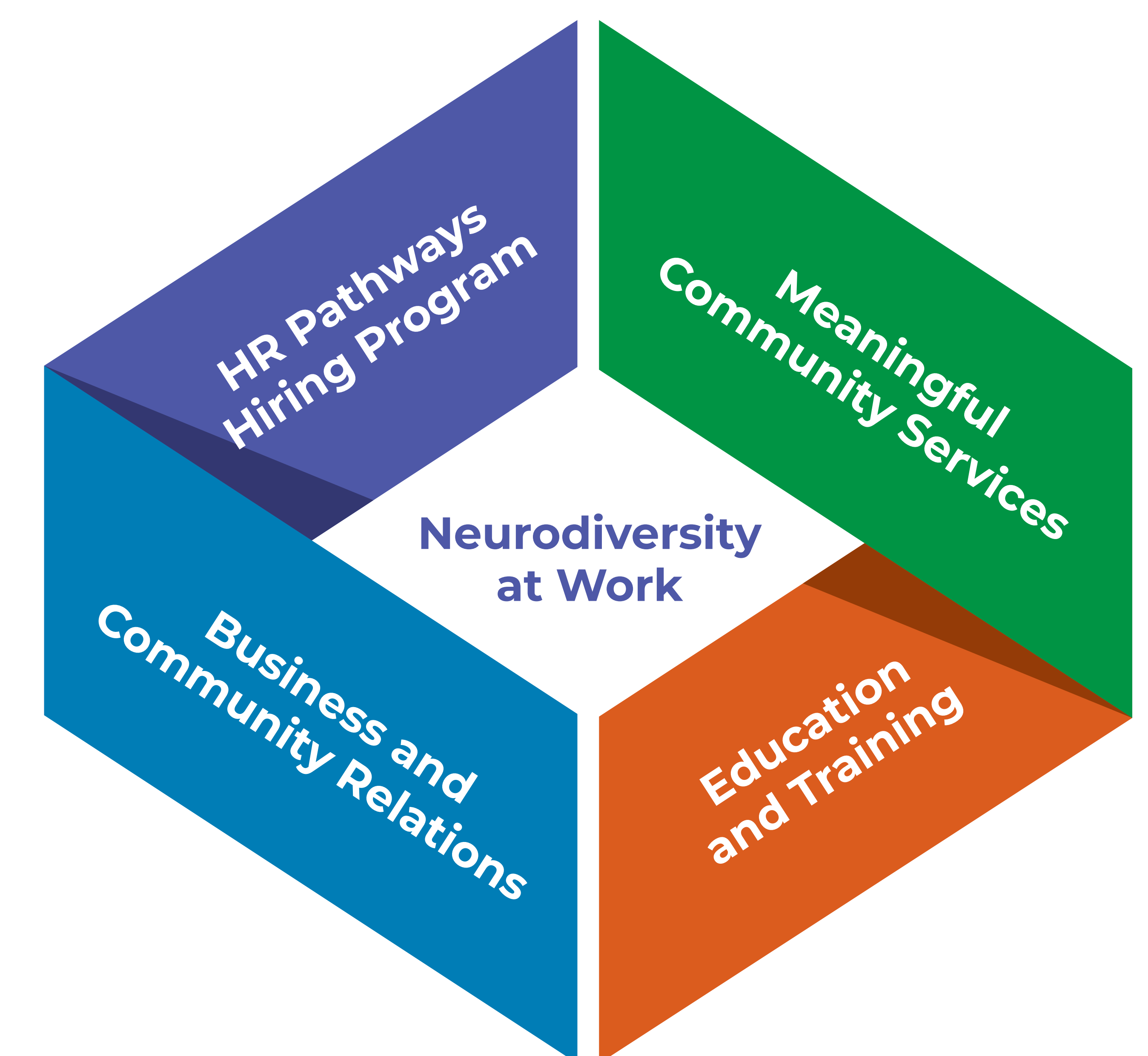
In addition to providing individual support, business support and training, we value community, state agency, higher education and business partnerships.

These partnerships provide opportunities for us to enhance our programs and allow businesses, community organizations and Kennedy Krieger to work together to increase employment outcomes for individuals with disabilities.

HR Pathways Hiring Program for Inclusive Hiring for Qualified Candidates

The **HR Pathways Hiring Program** provides greater accessibility and modified job applications, interviews and screenings to qualified candidates with neurodiverse conditions. The process includes:

- Candidate self-identifying with a neurodiverse or other disability applies to Kennedy Krieger Institute.
- A meet-and-greet is scheduled with a talent acquisition partner to identify the candidate's interests, strengths and potential matches for opportunities.
- The screening process includes a second meet-and-greet or skills assessment session with the department and hiring managers.
- Job offer and new hire process will be modified based on individual needs. Reasonable accommodations can be made with the Human Resource generalist at this stage.
- Extended training time may be arranged and job coach partnership established.



For more information, visit our website at MCDD.KennedyKrieger.org