



Empowering Neurodiverse Individuals With Workplace Knowledge & Skills

Landmark College
Career Connections

About Landmark College:

The College for Students Who Learn Differently

- Landmark College in Putney, Vermont, is exclusively for students who learn differently, including students with a learning disability (such as dyslexia), ADHD, autism, or executive function challenges. It champions a strengths-based model and give students the skills and strategies they need to achieve their goals.
- A fully accredited, not-for-profit institution, Landmark College offers bachelor's and associate degrees, as well as a Bridge Experience, online dual enrollment courses for high school students, and summer programs to assist a wide range of high school and new or transferring college students with learning differences.
- The Landmark College Institute for Research and Training conducts groundbreaking research on learning disabilities (LD), ADHD, and autism, and shares that knowledge with educators around the world through webinars, workshops, professional training, and online courses.
- LCIRT is the only research institute located on a campus that exclusively serves students who learn differently. This creates a powerful synergy. Students and faculty participate in and help to guide LCIRT's research, and in turn, LCIRT's expertise informs the College's classroom practices.



NACE Competencies: Transparent with students from the beginning about outcomes

Oral/Written
Communications

Critical
Thinking/Problem
Solving

Teamwork &
Collaboration

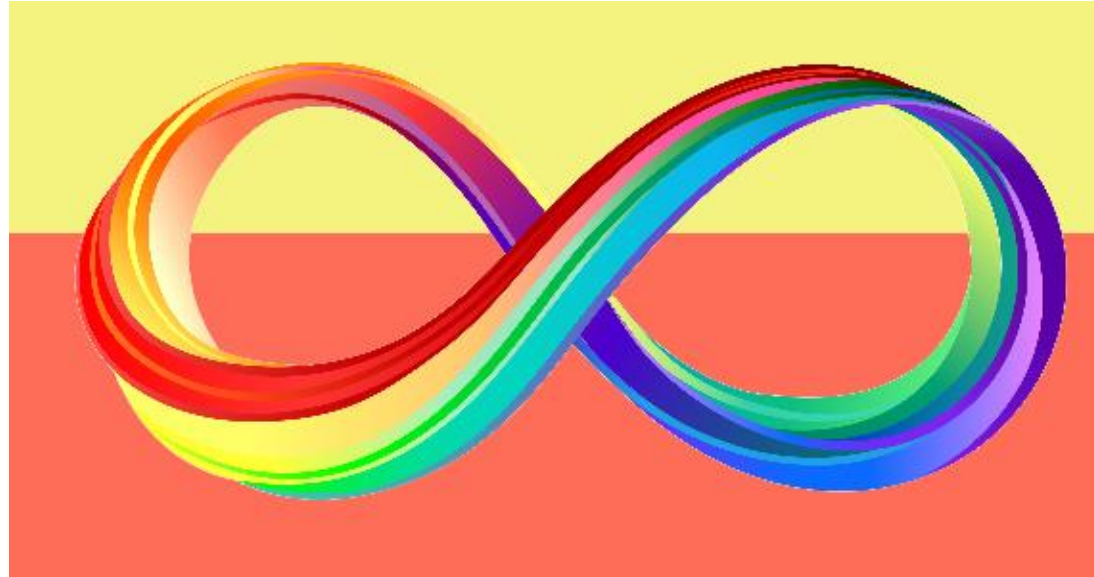
Leadership

Professionalism/Work
Ethic

Career management

Digital Technology

Global/Intercultural
Fluency



Seeing the career world through a neurodivergent lens

Strengths-Based Approach- “Superpowers”

AUTISM

- Deep passions and interests, may be particularly skilled in one area
- Very honest and loyal
- Very detail oriented
- Can engage in repetitive tasks
- Punctual and rarely miss work
- Strong visual thinking
- Logical

Pattern recognition DYSLEXIA / LANGUAGE-BASED

- Spatial reasoning and global visual processing
- Seeing the “bigger picture”
- Pattern recognition
- Strong visual thinking
- Highly creative
- Strong problem-solving ability

ADHD

- Creative and highly attentive
- Ability to hyper focus on area of interest and can have a high level of productivity
- Energetic and emotional expression
- Being perceptive and noticing changes

How Colleges Promote Networking & Socialization

- Common areas
- Affordable access to clubs and activities
- Access to socialization through classes
- College events
- Early intervention strategies
- Building rapport with prospective students sooner
- Encouraging discomfort as graduation approaches



What are the career struggles neurodivergent individuals encounter?

- Work-life balance and executive functioning skills
- Building connections in the workplace
- Understanding unspoken social norms in the workplace/ job search
- Developing sustainable self-care techniques for



Forging a neurodivergent toolkit



Crafting your career story

- “What area of your career field are you passionate about?”
- Creating a targeted resume
- Crafting a cover letter with a soul
- Curating your LinkedIn





- What form of disclosure works best for you?
- Cover letter
- Interview
- HR/Supervisor meeting

- Knowing your accommodations for the workplace
- <https://askjan.org/>
- “know yourself & your workplace fit”

Growing into your workplace advocacy

Building A Cohort Model For Every Level



Employment Readiness Experience

- **On the Job:** Job shadowing, administrative work, project management
- **In the Classroom:** Reflection, soft skills, career literacy
- **Short-Term Option:** Many offices are less busy, student can devote full focus to work experience
- **Looking for students who:**
 - Completed two semesters at Landmark by the start of the program
 - Lack a previous paid work experience (or had very limited experience)
 - Were eager and had real interest in learning more about the world of work



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AIE-STEM Scholars Cohort



- Grant Funded Program
- Intersectional approach to supporting neurodivergent Individuals
- Faculty mentor
- Additional financial access to internships/research
- Access to attending conferences/ grad school visits/ networking events
- Multi-level model

Assistantships

Geared toward new Landmark graduates and alumni

- Intentionally designed to last only 9 months
- Assistants received a discounted rate for housing
- Have access to their career counselor and a mentor
- This is a program, not simply a job





Additional Resources

Upcoming Landmark Events

- **Landmark Summer Institute for Educators –June 23rd-25th**

The event showcases nearly 40 years of Landmark College expertise in teaching students with learning disabilities (like dyslexia), ADHD, autism, or executive function challenges. Participants engage in small, focused groups for learning and networking, ensuring all voices are heard and questions are addressed.

- **Professional visit days- April 30th- May 1st**

We welcome education professionals to our campus for select visit days to see firsthand how Landmark College empowers students who learn differently.

- Ongoing programming to fostering career connections among neurodivergent college students



**NEURODIVERSITY AND
HIGHER EDUCATION**

EDITED BY ANDREW EDDY, TIMOTHY FRAWLEY,
BLANAID GAVIN, ETAIN QUIGLEY
AND CHARLOTTE VALEUR

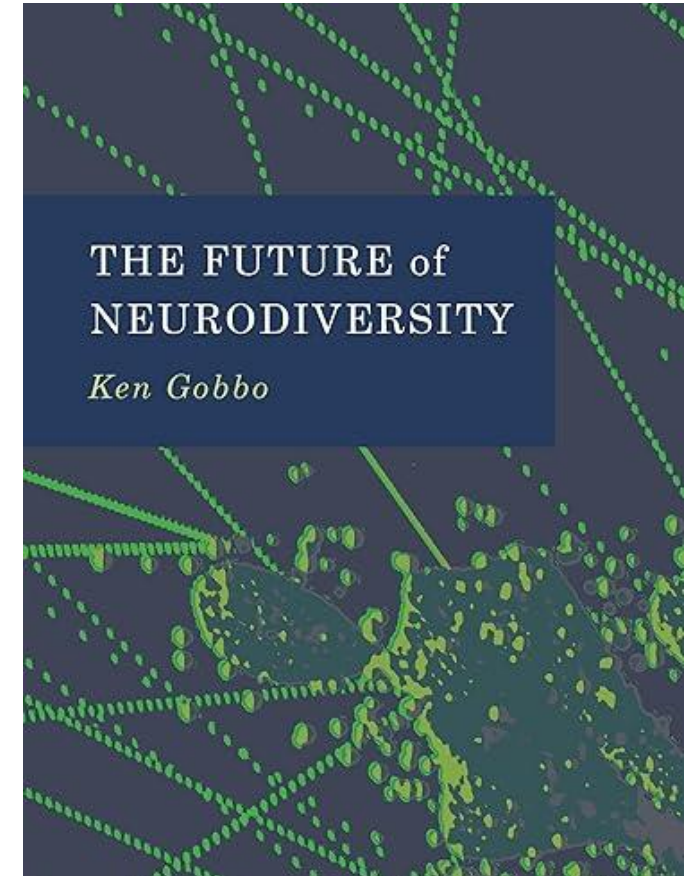
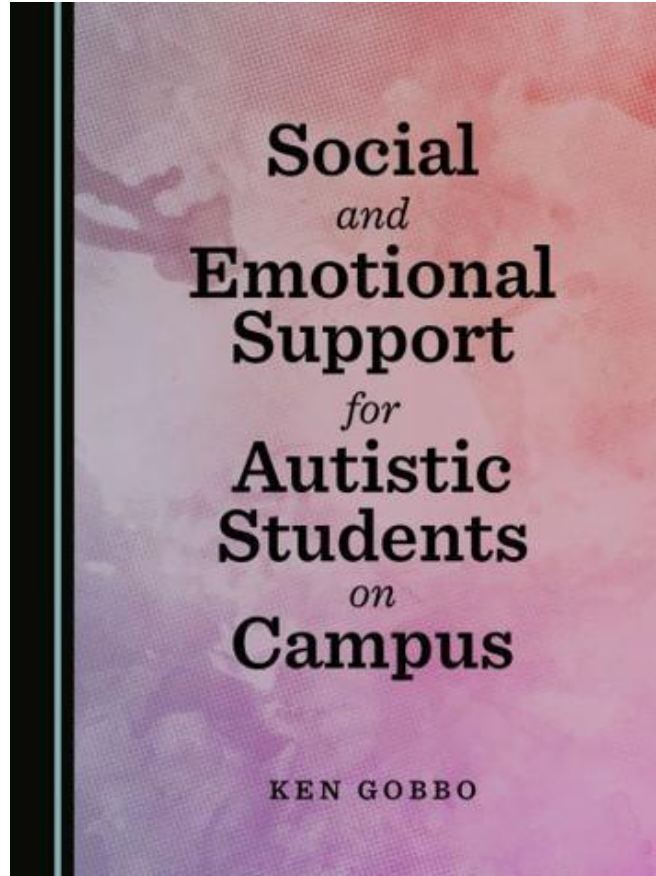
Neurodiversity

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Ken Gobbo

Professor
Emeritus at
Landmark
College



Questions?

