

### WHAT LEADING INCLUSIVE EMPLOYERS WANT YOU TO KNOW

The University of Connecticut's Wells Fargo Center for Neurodiversity and Inclusive Employment has developed a 5-component framework that helps define "inclusive" employment based on the process of getting AND keeping a job (the employment life cycle). These five ecosystem components are: (1) Disability and Neurodiversity Education for the Company, (2) Sourcing Foundations, (3) the Assessment and Selection Model, (4) the Onboarding Model, (5) and Post-Hire Supports.

### THE FIVE COMPONENT FRAMEWORK FOR INCLUSIVE EMPLOYMENT:

Below is one question for each of the five components of inclusive employment that candidates with disabilities, and those who support them, can use to assess a company's commitment to inclusion. Each question includes 3-4 practical methods demonstrating how organizations can implement inclusive strategies for each component.

#### How educated is their workforce about disabilities (apparent and non-apparent)?

- Educate a wide audience
- Provide foundational topic knowledge
- Offer audience-specific toolkits

#### How do they describe these jobs and where do they connect with disability talent?

- Intentional manager selection
- Identification of required skills and elimination of irrelevant skills for the role
- Accessible and clearly defined job descriptions
- Leverage key geographic partnerships to access skilled talent

#### How do they screen and assess candidates (aka "the interview")?

- Include elements that are intentionally designed to lower stress and anxiety before the assessment begins.
- Create activities (team or individual) to stimulate problem solving and bring out the unique strengths and communication styles of job seekers through curiosity and engagement.
- "Core skills" assessment
- Add inclusive strategies and guidelines to hiring manager discussions and other 1-1 conversations.

#### How do they onboard and transition new hires into their organization?

- From offer accepted: Guided support from a designated point of contact with frequent and time-specific touchpoints throughout the onboarding process.
- First day experience: Clear arrival instructions with a facilitated setup process for equipment, systems, and materials.
- Manager outreach: Amplify a new hire's confidence and readiness by providing clear expectations of the process and supportive check-ins.

#### How are the supports, benefits, and resources aligned with accessibility?

- Coaching program
- Practical resources aligned with employees' needs
- Promotion of community and belonging

### EMPLOYER REFLECTION SUMMARY

#### Employer #1 – Wells Fargo

- **Firm-wide education:** Wells Fargo provides firm-wide access to co-developed neurodiversity and disability training through its on-demand learning management system.
- **Community based sourcing model:** Collaborates with UConn's Center to tap into strategic geographical partners for internship and full-time opportunities.
- **Inclusive two-day hiring event:** Provides clear arrival instructions, along with trust-building group activities to reduce anxiety and support authentic performance.
- **Skills-based assessment:** Hiring managers identify core job skills and evaluate them through role-aligned exercises.
- **Interactive onboarding model:** Designated point of contact provides structured, time-specific support throughout onboarding along with clear expectations from the manager.
- **Coaching support:** Leverages internal employees with a passion for the topic and training to provide bi-directional support for both managers and employees.

#### Employer #2 – Travelers

- **Established since 2018:** Travelers has steadily expanded its neurodiversity hiring and inclusion efforts.
- **Expanded applicant pool:** Program changes have widened and strengthened the candidate pipeline.
- **Positive hiring outcomes:** 47 neurodivergent interns to date, with ~20 converted to full-time roles.
- **“Second-front-door” hiring path:** Interview process broken into smaller steps – information session, check-in with candidate, conversation with potential department employee, and a technical interview.
- **Accessible pre-boarding and onboarding:** Materials provided in advance through a third-party platform (Abode); defined point of contact for onboarding inquiries and support.

#### Employer #3 – Eversource Energy

- **Early-stage initiative with strong momentum:** Launched its first neurodiversity internship program in Summer 2025 with three interns who have all received return offers upon graduation.
- **Refined, skills-aligned job descriptions:** Updated job postings to focus on the core skills required for success in the role, and removing qualifications not essential to the position.
- **Clearer expectations for candidates:** These refined descriptions helped applicants better understand how their strengths align to the role requirements, ultimately creating a better hire experience for all.
- **Employee community & belonging:** The Adaptability Resource Group – one of nine employee communities – brings together neurodivergent employees and allies to foster connection and provide guidance for continued support.

#### Employer #4 – World Wide Technology

- **Workshop-informed growth:** Participated in a UConn/Wells Fargo workshop to identify strengths and next-step opportunities in their disability efforts.
- **Executive-level alignment:** Insights were shared with the executive leadership team to support strategy and continue momentum of this initiative.
- **Expanding education access:** Now working towards providing on-demand foundational training from UConn's Center to additional parts of their organization.