



Webinar Title: What Leading Inclusive Employers Want You to Know

Materials from the Webinar:

- Webinar Slides: [What Leading Inclusive Employers Want You to Know \(PDF\)](#)
- Momentum at Work: [Disability and Career Mobility \(Disability:IN 2025\) Resource](#)
- KPC Website: [AHEAD Career Planning Knowledge and Practice Community](#)

Question #1:

“What is the process for universities to get plugged in with your neurodiversity programs to secure internships and experiences with your companies?”

Answer #1:

One way is to contact the [UConn Center](#). We developed a Job Alert system for all the companies that offer opportunities, and we push these alerts out using an inclusive job description template to hundreds of universities' disability and career services offices. You can also click the link [here](#) that takes you to an option to click on "Job Seekers" or "Universities" where you can join our community network! For specific partnering endeavors, please email our Center's email address (neurodiversity.employment@uconn.edu) so that we can connect and be sure that you're top of our radar, or if there are employees in your geographic area you want to educate!

Question #2:

“Hi, I currently manage a job readiness program for young adults preparing to enter the workforce. From your perspective, what key components should college-based programs emphasize to best support student success in organizations like yours? I'd love to better understand how we can strengthen the way we prepare our future workforce.”

Answer #2:

This question will be discussed at the following AHEAD Career Knowledge and Practice Community meetings. We highly recommend you join the following sessions:

- **February 6th, 2026:** Career Preparation that Works: What Students with Physical Disabilities Want You Know
- **April 13th, 2026:** Empowering Neurodiverse College Students with Workplace Knowledge & Skills

Question #3:

“Neurodivergence is an increasingly broad term, how do you define this in an employment context? Also, neurodivergent folks can be diagnosed with chronic health conditions/impacts that may require additional/different accommodations. Can you reflect on this in terms of employment accommodation?”

Answer #3:

Our Career Planning Knowledge and Practice Community, and the UConn Center specifically, makes sure to NOT define it. We talk about inclusion as being actions companies take for everyone, not for some people only. We teach employers how to understand behaviors that show up and to not misunderstand them as willful, intentional, or bad.

Question #4:

“How do you all incentivize employees to take inclusivity training when it is not required in their role?”

Answer #4:

We spend a lot of time building the evidence-based business case, the “return on investment (ROI)” and strategic benefits a company experiences. We want them to want to do this, meaning we must speak to them about their priorities of leading a successful business first. These reasons typically include talent advantages, manager skills improvement, and employee engagement. We then provide employers with metrics from our academic research that are utilized to show decision makers how important this initiative really is to them.

Question #5:

“What type of skilled assessments are they (Wells Fargo) giving candidates? How do you accommodate for disabilities?”

Answer #5:

Skills assessments are co-designed with hiring managers, requiring them to clearly define the core competencies of the role. Candidates then complete a practical exercise during the interview that demonstrates a baseline application of those skills, shifting the focus from discussing qualifications to showing them in action.

Question #6:

“How do we help create education for employers who recruit at our schools?”

Answer #6:

Please reach out to our Knowledge and Practice Community! UConn’s Center would be happy to help any of you create education for companies who recruit at your schools.