

# CORPORATE ADVISORY NETWORK

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## Transform Your Workplace

THE BENEFITS OF NEURODIVERSITY





The Birch Family Services Corporate Advisory Network (CAN) is a professional forum that enables companies to explore the dual benefits of diversifying their workforce. Through membership, organizations progress their business goals while expanding opportunities for neurodiverse candidates to find gainful employment with a company that recognizes the contributions they bring to the workplace.

By joining CAN, you become a key partner in supporting our mission and demonstrate your commitment to creating a more inclusive workforce that values differences. At our quarterly meetings, you can share expertise, learn best practices, network with other professionals, and support adults who just need an opportunity to work.



**Birch Family Services empowers individuals with autism and developmental disabilities to lead fulfilling lives.**





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Creating Opportunities for Mutual Benefit

For people with autism and developmental disabilities, a job is a milestone that often seems unattainable.



According to the U.S. Bureau of Labor Statistics, the unemployment rate for working-age adults with autism and developmental disabilities exceeds 80%. More than 28% of adults with developmental disabilities live in poverty.

The Corporate Advisory Network exists to expand opportunities and connect individuals with autism and developmental disabilities with fulfilling careers. People with disabilities such as autism can bring a different skill set to the workplace that leads to new and innovative approaches to problem-solving, as well as enhanced products and services. Hiring more neurodiverse employees is not only the right thing to do, it benefits your company.



**80%+**

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**28%+**

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Corporate Advisory Network members have the opportunity to come together to share guidance and best practices from their own workplaces. They learn from each other and help Birch advance its mission of empowering individuals to lead fulfilling lives. CAN members act as advocates for adults with autism and developmental disabilities, helping to find and create opportunities for people with disabilities to advance their professional goals and live more independent lives. Corporate Advisory Network members have access to:

- Talented individuals in search of employment
- Workshops on how to support current managers and employees
- Networking workshops
- Onsite job coaching for prospective hires
- Volunteering and mentorship opportunities



**Members act as ambassadors for neurodiversity, helping to raise support and opportunities for adults with autism and developmental disabilities.**

### **Small Commitment, Big Opportunity**

Between meetings, members act as ambassadors for neurodiversity, helping to facilitate introductions and to create opportunities for the adults Birch supports.



CAN members strive to create the conditions for a more inclusive workforce within their own companies and beyond, learning from industry leaders and supporting the community in a profound way. Here's what some have to say.

““ The Corporate Advisory Network has opened my eyes to the many ways companies can support people with autism—and there are so many more ways than I knew.”

—BETH MCLEOD, ALLIANT

““ Since 2015, I've had the pleasure of working with Birch's New Frontier mentoring program, preparing young adults on the spectrum to attain meaningful employment. As parents of our 30-year-old son, Steven, who has developmental delays, we see it as our way of giving back to organizations like Birch that have positively impacted course of his life. The experience has been truly rewarding.”

—NORMAN SCOTT, LLOYDS BANK

““ Participating in the Corporate Advisory Network afforded us the opportunity to strengthen our partnership with Birch and increase our support for individuals with diverse abilities. We hosted Birch's New Frontier team who educated us about people with neurodiversity and how to integrate them into the workforce.”

— GEORGE ANDREOZZI, TD BANK



# WHEN YOU JOIN OUR CORPORATE PARTNERS, YOU'LL BE IN GOOD COMPANY

(PARTIAL LIST)







# NEW FRONTIER

## Training for the Working World

Many CAN members are enthusiastic supporters of New Frontier, a Birch Family Services program that encourages and supports young adults with autism and developmental disabilities to join and succeed in the workforce.

Using a strengths-based, person-centered approach, New Frontier forges partnerships between employees and employers that ensure lasting and productive relationships. Employees are empowered to lead more independent, fulfilling lives. For employers, these young adults are eager, motivated, effective workers who are supported by Birch Family Services expert staff and volunteers.

### Building Skills for the Workplace and Life.

Through our network of corporate and nonprofit partners, we help young adults obtain:

- Permanent competitive employment appropriate to their abilities and interests
- Paid internships to enhance their talents and improve their resumes
- Volunteer work experience to gain the skills needed for permanent employment



*A job opens doors. Beyond providing a degree of financial independence, work fills days with something productive and rewarding to do, presents social opportunities, and connects a person to their community in a mutually beneficial way.*





# MAXIMIZING STRENGTHS, ACHIEVING GOALS

Birch Family Services job coaches and employment specialists work with New Frontier members 1:1 to help them maximize their strengths and achieve their professional and personal goals. Employers receive support from New Frontier staff to ensure mutual benefit.

New Frontier offers health and wellness workshops, assistance, and support for living independently in the community. In addition, social and recreational activities help participants learn, connect, and work.

More than 50 companies and organizations have given New Frontier participants the opportunity to find employment and fulfillment, and we're always seeking new partners.



***New Frontier helps young adults on the autism spectrum achieve their employment goals.***





## Our Impact

““ New Frontier helped me get comfortable in my jobs and learn new skills. I really like hanging out with New Frontier staff and others in the program. I’m a social person and spending time with them makes me feel at home and accepted.”

—DAVE F.

““ New Frontier is exciting! It has opened up a new chapter for me. I’ve always felt like if I try, I can get into new experiences.”

—KASEAN R.

““ My autism did not contribute to me getting this job; it did not interfere with this job. It’s just part of who I am. I want people to know me as a person.”

—BRIAN E.

““ I am excited to work with Benjamin, who will be my third New Frontier mentee, and look forward to watching him grow in confidence and workplace readiness through mock interviews and personal mentoring.”

—NORMAN SCOTT, LLOYDS BANK





# 2,000 OPPORTUNITIES TO EMPOWER (AND GROWING)

Birch Family Services supports more than 2,000 individuals with autism and developmental disabilities and their families throughout New York City, and the need for our services is growing.



It doesn't matter where your company is in its diversity and inclusion initiative. We offer many ways for you and your company to get involved.

Join the Corporate Advisory Network to participate in upcoming events, learn from others and share your expertise. Visit our website to learn more about how you can get involved.

If your organization is interested in hosting a training about diversity, equity and inclusion with one of our experts or learning more about hiring initiatives through our New Frontier program, please contact [Birch@birchfamilyservices.org](mailto:Birch@birchfamilyservices.org).

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