

SO... WHAT DO WE DO?

The group identified important skills and topics to cover in a course aimed at “Career Preparation for Neurodivergent Students.” Below we’ve consolidated that information into a **SAMPLE COURSE SYLLABUS to supplement your work!** The content of such a course can be delivered by universities, but also by companies via innovative “work experience” programs.

The Most Important Course Content!

ND students and young professionals are the ones who know best what it would mean to feel prepared, so the syllabus below incorporates what they say (they told us in Nashville and have reported via other channels) would be some of the most helpful skills for them.

CAREER PREPARATION - COURSE DESCRIPTION:

This course is designed for neurodivergent college students who are interested in understanding how their “diversity of mind” and learning styles impact—and are often an asset to—future employment. The course covers the topic of “neurodiversity and employment” broadly, and helps students to identify, understand, and articulate what their own unique learning style is. ND individuals prioritize wanting specific strategies and skills that improve a candidates’ work experience and job search, as well as self-advocacy skills to create a successful workplace experience once they accept a job.

(SAMPLE) COURSE SYLLABUS

MODULE 1: NEURODIVERSITY EMPLOYMENT

- What is neurodiversity, and how is related to the topic of employment?
- What does it mean for a company to be “neuro-inclusive”?
- Which companies and organizations are leading in neuro-inclusion for employees?

MODULE 2: INDIVIDUAL LEARNING PROFILES

- What is my unique learning style and profile of neurodivergence?
- How do I identify my unique strengths? Needs?
- Translating strengths into career and job characteristics
- Translating needs into accommodations (informal and formal)

MODULE 3: JOB SEARCH

- Disclosure during the job search – when, why, whether, and how?
- Create a resume, LinkedIn, interview presentation, and message to reflect your unique profile
- Shaping the application and interview experience
- Accommodations for interviews
- Understanding what “professionalism” means for the job search

MODULE 4: WORKPLACE AND INDEPENDENCE SUCCESS

- Identify your workplace needs and working style to ensure performance on the job
- Managing neurotypical behavior, expectations, and “social rules” at work
- Finding allies and mentors to help
- Managing your physical, emotional, and communication needs in the workplace
- Building social success and independent living outside of work
- Understanding what “ready to relocate” looks like for a job that requires you to move
- Communicating your unique insights and knowledge (and getting others to listen)

EMPLOYERS

You can...

- Offer to **visit campus to teach** the students a particular skill or share knowledge on a syllabus topic (or do so virtually!)
- Deliver some or all of this course content during a **company-based summer program** (virtual or in person)
- Provide financial support to a partner school to “pilot” and launch the course there

UNIVERSITIES

You can...

- Consider delivering some of the content as university-wide “**pop up course**” during interim periods
- **Partner with a company** to deliver this content outside of the academic day
- Consider options to deliver some of the content during **school breaks** like spring and summer
- **Workshops** provided by the campus career center or specialized learning communities
- And obviously (though not easy!), pursue approval for a **for-credit semester course**