

# National Employer Connect Program

Application Deadline: June 5, 2024

Are you on the Autism spectrum or do you have a similar neurodivergent profile? Are you concerned about employment after graduating college or are you in search of a job? Do you want help learning how to network, conduct a job search, and/or socialize in professional settings?

**If so, this program may be the opportunity for you.**

Integrate's Employer Connect program offers participants the opportunity to meet virtually with seasoned professionals who are eager to share their best practices for navigating the job search process. Employees from various companies across multiple industries will be represented. Last year's companies included LinkedIn, Barclays, Warner Music Group, Zoom, Paramount, and more!

By participating in Employer Connect, participants join a cohort of autistic and/or neurodivergent peers from across the United States. Participants get an exclusive view into the corporate world and the opportunity to interact with senior executives, hiring managers, and recruiting professionals. Throughout the course of the program, they learn about corporate culture, refine job search skills, expand their professional networks, and practice presenting themselves as job candidates through interactive job search activities. To date, just under 400 participants have completed this program.

This program **IS NOT** a job fair. Each week, participants log in virtually via Zoom, to discuss and learn about a different job search activity. *Here's an example of an Employer Connect session agenda:*

1. Company and Integrate Introductions
2. Company Overview and Job Search Topic Review
3. Interactive Job Search Activity in Zoom Breakout Rooms (e.g., mock interviews, elevator pitches, impactful resume writing, using social media for a job search, etc.)
4. Small Group Networking in Zoom Breakout Rooms

## **Eligibility:**

- Autistic or neurodivergent individuals who have completed at least one year as an undergraduate OR graduates (college and masters level) who have received their degrees
- All areas of study are welcome
- Must have an autism spectrum disorder (ASD) diagnosis or similar neurodivergent profile
- Should be interested in learning about different corporate work environments and improving job search skills

### ***Program Requirements:***

To participate, you must:

- Attend a minimum number of sessions (the minimum will be between 11-14, official number finalized closer to the program's start).
- Follow directions regarding dress code and behavior.
- Come prepared to sessions by conducting research on the host company and by preparing questions to ask company representatives (addressed at orientation).
- Have a profile on LinkedIn or set one up prior to participating in the Employer Connect program.
- Attend virtual sessions independently unless an accommodation has been requested in advance.
- Be on time for each session or notify Integrate if there is an unavoidable delay.
- Have access to a computer or laptop with reliable high-speed internet, a camera and microphone.
- Complete participant agreement.

### ***Virtual Session Information:***

- Sessions will take place once a week on a weekday (Monday through Thursday) from September 2024 through December 2024. They will take place from 3:00-5:00 PM Eastern Time. (The exact schedule will be provided to you before Orientation in September.)
- Examples of topics that will be discussed include:
  - Understanding and creating your own personal brand
  - Developing your elevator pitch
  - Deciphering corporate culture
  - How to research a company and prepare for an interview
  - Writing a compelling resume and cover letter
  - Dressing appropriately for the workplace
  - How to handle behavioral interview questions
  - Career planning

### ***To Apply:***

- **Please follow all instructions carefully, as it is an important criterion to indicate work readiness.**
- ***Final application deadline is Wednesday, June 5, 2024***

*Please note that there is a 4-step process to complete an application.*

- **Step 1:** Candidates should submit their resume to the National Employer Connect posting on Integrate's website: [Apply for National Employer Connect](#)
- **Step 2:** Candidates will then receive a follow up email with an application form. Please submit the

application form by the specified deadline in the email. Only applications that have submitted the application form will be considered complete.

- **Step 3:** Candidates will be asked to complete an on-demand interview via HireVue. Interview must be completed by the specified deadline given.
- **Step 4:** After completion of the application & HireVue, candidates will be notified if they will be invited for a zoom interview with Integrate staff as the final step in the process.

- Applications will be considered on a first come, first served basis so applicants are encouraged to apply as soon as possible.

### **FREQUENTLY ASKED QUESTIONS**

#### **Q: How much does it cost to participate in the Employer Connect program?**

A: \$350 per candidate. Applications for financial assistance are available.

#### **Q: Which companies will participate in the Employer Connect program this year?**

A: An official announcement of this year's companies will come out in July 2024.

#### **Q: Will the companies consider participants for jobs or internships?**

A. ***The hosting company is not obligated to offer positions or interviews to the participants in the program.*** However, Integrate shares each participant's resumes (contact information redacted) with company employees. Participants may apply for open positions with the host companies and notify Integrate to help facilitate this process.

#### **Q: How many employees will be present for the session?**

A: The companies' human resources staff, recruiting managers, managers from different departments, and other areas of the company will be present. Employer Connect is meant to be interactive, so typically the ratio of company employees to program participants is at a minimum 1:1.

#### **Q: Will I be meeting with company volunteers who are in the same field as me?**

A: Not necessarily. Integrate does its best to match company volunteer with candidates based on a number of factors. While you may not align with every characteristic or career goal as each company volunteer, this program is designed to provide you support with your job search and offer an opportunity to network with professionals in all fields.

#### **Q: Do I have to participate in every session?**

A: No. There is a minimum number of company sessions you are required to attend. There are several mandatory sessions including: Orientation, Integrate Trainings 1 & 2, Disclosure and Participant Debrief. Participants RSVP on a first come, first served basis for each session.

#### **Q: Who is Integrate Autism Employment Advisors?**

A: Integrate Autism Employment Advisors ("Integrate") is a non-profit organization founded in 2010 that helps organizations identify, recruit, and retain professionals on the autism spectrum. Our goal is to increase inclusive, competitive employment for college graduates with autism. Visit [www.integrateadvisors.org](http://www.integrateadvisors.org), call 212-839-0030 ext 6, or email [info@integrateadvisors.org](mailto:info@integrateadvisors.org).