

Haape[®]
haape.org

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Neurodiversity in the Manufacturing Workforce

wim education
foundation

WHAT IS NEURODIVERSITY?

Neurodiversity describes the idea that people experience and interact with the world around them in many ways, with no one "right" way of thinking, learning, and behaving, and differences are not deficits.

Neurodiversity refers to the diversity of all people, but it is often used in the context of autism spectrum disorder and other neurological or developmental disorders such as ADHD or dyslexia.

Source: <https://www.nih.gov/nih-style-guide/autism>



Helping Adults with Autism Perform and Excel

VISION:

HAAPE is committed to creating a world in which all autistic individuals can live an independent and fulfilling life.

MISSION:

The mission of HAAPE is to create autism workforce ecosystems focused on training and education that empower autistic individuals to obtain meaningful and sustainable careers.

CORE VALUES:

Integrity, respect, collaboration, teamwork, serving others, accountability.

HAAPE's Purpose and Focus

Autistic Workforce Ecosystem:

Connects stakeholders to provide all types of employment for autistic individuals



Career Focus:

Meaningful and sustainable careers in technology, manufacturing, and supply chain



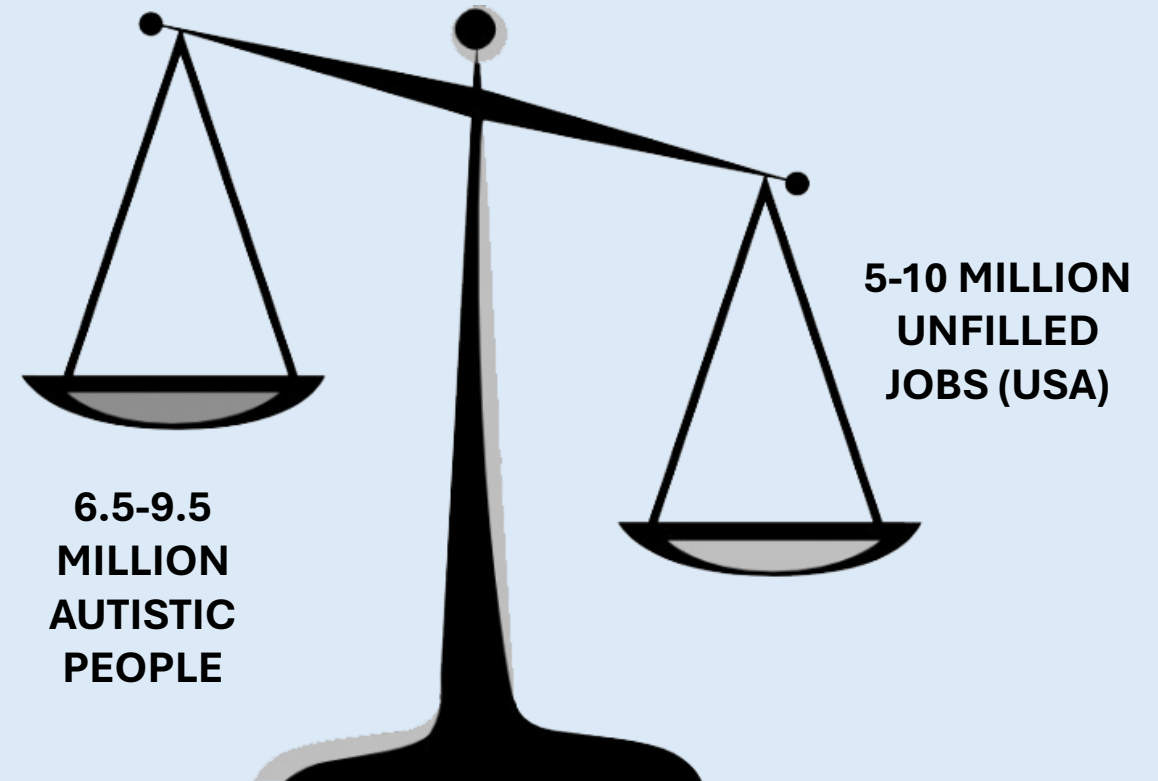
What Makes HAAPE Unique and Effective

- Sole focus is meaningful and sustainable employment
- We are employment connectors & integrators
- Autism friendly program for businesses
- High demand careers leading to independent lifestyle
- Autism Workforce Ecosystems
- Chapters and operating partners with local community focus
- Autism advisory board
- Economic impact based on Social Return on Investment (SROI)



- ❑ There is an imbalance between autistic individuals with skills and abilities (~85% unemployed) and employers who need these capabilities.
- ❑ Without meaningful and sustainable employment, all the training, support, and accommodation, etc. does not lead to an independent lifestyle.
- ❑ The economic imperative that we call “SROI” is the driver for employment

What is the Problem We Are Trying to Solve?



A Largely Untapped Candidate Pool

SROI for Autistic Employment

A \$250,000,000+ Benefit/Year for Each Million in Population



For a geography with a million people



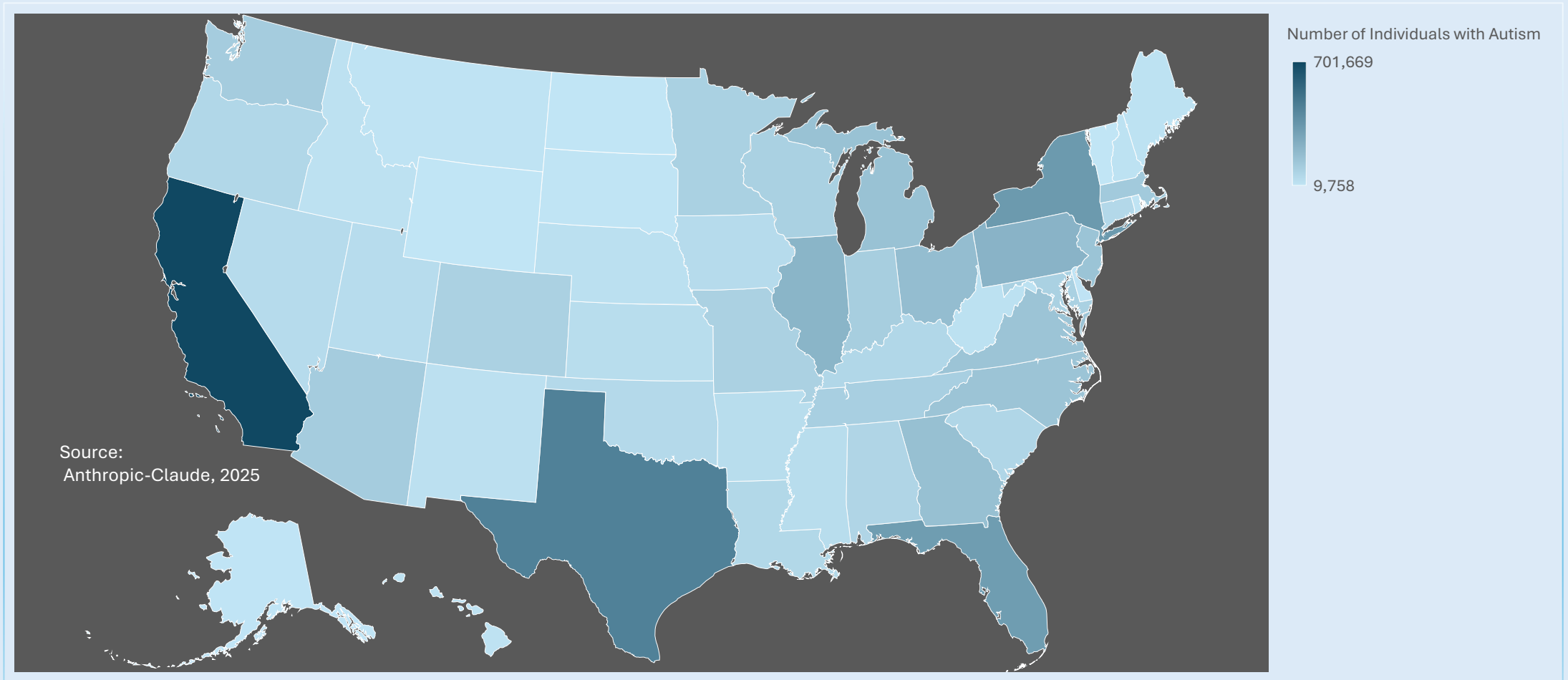
If about 1 in 36 (>2.8%) are autistic, that equates to more than 28,000 people with an autism diagnosis



With support costs at \$60,000/person, average costs are \$1.7 billion/year

Economic Impact!

- If we can train and employ 10% of this population, that would equal 2,800 people. They would generate over **\$100,000,000 per year in taxable income.**
- Conservatively, support costs would be reduced by 50%, amounting to **\$85,000,000 saved annually.**
- The DOL labor multiplier of 0.75 suggests that 2,100 additional jobs would be created, resulting in a taxable income of **over \$65,000,000 per year.**



Total Adult Autistic Population by State

- *“Approximately one third of the autistic population is considered high functioning”*
-Lawrence Fung, MD, PhD, Stanford University

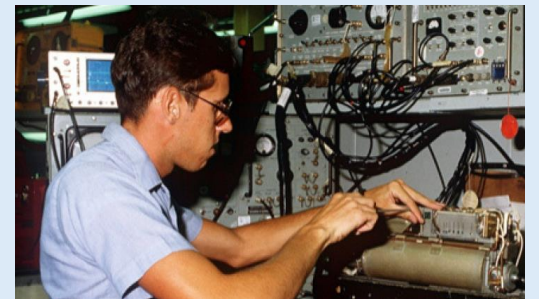
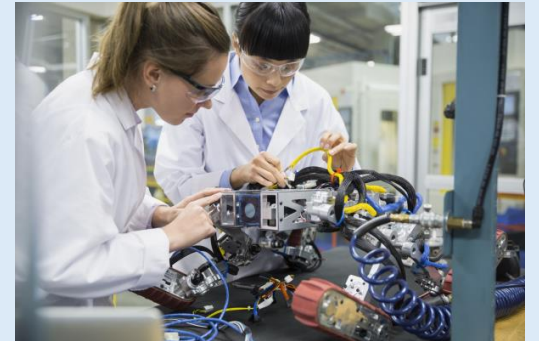


Autistic Individuals are Often a Perfect Match for Jobs in Manufacturing and Technology

Exceptional Attention to Detail- Autistic individuals possess a keen eye for detail and an ability to maintain hyper-focus, making them adept at tasks requiring accuracy and precision.

Problem-Solving Ability- They excel at identifying anomalies, discovering root causes of incidents, and sifting through complex data for extended periods, contributing to efficient problem-solving.

Dedicated and Loyal Employees- Autistic individuals are known for their strong work ethic, commitment to their roles, and loyalty to their employers, creating a stable and reliable workforce.



HAAPE Training Offerings

Meaningful and Sustainable Training for Career Options Offered by our Collaborative Partners

Supply Chain and Logistics Certification

Institute of Supply Chain Management at Broward College. 8 online certifications, 25-30 hours each, National Certification

Software/Quality Assurance Testing

Aspiritech Academy: 6 weeks online Software QA Testing, Soft skills Training and Support

Computerized Numeric Control (CNC)

1 semester program in person leading to career as CNC operator
Uniquely Abled Project

Commercial Drone Pilot/Observer

6-hour introductory online course to determine interest and capability followed by FAA Part 107 Drone Pilot Certification Program, License Exam

Avionics Repair Certification

Broward College Aviation: 3 semester program leading to career in aviation

Under development for 2025

Cybersecurity and AI in Supply Chain for Manufacturing, Entrepreneurship

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Employing Autistic Individuals has Proven Business Impact



Large, mid-sized, and emerging small organizations have found the significant value autistic employees bring to the workforce:

- 40-140% more productive according to JP Morgan Chase
- 50% Lower Turnover: The National Institute of Health has found autistic employees to have half the turnover rate of neurotypical peers.

These metrics demonstrate that hiring autistic employees isn't just the right thing to do — it's good business.



Autistic individuals succeed in both traditional manufacturing and new technology

“Our autistic workers perform at 100%, our other workers who are quite good, perform at 70-80%”

-Jorge Fernandez, CEO, Summit Aerospace



“Our graduates are not just being hired to fill a role; they are being recognized for their talents and the specialized training they have undergone.” Classic Wire Cut in Valencia, CA, employs autistic CNC operators for sophisticated medical device manufacturing.

Karen Navarro, the Program Coordinator at UAA and Manager of the Department of Rehabilitation Services at Jay Nolan Community Services,
<https://jaynolan.org/fifth-cohort-of-uniquely-abled-academy-graduates-from-cnc-training-program/>



Haape Program Successes



Supply Chain Certification

61 individuals took supply chain courses last year,
81% graduation rate



Manufacturing Academies and Certifications

CNC Operators- 230 graduates, 90% placement, 85%
retention after first year

MRO/Avionics- 7 individuals employed, all working
continually from 1-3 years



Technology

Software Testing & Quality Assurance Academies
scheduled 4 times per year

At least 100 applicants for each academy of 10

Graduation rate 90%, placement 85%

HAAPE Programs Planned or in Development with Collaborative Partners

Predictive & Preventative Maintenance

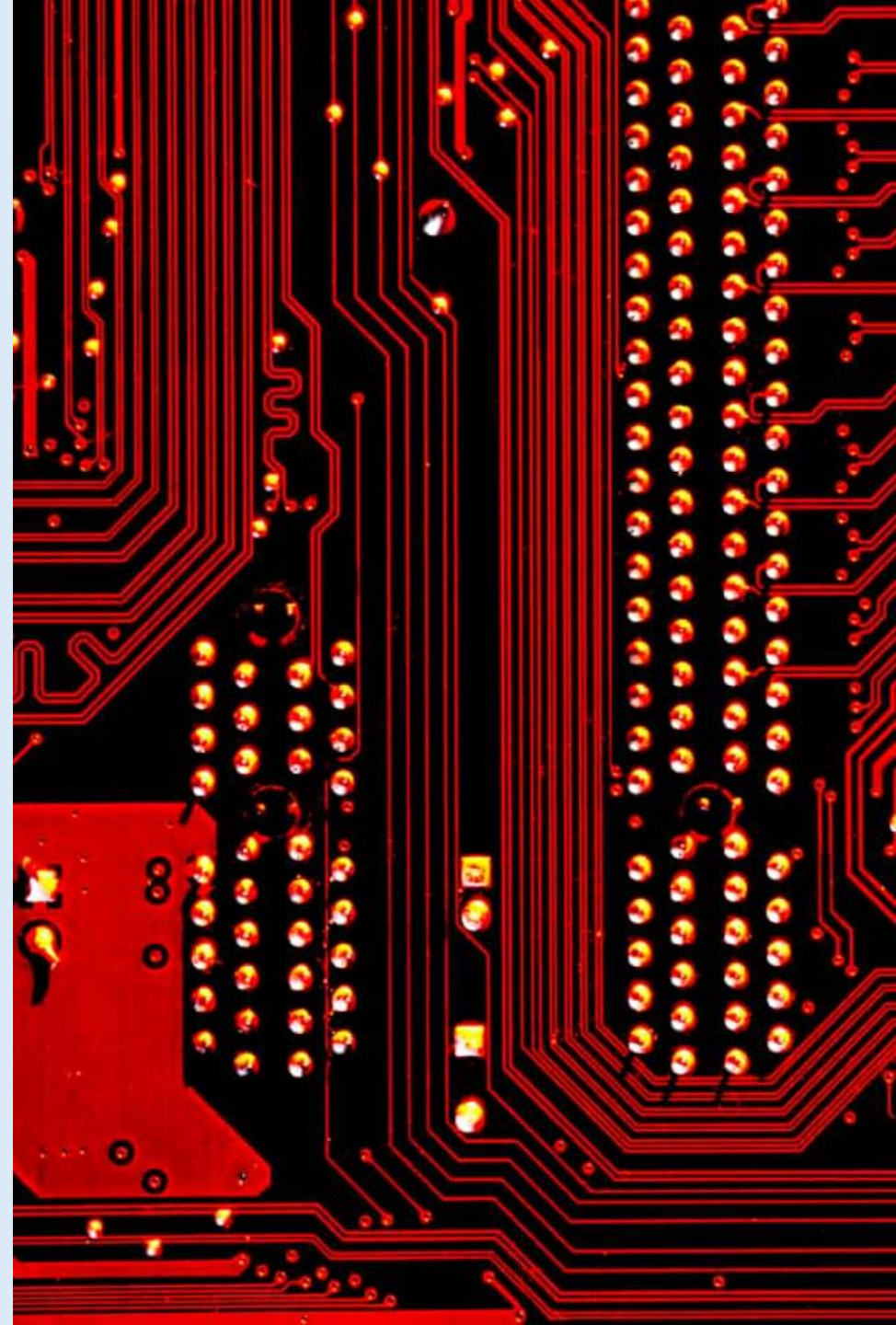
AI-powered predictive maintenance reduces downtime, optimizes resource allocation, and enhances overall efficiency.

Cybersecurity

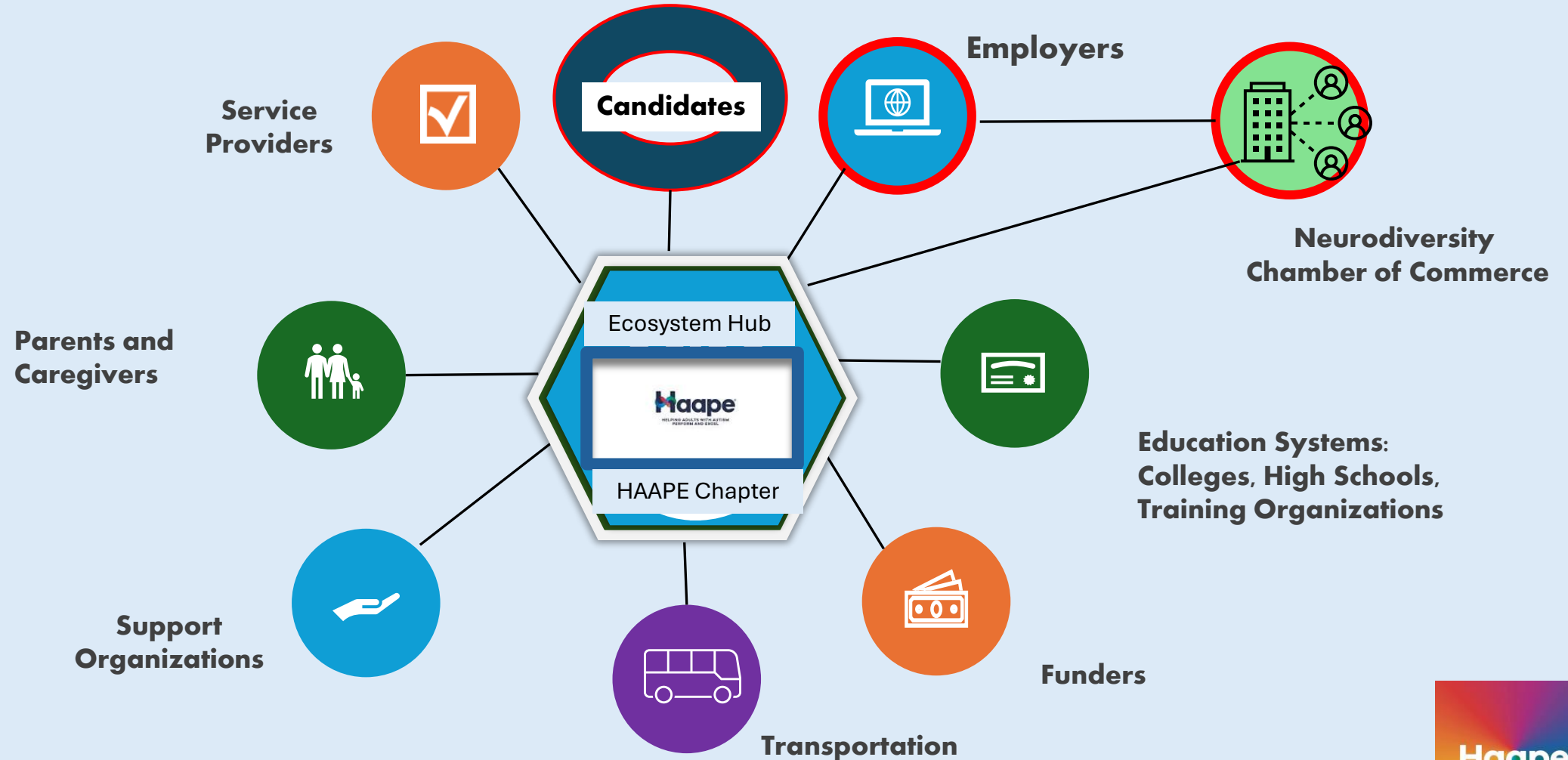
AI strengthens cybersecurity by identifying threats, automating responses, and mitigating risks, ensuring data protection and operational continuity.

Supply Chain Optimization & Quality Control

AI streamlines supply chains, optimizes inventory management, and improves product quality through real-time data analysis and predictive modeling.



HAAPE's Autistic Workforce Ecosystem: Connecting Stakeholders for Meaningful and Sustainable Employment



Ways to Help

- Employ our Candidates
- Join an Employer Advisory Board
- Sponsor a Student
- Donate
- Volunteer

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