

MESSAGE FROM THE
EXECUTIVE DIRECTOR

Friends of The Precision Institute, We are celebrating the arrival of Spring and Autism Awareness & Acceptance Month! An autistic and/or neurodiverse adult seeking employment is one of the most discriminated populations in the workforce. Almost **80%** of these adults are under or unemployed due to biases and misperceptions. In particular, the traditional job interview puts neurodiverse adults at a profound disadvantage, focusing on communication & interpersonal skills vs. technical aptitudes and abilities. As a result, these individuals often do not get past a first interview if they receive one at all. The Precision Institute assists and empowers candidates to overcome employment barriers by offering multi-week Workforce Development Assessment & Training programs at **NO COST** to the candidate to **assess their abilities, empower their employment, and change their lives!** In this issue we will share some common myths of Autism in the Workplace, how we adapted to fulfill our mission throughout COVID, and introduce you to some of our recent candidates, now proudly employed!

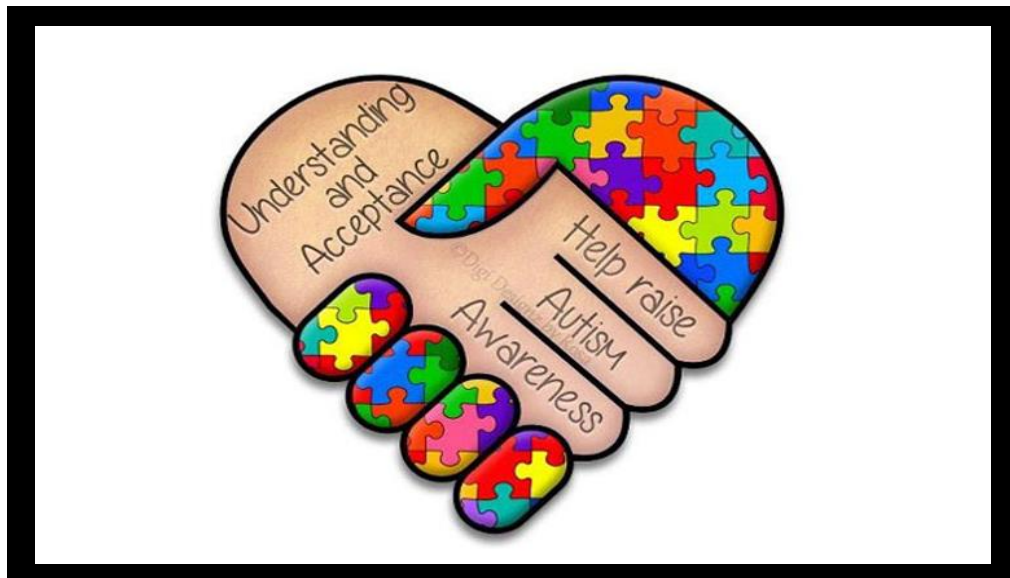
Janet Atwater



The Precision Institute Newsletter – April 2021

Assessing Abilities ▶ Empowering Employment ▶ Changing Lives

April is Autism Awareness & Acceptance Month!



Autism in the Workplace: Some Common Myths vs. Reality

*If you've met one individual with autism,
you've met one individual with autism. – Stephen Shore*

Myth: Autistic individuals need too many accommodations.

Reality: Most accommodations are not only reasonable but inexpensive, and would benefit most, if not all, employees. The only REAL cost to employers is a change in mindset.

Myth: Autistic individuals can't adapt to change.

Reality: Change is difficult for most individuals, autistic or not. Adapting to change can be enhanced by communicating in advance in structured, supportive, and inclusive ways.

Myth: Autistic individuals can only do certain types of work.

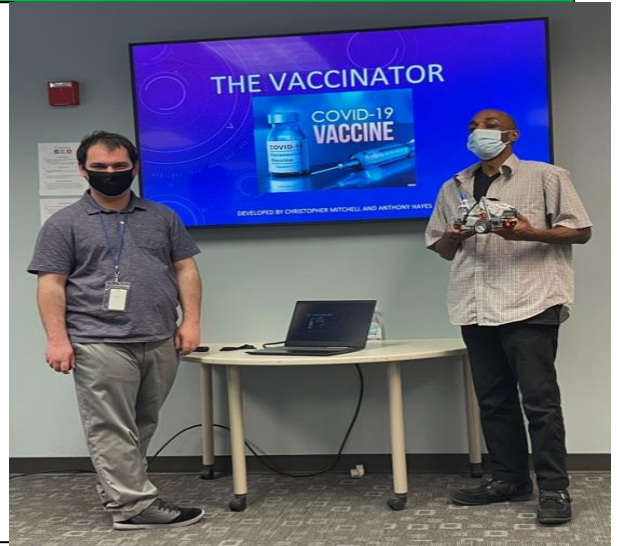
Reality: Autistic people come from all walks of life and all backgrounds. Assuming what an individual *can*, and *can't*, do is unfairly limiting and discriminatory.

Myth: Autistic individuals can't navigate office communications.

Reality: While many autistic individuals have difficulty interpreting social cues, they are very productive employees who work best when given clear, direct, unambiguous instructions and expectations.

Successfully Navigating COVID

COVID required us to shut down our operations in March of 2020. With the purchase of Protective Personal Equipment (PPE), implementation of strict COVID safety protocols and an adjustment in our curriculum to both in-person and remote learning, we were able to successfully resume our in-person classes by July. Since then, we have held 7 classes, assessing almost 50 neurodiverse individuals, and empowering the employment of almost 90% of these candidates into Information Technology & Business Services positions with our employment partner, TPI. We have not only managed to “Survive” the pandemic but are poised to “Thrive” moving forward!



Assessment Zoom Monday February 1, 2021 due to Snow



Recent Assessment Candidates
 Congratulations to our February candidates – Nate, Joe, Justin, Emma (pictured left) & Ivan (not pictured); and to our March candidates- Chris & Tony (pictured above). **100%** of both classes completed the Workforce Development Assessment & Training program AND nearly **90%** were immediately hired by our employment partner, TPI!
 Thanks to the support of our donors whose contributions made these success stories possible!

A huge THANK YOU to the following foundations for supporting The Precision Institute’s Workforce Development Assessment & Training programs:

- Delaware Community Foundation**
- Eagles Autism Foundation**
- Longwood Foundation**



MY GIFT TO THE PRECISION INSTITUTE

YES, I will help more candidates like Tony & Chris!

\$ 50 \$100 \$500 \$1000 \$_____ Other

We look beyond the disability to uncover each individual’s *unique abilities!*

Donate Online: <https://theprecision.institute/donate-now/>

By Mail: Checks made payable to *The Precision Institute*
 Two Righter Parkway, Suite 215
 Wilmington, DE 19803

Will you help them on their path to employment?

The Precision Institute is a registered 501c3 nonprofit organization EIN # 83-0620564. Your donation is tax-deductible to the extent allowable by law. No goods or services were provided by The Precision Institute in return for this contribution.