

CAI Neurodiverse Solutions

# Diversify Your Workforce

Enhance your customer experience with a neurodiversity employment program.

CAI Neurodiverse Solutions helps private and public organizations drive value, improve productivity, and enhance the customer experience by realizing the benefits of neurodiversity. In addition, CAI helps to provide career foundation and advancement opportunities for neurodivergent individuals. Our unique employment model is designed to bring the untapped neurodiverse talent pool into your workforce. CAI manages not only the recruiting, selection, and hands-on-training of team members, but also the cultural integration, on-the-job supervision, skill development, and ongoing performance management.

Neurodivergent individuals can bring exceptional value to an organization, with common strengths including attention to detail, high concentration levels, perseverance, superior problem-solving abilities, and excellent pattern recognition skills. Studies show that the performance of these individuals in certain functions can exceed that of their neurotypical peers.



CAI supports neurodivergent individuals who are eager to enter a work environment that values their contributions and supports their needs. Team members have produced remarkable results in application testing and development, business analysis, fraud, cybersecurity, and business operations.

## Our Core Services

### Software Development & Testing

- Data Warehouse Development
- Agile Development
- SQL Query Development
- User Acceptance Testing
- Functional & Regression Testing
- Mobile Device Testing
- Quality Assurance Testing
- Test Automation

### IT Operations

- Access Security Management
- Cybersecurity Management
- Fraud Investigation
- Business Analytics
- Data Analytics
- Assets Management

### Finance / HR / Legal

- Accountant/Auditor
- Payroll Administrator
- Accounts Payable Clerk
- Financial Analyst
- Share Services Analyst
- Contract Compliance/Paralegal
- Benefits Coordinator

### Business Operations

- Image Verification
- Claims / Invoice / Data Entry
- Scanning / Indexing / Shredding / Archiving
- Mail Sorting
- Help Desk
- Risk Management
- Documentation Coordinator
- Technical Writer / Copy Editor

## How it works

We align the best talent with the right engagement.

### Define Strategic Solution

CAI's experts partner with critical stakeholders to define a strategic solution aligned with exceeding business objectives. We follow a proven process that builds the roadmap for successful execution.

### Talent Selection and Acquisition

CAI has mastered the process of finding and aligning the best talent. Our neurodiversity-certified recruiters utilize CAI's global partner network and talent acquisition team to identify neurodivergent candidates. Candidates complete a 1:1 introductory call and 5-day talent discovery session to ensure the best placement solution for both our clients and the individual.

### Program Execution

CAI's experts utilize an organizational readiness process that ensures program adoption and success. Workplace assessments, awareness training, ongoing program governance, oversight, and support are critical success factors and what CAI teams do best.



## Why it works

Our methods are intentional – and proven.

### We Remove Barriers

CAI replaces the traditional interview process with a 5-day talent discovery session where candidates can showcase their talents in a supportive environment. Specially trained recruiters carefully match candidate talents with employer needs.

### A Customizable Solution

CAI can quickly build or expand an existing neurodiversity employment program to support both small and large organizations nationwide. CAI offers various engagement methods including contractor agreements and alternative hiring options. Clients who wish to hire have the right to do so.

### A Team-Based Support Model

CAI's neurodiversity-certified team leads provide the essential education, support, coaching, and consulting to both CAI and client teams. In addition, they provide leadership, mentorship, on-the-job training, and continuous professional development to ensure integration and program effectiveness.



## Next steps

To learn more about the program, visit [www.cai.io/neurodiverse-solutions](http://www.cai.io/neurodiverse-solutions)

To connect with our team, visit [www.cai.io/neurodiverse-solutions-contact](http://www.cai.io/neurodiverse-solutions-contact)

## About CAI

CAI is a global technology services firm with over 6,500 associates worldwide. We have over 40 years of excellence in uniting talent and technology to power the possible for our clients, colleagues, and communities. As a privately held company, we have the freedom and focus

to do what's right — whatever it takes. Our tailor-made solutions create lasting results across the public and commercial sectors, and we are trailblazers in bringing neurodiversity to the enterprise.

Learn how CAI powers the possible at [www.cai.io](http://www.cai.io)