

Nancy Forsythe, MA, EdS. Nforsyt2@umd.edu

Weds 4-5:15pm (Synchronous) 1 credit

**Neurodiversity (ND) refers to the perspective that differences in learning and thought can be leveraged to create value and enhance innovation. ND includes ADHD, mental health challenges, autism, OCD, dyslexia, dyscalculia, epilepsy, among others.*

Course Description

- ✓ Learn what neurodiversity (ND) is and why it matters to consider ND in each part of career preparation and as professionals in the workplace.
- ✓ Hear from employers about the rising interest in hiring ND job candidates; why this trend is increasing; how these programs start and grow; and roles for neurotypical (NT) allies.
- ✓ Your work in this class will lead to a *career development plan* and a list of potential internship or job opportunities.

This class is inclusive. It is designed for ND individuals as well as neurotypical (NT) allies who want to learn how to be better co-workers, managers, HR reps, or mentors to ND individuals.

The class will lead you through the elements of career preparation and what accommodations may support ND students in each element. The class will assist you to get support to succeed in each:

- Preparing application materials (resume, cover letter, transcript, recommendations)
- Interview skills (virtual, in-person)
- Internship and job search skills

- Strengths-focused model of neurodiversity
- Disclosure and accommodations
- NACE career competencies from a ND perspective
- Virtual presence (LinkedIn)
- Employers and organizations seeking neurodiverse candidates.

Many of our class meetings will entail guest speakers who are ND self-advocates or NT subject matter experts with an expertise in our weekly topic. Please note attendance is critical to your success in the class.

Learning Outcomes

You will:

1. *Learn about successful strategies for neurodiverse college students to plan career paths while in college.*
2. *Understand why employers may look to hire neurodiverse employees in their industries.*
3. *Learn about the university resources available to neurodiverse college students to support a successful pathway through college and into a career.*
4. *Learn ways to support and advocate for full disability inclusion on campus and in the workplace.*

Course materials

We will use materials and resources provided by our guest speakers, the BSOS Feller Center, the EmployABILITY program, and the University Career Center as our class materials.

Course Evaluation

Participation 50%

Prepare weekly questions

Guest Speakers or Readings 10%

Career Development Plan* 40%

*All students in the class—both ND and NT-- will prepare a career development plan. Your work for this assignment will take into account where you currently stand in terms of career development.

For information, please contact:

Nancy Forsythe, MA, EdS. nforsyt2@umd.edu

EmployABILITY Program Lead

University Career Center & The President's Promise

Faculty Specialist/Disability Inclusion