

CAI

Drive innovation and growth in your organization with neurodiversity at work. Increase business performance with the untapped talent pool of neurodivergent individuals

Who is CAI? We are **trailblazers in bringing neurodiversity to the enterprise**. CAI is a **global services firm with over 8,700 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**. Let CAI help your company realize the benefits of neurodiversity in the workplace and bring the untapped talent pool of neurodivergent individuals into your workforce. **Start your organization's neurodiversity employment program today**

5/6 Endnotes Doyle N. **Neurodiversity at work: A biopsychosocial model and the impact on working adults**. Br Med Bull; 2020. doi: 10.1093/bmb/ldaa021. ↩ Maenner MJ, Warren Z, Williams AR, et al. Prevalence and Characteristics of Autism Spectrum Disorder Among Children Aged 8 Years Autism and Developmental Disabilities Monitoring Network, 11 Sites, United States, 2020. MMWR Surveill Summ 2023;72(No. SS-2):1–14. doi: <http://dx.doi.org/10.15585/mmwr.ss7202a1>. ↩ Combs, Danny. Supporting Neurodivergent and Autistic People for Their Transition into Adulthood: Blueprints for “Working with the CAI Neurodiverse Solutions team has truly become one of the best parts of my workday... my colleagues at United Concordia tell me often how grateful they are to work with them as well. Not only because of the diversity and inclusion benefits, but because the associates are **conscientious, dedicated, dependable members of our team.**”

One in 5 people identify as being neurodivergent , with **ASD** being the most prevalent neurodiverse condition on the rise. Many of these individuals have **higher-than-average abilities with skills in pattern recognition and**

problem-solving, and sharp attention to detail. Yet the **underemployment rate** for individuals with ASD is staggeringly high at 90%, the highest of any demographic.

Exceptional capabilities lead to remarkable results in your business. Individuals with ASD possess a **wide range of valuable skillsets that can solve complex business challenges.** Team members have produced remarkable results in application testing and development, business analysis, fraud, cybersecurity, and business operations. By embracing neurodiversity in the workplace, **your company could experience increased productivity and quality of work with innovative solutions.** **120% increase** in productivity and performance realized by our clients 20–30 hours of weekly work time saved after streamlining test solutions for Northern Trust 200%+ increase in test execution for a global biopharmaceutical company

CAI replaces the traditional interview process with a talent discovery session where neurodivergent candidates can showcase their talents in a supportive environment. **Neurodiversity-certified recruiters** carefully match candidate skills with employer needs. 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.

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 a neurodivergent employee full-time have the right to do so.

CAI's **neurodiversity-certified team** leads provide 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 within your organization.