

# Case Study for Financial Institution



## Overview

- Launched: February 2022
- Program Type: Direct Hire / Cohort program
- Duration: Ongoing multi-year contract

## Challenges

- **High Unemployment Rate:** Approximately 85% of the neurodivergent community unemployed.
- **Bias in Hiring:** Traditional hiring practices often biased against neurodivergent individuals.
- **Cultural Adaptation:** Ensuring an inclusive culture that supports neurodivergent employees.
- **Scalability:** Building a program that can be scaled and sustained across the enterprise.

## Strategy

### Meaningful Employment Opportunities

- Create accessible and modernized sourcing and selection processes.
- Focus on skills over social attributes in job descriptions.
- Implement accommodating hiring practices to reduce bias.

### Strategic Advantage

- Access highly skilled, untapped talent pools.
- Emphasize diversity as a business enabler.
- Attract top talent through recognition as a top employer for people with disabilities.

### Employee Enrichment

- Internal advisory group for guidance and support.
- Job coach role and “Buddy Program” to aid transition.
- Formal communications outreach to promote inclusion and self-identification.

### Long-term Goal

- Establish a scalable and sustainable program aligning with DE&I priorities.
- Create a welcoming and inclusive culture for all abilities.
- Optimize enterprise processes for equity, accessibility, and accommodation.

## Solution

### Updated Job Descriptions

Emphasized skills over social attributes.

### Accessible Hiring Practices

Reduced bias through accommodating and accessible practices.

### Support Structures

Implemented job coaches, buddy programs, and internal advisory groups.

### Formal Communications

Fostered inclusion and promoted self-identification through outreach.

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## Outcomes

### Employment Opportunities



- 71 Cohort Hires across 11 roles, including Finance Analyst, System Operation Analyst, and Engineering Analyst.
- Employment in 8 Divisions/LOBs and 6 Locations: Chandler, AZ; Dallas, TX; Port Mills, SC; San Francisco, CA; Charlotte, NC.

### Diverse Talent Pipeline



- Tapped into a largely untapped pool of neurodivergent talent.
- Provided meaningful employment opportunities across financial institution globally.

### Organizational Culture



- Created a welcoming and inclusive culture.
- Optimized enterprise processes for equity, accessibility, and accommodation.

### Recognition and Leadership



- Financial institution recognized as a neurodiversity leader in the industry and community.

## Testimonials



### Company Hiring Manager

Rangam is the 'go to' I choose when looking for great talent for financial institution ! Grateful for the partnership.



### Rangam New Hire

I would like to sincerely thank you for finding this position. Grateful and love my job.