



Energizing sustainable change

Spotlight on Progress

Hiring in an inclusive way

Business need

In 2019 the IET Talent Acquisition team identified a gap that neurodiverse talent had unmet needs in the hiring process while roles were going unfilled.

Impact

In partnership with Potentia (in North America) and Specialisterne (in Italy), we launched an autistic designed and led program, intentionally focused on hiring neurodiverse talent using a strengths-based approach. The program has expanded globally with the central goal of hiring neurodiverse talent and providing holistic support across those teams. In 2023, we have trained hiring managers on best practices to be more inclusive and effective at hiring neurodiverse individuals. In addition, in North America, we developed guidelines that support hiring managers, buddies, mentors and extended teams in the hiring process, while supporting new team members for a strong onboarding experience. In Italy, we have successfully placed the first employee with Down syndrome into a program cohort. These efforts show that, by leading with a strengths-based approach and the right support, we enable critical business roles to be filled with skilled and diverse talent of all neurotypes.

Project team

IET Talent Acquisition Team

Strategic outcome

Best-in-class talent management and acquisition best practices

Supporting the UN's Sustainable Development Goals (SDGs)



In support of UN SDG target 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.