



HireDifferent

ACADEMY

by CREATIVE SPIRIT

Professional Neurodiversity Training, Compliance and Certification

About

Creative Spirit, a 501c3 non-profit, was founded in 2017 by leaders in the creative, tech, media, advertising, and entertainment industries who wanted to accelerate the normalization of neurodiversity in the workplace and help organizations turn neurodiversity into their greatest advantage.

Embracing a Neurodiverse Future

The data for 2026 is definitive: **Neurodiversity (ND) is no longer a “trendy” focus—it is a core business imperative.** With **20% of the current workforce** identifying as neurodivergent, and **53% of Gen Z** self-identifying the same way, the ability to attract and retain this talent is now a competitive necessity.

Introducing HireDifferent Academy

A comprehensive **training and certification program** offering a step-by-step process to help all employers embrace the diverse strengths and talents of neurodiverse employees....**to help you future-proof your workforce.**

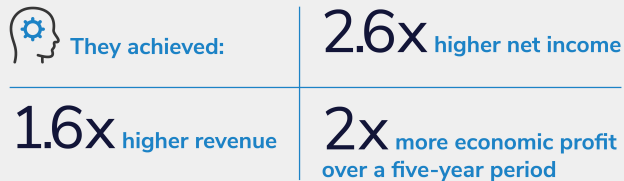
HireDifferent Academy Training & Certification Curriculum

Foundations in Neurodiversity Developing a foundational understanding of neurodiversity, the concept, principles, and best practices.	Readying the Workplace for Neurodivergent Talent Equipping HR and hiring managers with the skills to develop best practices for neuroinclusive recruitment and placement.	Managing Neurodiverse Employees Prepare teams with the expertise to effectively implement neuroinclusive onboarding strategies and team work.	Retaining and Growing Neurodiverse Talent Create an inclusive workplace and a long-term culture of support for all employees.
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The Power of Retaining a Neurodiverse Workforce

Creating a workplace that supports a neurodiverse workforce yields tangible benefits that go directly to the bottom line. It's a misconception that neurodiversity is a “nice-to-have” — it's a “**must-have**” for high performance.

As the 2023 Accenture report, *The Disability Inclusion Imperative*, highlights, companies that prioritize disability inclusion significantly outperform their peers.



Beyond the financial metrics, retaining a neurodiverse workforce also has a powerful effect on company culture and employee morale. **Companies that actively recruit and support neurodivergent employees report a 30% to 50% increase in retention rates for this group.** This not only reduces turnover costs but also fosters a more positive and collaborative environment for everyone.

Turn Neurodiversity into Your Greatest Advantage. Creative Spirit Provides a Dual-Mission Platform: Championing Neurodivergent Professionals and Transforming Workplaces to Support Them

Services for Employers and Workplaces

Talent, Recruitment & Placement Skill based matching to source qualified neurodivergent candidates	Coaching Services Dedicated coaches assigned to each employee placed in one of our partner organizations	Training & Certification Full certification suite of HireDifferent Academy individual modules designed to meet specific employer needs	Company-wide Workshops & Presentations To build awareness and understanding of neurodiversity inclusion	Representation & Accessibility Advertising, workplace and communications representation, consulting and digital accessibility
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Professional Services For Employees, Candidates and Prospects

Resume Building, Job Prep Professional pre-employment services	Placement & Onboarding Complete qualifications review, recruitment and onboarding	1:1 Job Coaching Professional mentor and coach for candidate and hiring manager at no cost	Self-Advocacy Advocacy skills and self advancement training	Upskilling Training to ensure career advancement and retention
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