



AUTISM EMPLOYMENT TECH REPORT

PREFACE

The Multiple Advantage

At Multiple, we were founded on a simple but urgent belief: too many groundbreaking ideas to improve the lives of autistic individuals are never given the chance to scale. Innovation in this space has often been isolated: passionate founders working without the capital, mentorship, or networks they need to reach the people who could benefit most. We set out to change that.

As the first accelerator dedicated solely to autism-focused technology, Multiple was built to be a catalyst for a new generation of innovation, one driven by deep autism expertise and a vision for a more inclusive future. Our work sits at the intersection of entrepreneurship, autism advocacy, and systems change. Every day, we have the privilege of working alongside founders, autistic individuals, parents, researchers, and technologists who are designing tools that the market has long overlooked.

Employment remains one of the greatest barriers to independence and quality of life for autistic individuals. Yet for all the conversation about inclusion, truly effective workforce solutions for the autistic community remain rare. We believe technology can change this.

From accessible hiring platforms to on-the-job coaching tools and gamified assessments, we are seeing a surge of creativity that has the power to rewrite the rules of who works, how they work, and what success looks like. Multiple sits at the center of this movement. Through our accelerator, we don't just observe trends, we help build them. We work closely with startups, and we see firsthand which innovations are breaking through, where the barriers are highest, and what it takes to move from intention to impact.

This report is both a snapshot of the autism employment tech landscape and a window into the future of inclusive work – a future being shaped right now by founders, technologists, and advocates who refuse to accept the status quo. At Multiple, we are honored to support them, learn from them, and help carry their work forward.

EXECUTIVE SUMMARY

Autism Employment Tech: The Next Frontier in the Future of Work

The future of work is being rewritten, and it's being led by a generation that expects their differences to be recognized, supported, and valued. One in five Gen Z adults identifies as neurodivergent, and 1 in 31 U.S. children is now on the autism spectrum. These aren't niche populations. They are the workforce of tomorrow, and they are demanding change.

At the same time, employers face historic labor shortages and rising burnout. The traditional systems of hiring, training, and managing people are no longer fit for purpose, especially for those who think and work differently.

Enter autism employment tech: a fast-growing, underinvested market at the intersection of assistive technology, inclusive hiring, and future-of-work platforms.

85% Unemployment rate among autistic adults

20% of Gen Z is neurodivergent

5.4M Unemployed autistic adults in the US alone

\$2B+ Market Opportunity

Why Now: Shifts in Work and Inclusion

- **Workforce transformation is urgent:** Employers need new pipelines and productivity tools that work for diverse minds
- **Cognitive diversity is going mainstream:** More people are being recognized as autistic or neurodivergent, both in childhood and adulthood with later diagnoses. The workplace is demanding change now, but further advocacy is coming. Gen Z expects inclusive environments, and is redefining workplace norms
- **Tech is ready to meet the moment:** AI, wearable tech, and adaptive software are enabling scalable, personalized support
- **From point solutions to systems change:** Investors have a rare opportunity to shape a new infrastructure for how work works

This report maps 28 companies leading this shift. Autism employment tech is no longer a fringe issue; it's a wedge into a broader transformation of work itself.

For investors seeking high-growth, impact-aligned returns in the next decade of work, the time to act is now.

INCLUSION CRITERIA

In shaping this report, we set clear criteria to focus on a specific and emerging segment of the autism innovation landscape: pure technology solutions that are actively reshaping how autistic individuals access and thrive in the workforce.

The criteria for inclusion were:

- 1. Pure Technology Focus:** We focused exclusively on technology products or platforms, not tech-enabled services. This includes software, apps, AI tools, and assistive technologies that stand alone as scalable solutions. While consulting or services play an important role in the ecosystem, they were outside the scope of this report.
- 2. Autism or Disability as a Core Focus:** To be included, the startup or product must directly address the needs of autistic individuals or the broader disability community, inclusive of the autistic community. Solutions needed to demonstrate a clear commitment to designing for neurodivergent users, either through tailored features, specialized user experience, or mission alignment.
- 3. Workplace or Workforce Application:** All included technologies must have a primary focus on employment, either supporting autistic individuals in preparing for, accessing, or succeeding in the workforce, or enabling employers to build more inclusive workplaces. This spans the entire employment journey: from career exploration and job matching to executive functioning support and on-the-job accommodations. While we recognize skills like executive functioning and social communication are key for the workplace, we did not include startups with a broad focus on developing those skills - only those that had a primary focus on workplace.

What We Did Not Include:

We recognize and deeply respect the pioneering efforts of specialized companies, consulting firms, and services that have led the way in neuroinclusion. These organizations have opened doors and set standards for what inclusive employment can and should look like. However, they were not the focus of this report. Our aim was to spotlight the emerging generation of scalable, technology-driven innovations that can complement and extend the impact of those early trailblazers: solutions with the potential to reach wider audiences, reduce systemic barriers, and transform the future of work. By focusing on technology, we hope to provide a clear window into where innovation is accelerating, where gaps remain, and what the next wave of autism employment solutions may look like.



KEY FINDINGS

ECOSYSTEM MAP

JOB PREPARATION & CAREER SEARCH FOR INDIVIDUALS



ON-THE-JOB SUPPORTS & TOOLS FOR INDIVIDUALS



TALENT MARKETPLACES



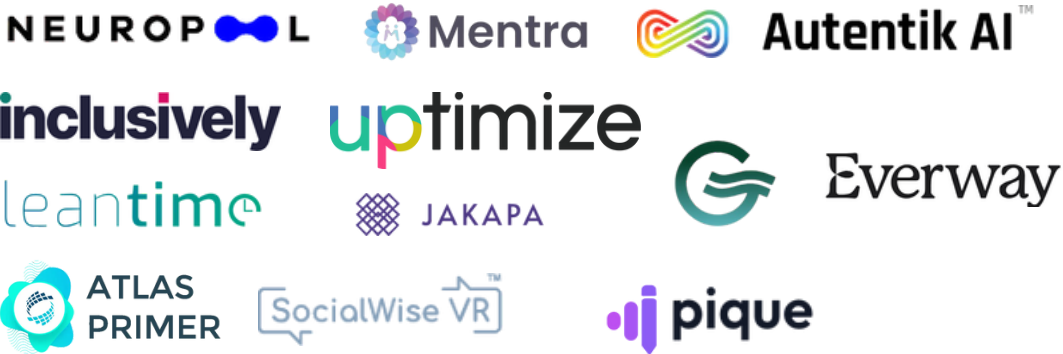
INCLUSIVE TECH & TOOLS FOR COMPANIES



*NOTE: SOME STARTUPS ARE INCLUDED IN MULTIPLE CATEGORIES DUE TO MULTIFACETED PRODUCTS

FOCUS AREA

FOCUS ON LOWER WORKPLACE SUPPORT NEEDS



FOCUS ON HIGHER WORKPLACE SUPPORT NEEDS



APPLICABLE ACROSS LEVELS OF SUPPORT

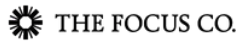


BUILT WITH MULTIPLE

OUR AUTISM X WORKFORCE COHORT



We help people and companies be more inclusive by mediating interpersonal communication with the help of AI | [Pitch](#)



We are developing the focus tools that we wish we had to reclaim attention and win back our time. First product: Oasis Glasses: peripherally dimming glasses to enhance focus. | [Pitch](#)



Groundbreaking platform connecting neurodivergent talent with cybersecurity opportunities, leveraging game-based assessments to drive inclusion and bridge critical workforce gaps | [Pitch](#)



The first project management platform designed specifically for neurodivergent students and professionals, using AI to align tasks with your natural cognitive strengths and work patterns. | [Pitch](#)



Online, mentor-driven career exploration and skill building platform that helps young people with autism find fulfilling careers | [Pitch](#)



The World's Fastest Growing Neurodivergent Talent Pool. Recruitment, mentorship, and supportive HR tools for neuroinclusion | [Pitch](#)



The Waze for your brain—an AI-powered app that helps you navigate high-sensory, distracting, and anxiety-inducing environments with personalized alerts, filters, and gentle guidance. Seamlessly integrates with the earbuds, bands, and rings you already love and own. | [Pitch](#)



Our technology is designed to break down barriers and create opportunities for individuals with autism to thrive in the workplace, contributing their unique talents and perspectives. | [Pitch](#)

MENTORED, CONNECTED TO FUNDING, OR SHOWCASED BY MULTIPLE:



WORKFORCE TECH CATEGORIES

MAKING SENSE OF THE MARKET

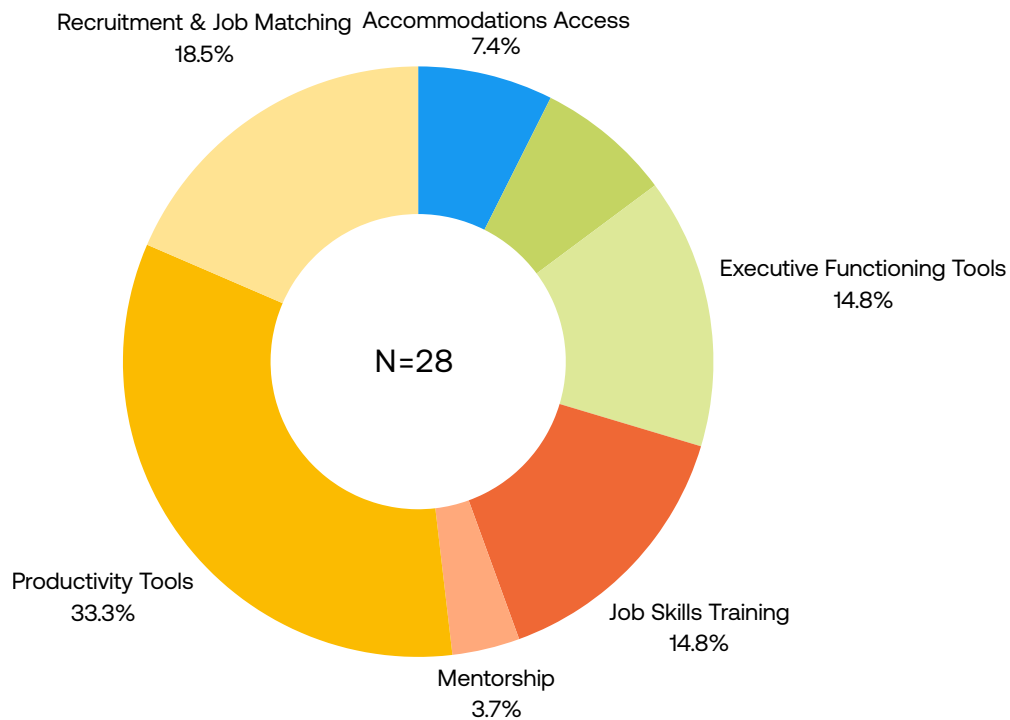
The following categories highlight key areas where technology and programs are driving inclusion and support for neurodivergent individuals in the workforce. From productivity tools to inclusive hiring practices, each category addresses a specific need along the employment journey, empowering individuals and organizations in enabling more accessible, equitable work environments.

Category	Description
Productivity Tools	Platforms that boost focus and task management by simplifying workflows and reducing cognitive load with features like unified inboxes and smart project tools.
Communication Tools	Assistive tech that helps neurodivergent users express themselves and navigate social situations using AI prompts, chatbots, and personalized messaging.
Executive Functioning Tools	Apps that support planning, organization, and task completion through visual schedules, digital coaching, and caregiver support.
Job Skills Training	Programs that teach work-readiness skills, like digital literacy and social communication, using structured lessons, gamification, and workplace simulations.
Accommodations Access	Tools that streamline disability disclosure and accommodation requests, promoting inclusion and legal compliance through secure, user-friendly systems.
Recruitment & Job Matching	Platforms that connect neurodivergent talent with inclusive employers using accessible processes and strengths-based, algorithm-driven matching.
Mentorship	Services offering career guidance, decision-making support, and personal mentoring to help neurodivergent individuals confidently explore and pursue goals.
Employer Training	Digital courses that teach inclusive hiring, communication, and support strategies to build neurodiversity-ready workplaces.

MAPPING THE MARKET

WHERE INNOVATION LEADS – AND LAGS

This map shows startups by their primary category. While many span multiple areas, only their main category is represented here.



- **Fast-Growing: Employer-Facing Innovation**
 - Recruitment & Job Matching is rapidly expanding as employers seek inclusive hiring solutions
 - B2B tools are shifting the focus from job-seeker readiness to systemic hiring transformation
- **Steady and Foundational: Individual Support Tools**
 - Executive Functioning and Job Skills Training continue to see consistent investment
 - These tools form the backbone of workplace readiness for neurodivergent individuals
- **High Demand + Scalable: Productivity Tools**
 - The largest category; showing a shifting understanding of neurodivergence in the workplace
 - Addresses cognitive load and overwhelm – high user demand, strong scalability
- **Underserved: Inclusion Infrastructure**
 - Accommodations Access and Employer Training remain underdeveloped
 - Employers are starting to recruit inclusively, but lack internal systems for long-term support
- **Emerging: Relationship-Driven and Personalized Tools**
 - Early-stage growth in Communication Tools, Mentorship, and Care Coordination
 - Reflects a shift toward holistic, ongoing support across the employment journey

TRENDS OVER TIME

HOW THE MARKET IS MOVING

EARLY WAVE: INDIVIDUAL SUPPORT

- The evolution of neurodiversity-focused innovation shows a clear chronological progression. The earliest growth began in the late 2000s with Executive Functioning Tools, such as Brain in Hand (2009) and Avail Support (2015), reflecting early efforts to support daily routines, anxiety management, and independent living. This was closely followed by the rise of Job Skills Training platforms, starting with Digitability in 2011 and expanding with companies like Daivergent and Jakapa by 2020, addressing the critical need for workplace readiness among neurodivergent youth and adults

2018-2021: EMPLOYER-FOCUSED

- Between 2018 and 2019, the field diversified significantly. This period saw the emergence of Productivity Tools like Atlas Primer and For All Abilities, Accommodations Access platforms such as Disclo, and the introduction of Employer Training solutions like Optimize. These innovations marked a shift from individual skill-building to equipping employers with tools for inclusive practices and compliance. From 2020 onward, the focus expanded further into systemic change with the launch of Recruitment & Job Matching platforms like Mentra and Neuropool, and hybrid platforms like Inclusively that blend accommodations with talent sourcing.

2021 ONWARD: PERSONALIZATION AND IDENTITY

- The most recent trend, emerging since 2021, includes more personalized and identity-centered innovations, such as Communication Tools (Autentik AI), Career Aptitude Assessment (Haystack), and Mentorship tools (MajorChoice). These point to a maturing ecosystem increasingly focused on not just access and skills, but self-awareness, agency, and career fulfillment. Taken together, the timeline shows a clear arc: from foundational life skills to enterprise tools, and now toward holistic systems that integrate personal growth with systemic workplace transformation.

EARLY INSIGHT FROM MULTIPLE: B2B STILL FACES FRICTION

While more than 50 major companies have launched neurodiversity hiring initiatives, adoption of startup-built technology remains uneven. Long enterprise sales cycles continue to challenge early-stage startups, especially when tools are viewed as niche or “point solutions.” Even when companies recognize the need for neuroinclusive tools, they may hesitate to invest in platforms that don’t serve their entire workforce. One key insight from our enterprise partners if you want to succeed in enterprises: accessibility is essential. To succeed at scale, tools must be fully accessible and compliant; not just inclusive in mission, but in design, as well.

PURPOSE + PROFIT

THE STORY BEHIND THE STARTUP



NEUROP  **L**

JACK DYRHAUGE | NEUROPOOL

Expelled as a neurodivergent teen, Jack Dyrhaug built the kind of company he wished existed for him. As founder of Neuropool, he's created the UK's fastest-growing neurodivergent talent platform, supporting over 1,000 candidates through coaching and virtual mentoring. The company has generated £400,000+ in revenue, maintained a 100% retention rate with partners like Auticon, and now works with top employers and universities to make inclusion a competitive advantage. Backed by investors and a majority-neurodivergent team, Jack is proving that inclusive hiring is both impactful and scalable.

GLORIA FOLARON | LEANTIME

After a late ADHD diagnosis and parenting an autistic daughter, Gloria Folaron realized the project management tools on the market weren't built for minds like theirs. So she and her co-founder created Leantime, a platform blending behavioral science, AI, and productivity tools designed for neurodivergent thinkers. Now with over 51,000 users and growing university traction, Gloria is helping students and professionals close the gap between dreams and action.



leantime



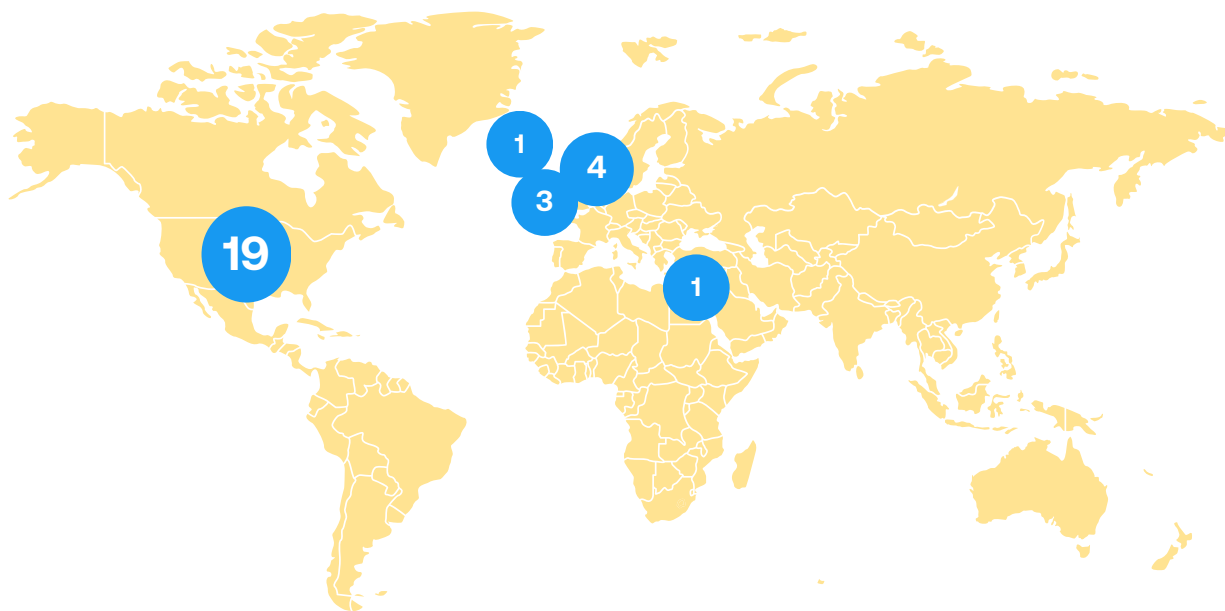
 **Autentik AI**™

IGOR DIEV | AUTENTIK AI

Igor Diev knows firsthand how miscommunication at work can isolate neurodivergent minds, because he's lived it. After seeing brilliant people like his friend Paul burn out in silence, Igor created Autentik, an AI-powered communication assistant designed to bridge the gap between neurodivergent and neurotypical colleagues. Like a "Grammarly for inclusion," Autentik helps users tailor messages based on the communication styles of their teammates, fostering clarity and connection in real time. With 47,000+ early users, a growing B2B presence, and a mission to make workplace communication more inclusive, Autentik is positioned to make the workplace more inclusive, empathetic, and effective for everyone.

INNOVATION MAP

WHERE AUTISM EMPLOYMENT TECH IS GROWING



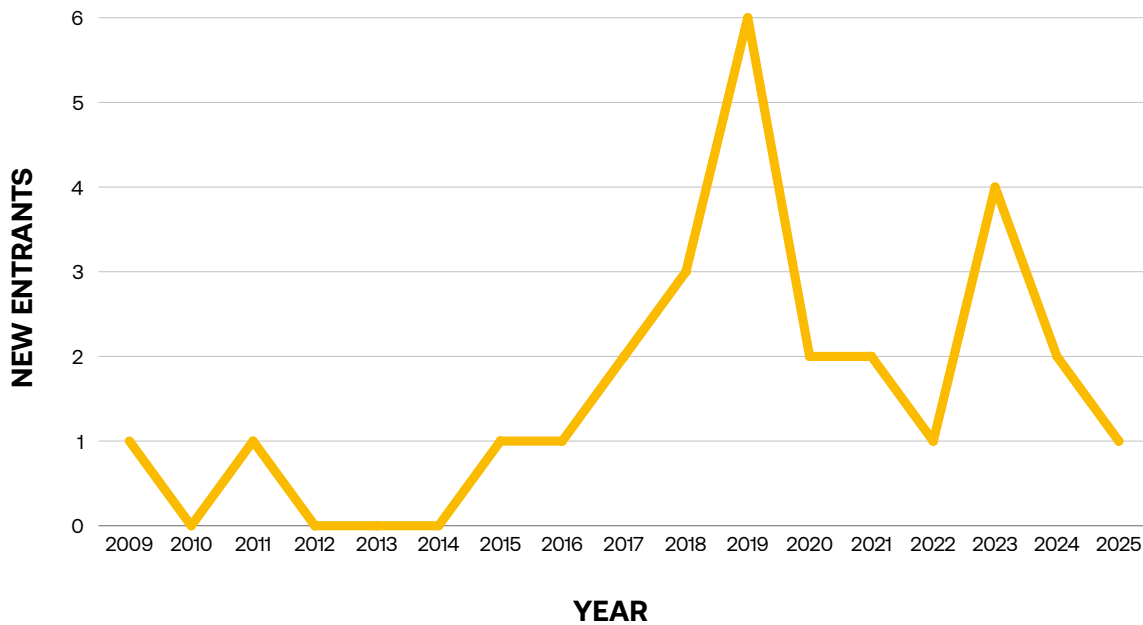
ANALYZING WHERE AUTISM EMPLOYMENT TECH IS TAKING ROOT.

The geography of autism employment tech reveals several distinct patterns. **The United States (19) dominates the landscape**, home to the vast majority of startups in the space. This reflects a combination of factors: a large market size, active disability advocacy, and robust early-stage funding ecosystems. The **United Kingdom (4)** and **Ireland (3)** also show strong activity relative to their size, with several startups emerging from inclusive employment initiatives. **Israel (1)** and **Iceland (1)**, while smaller players, each represent regions with strong tech cultures and a track record of producing mission-driven ventures.

Interestingly, while innovation appears to cluster in these countries, many regions with strong autism employment or policy leadership, such as Australia, Canada, and several European nations, have few or no identified pure tech startups focused specifically on autism and workforce inclusion. This suggests that while policy and services may be advanced, tech-enabled approaches to scale solutions are still emerging globally. Overall, the current distribution points to both momentum and opportunity: momentum in countries where neurodiversity is intersecting with entrepreneurship, and opportunity in regions where a strong policy foundation exists but dedicated tech innovation has yet to follow.

THE MOMENTUM MAP

STILL BUILDING WHAT'S NEEDED

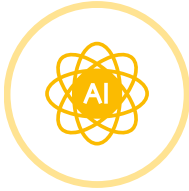


DECADE OF GROWTH, WAVE BY WAVE

- **From Niche to Growth Sector:** Autism workplace innovation has rapidly evolved over the last decade, moving from niche assistive tech to a fast-growing sector.
- **Early Foundations in Individual Support Tools:** Pioneers like Texthelp (now Everway, 1996) and Brain in Hand (2009) introduced tools for literacy and self-management, laying critical groundwork.
- **Post-2015 Momentum for Employment-Focused Tech:** Startups like Avail Support, Daivergent, Life Sherpa, and Mentra brought scalable, tech-enabled solutions for employment, daily living, and accessibility.
- **Post-2021 AI Boom Creates New Opportunities:** A new wave, including Autentik AI, Focus, Geshido, Haystack, and Making Space, is leveraging AI and personalization to integrate supports directly into the workplace.
- **The Ecosystem Continues to Mature:** The sector now spans hiring, executive functioning, project management, wearables, accommodations, and career development, with innovation continuing year after year.

KEY TRENDS

WHAT'S NEW AND NEXT IN WORKFORCE TECH



AI-Powered Neuroinclusion

Startups are leveraging AI to help neurodivergent employees across their career lifespan by improving job matching, personalizing onboarding, and tailoring workplace accommodations based on individual strengths.



Tech-Enabled Support

Virtual job coaching is growing through AI assistants, remote coaching, and VR simulations that help neurodivergent employees navigate work challenges. These tools offer judgment-free support, can be available 24/7, and allow for scaling of previously individual support..



Redefining Accommodations

With growing recognition that many don't disclose a disability, workplace support is expanding beyond accommodations to include software, wearables, and universal tools. AI assistants, note-taking apps, and other tools that enhance productivity and inclusion for all employees.



Finding General Distribution

While workforce preparation startups of the past typically focused on more 'traditional' distributions - like schools and vocational rehabilitation, workforce support is going mainstream, with general pathways to businesses and individuals becoming a viable distribution path.



A Changing Landscape

The inclusion landscape is shifting, with many corporate DEI programs being scaled back or eliminated and school choice policies expanding across the U.S. These changes are reshaping the market, moving away from broad institutional initiatives toward more individualized approaches.

WHERE TO NEXT?

GAPS & OPPORTUNITIES FOR INNOVATION

While the autism employment tech sector has made great strides, it has failed to reach the scale of impact that many envisioned at the start of this waves. There are whole populations and problem spaces still not fully served – each of which presents a frontier for innovation. The next wave of startups is likely to focus on these gaps, building on the foundation laid in the last decade.

OPPORTUNITY

SUPPORT FOR ALL SUPPORT NEEDS:

A significant gap is in tools for autistic people with higher support needs or those who are non-speaking. There's opportunity for startups to create assistive technologies enabling communication and job support for autistic adults with varying support needs.

CAREER ADVANCEMENT:

While hiring is the first step, there's a lack of solutions focused on long-term career development for neurodivergent employees. Many current offerings emphasize getting the job, but opportunities lie in creating neurodivergent-specific tools that help with mentorship, skill growth, and internal mobility.

INTEGRATION WITH MAINSTREAM TECH:

A clear opportunity is to integrate neurodiversity features into mainstream platforms. For example, popular HR software (Workday, Oracle, ATS systems) could incorporate "neurodiversity modes" – and startups could be the ones to build those integration plugins or APIs.

GLOBAL AND CROSS-CULTURAL ADAPTATION

Most autism employment tech innovation has come from North America and Europe. Huge opportunities remain in regions like Australia, Asia, South America, and Africa, where awareness is rising but dedicated tools are scarce. Local startups (or global ones localizing their products) can address cultural and language nuances.

MOVE BEYOND POINT SOLUTIONS:

While many startups offer point solutions, such as hiring platforms, training tools, or workplace accommodations, there remains a significant gap in integrated, end-to-end solutions that support neurodivergent employees throughout the entire employment lifecycle. Employers often struggle to piece together multiple standalone tools for recruiting, onboarding, workplace support, and career development, leading to fragmented implementation and inconsistent outcomes.

A CALL TO ACTION

SUPPORTING THE EMPLOYMENT ECOSYSTEM

The autism community is brimming with untapped potential, yet systemic barriers continue to keep many autistic people out of meaningful work. At the same time, innovators are creating groundbreaking tools to make employment more accessible, inclusive, and successful for neurodivergent individuals.

But these ideas can't scale on their own. The autism employment innovation ecosystem needs your support to turn promising solutions into lasting impact.

WHY THIS MATTERS

- 85% of autistic adults are underemployed or unemployed.
- Employers want to do better but lack scalable, evidence-based tools.
- Innovators are building solutions from inclusive hiring platforms to job coaching tech, yet face critical funding and resource gaps.

HOW YOU CAN HELP:

You can be part of the movement to transform employment for autistic individuals:

- Fund the next generation of solutions: Support early-stage innovators bringing new workforce tools to life.
- Open doors for collaboration: Connect startups with employers, investors, and community networks.
- Partner with us to pilot new solutions: One of the biggest barriers is getting organizations and individuals to try a new product. We're here to ask you to support the ecosystem, take the risk, and co-create solutions that can help advance inclusion in the workplace.
- Amplify the movement by sharing our work

Let's make inclusive employment not just possible, but inevitable.

Visit multiplehub.org to get involved.



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