

SPECIAL NEEDS NETWORK



IN RECOGNITION OF AUTISM AWARENESS MONTH



specialneedsnetwork

TOGETHER

Building an *Inclusive LA*

*Advancing Inclusive Workforce Solutions as
Los Angeles Prepares for Global Events*



Who We Are

Special Needs Network (SNN) is Los Angeles' leading autism advocacy and services organization. Founded by award-winning civil rights attorney Areva Martin, SNN provides clinical therapy, behavioral health services, workforce development, and family support to thousands of neurodivergent individuals and their families each year, with deep roots in underserved communities across Los Angeles County.

Why We Are Here Today

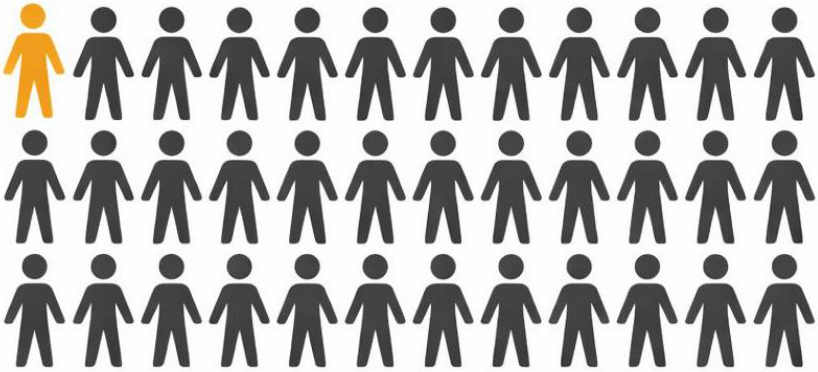
April is Autism Awareness Month. This convening is not a celebration. It is a call to action.

Los Angeles is in the middle of historic growth. Global investments, major civic events, and a rapidly evolving regional economy present a rare opportunity to build a city where neurodivergent individuals are fully included – in the workforce, in public life, and in the prosperity that follows.

That future will not happen by accident. It requires civic leaders, employers, philanthropists, and media leaders to make deliberate choices now.

The Case for Structural Inclusion

1 in 36 children in the United States is diagnosed with autism.



- The majority of autistic adults are unemployed or underemployed, despite having meaningful skills and strong workforce potential.
- Neurodivergent individuals are disproportionately concentrated in low-income communities, where access to services and employment opportunities is most limited.
- Los Angeles cannot claim to be a world-class, equitable city if neurodivergent residents are excluded from its economy.

This is not a small population. This is a workforce.

What We Are Building

Workforce Integration

Structured employer pipelines, job readiness training, and placement support connecting neurodivergent talent to Los Angeles industries.

Clinical Access

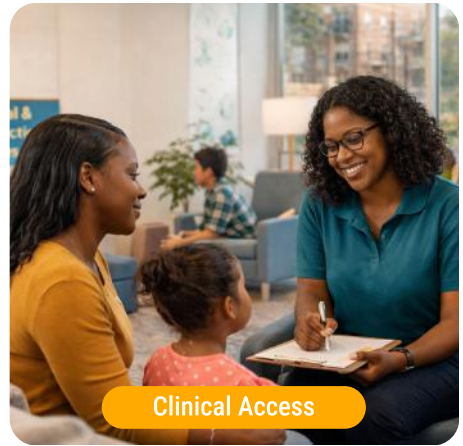
Expanded behavioral health and therapeutic services in communities with the greatest unmet needs.

Policy Alignment

Advocacy at the city, county, state, and national levels to embed neurodivergent inclusion into workforce policy, education systems, and public investment.

NextGen Collective

A generational leadership initiative developing the next cohort of neurodivergent advocates, professionals, and civic voices.





What Success Looks Like in Los Angeles

Industry Employment Pipelines

Structured employment pipelines that connect neurodivergent youth and adults to jobs in Los Angeles' major growth sectors – including transportation, infrastructure, energy, hospitality, logistics, and government, particularly as the region prepares for the World Cup, the 2028 Olympics, and other major economic development initiatives.

Workforce Support Infrastructure

To ensure neurodivergent employees and their employers have the support needed for long-term success. Investment in the workforce that makes employment possible – job coaches, behavior technicians, employment specialists, and transition coordinators.

Employer Training and Technical Assistance

Training programs for employers, HR professionals, and managers so companies understand how to recruit, hire, onboard, and retain neurodivergent employees and build inclusive workplaces.

Education-to-Workforce Pipelines

Stronger transition pathways connecting high schools, community colleges, universities, and workforce agencies across the region so neurodivergent young people move from education into employment.

12–18–Month Regional Planning and Scale

A coordinated regional plan to scale workforce training programs, employer partnerships, job coaching capacity, and supportive services over the next 12–18 months so Los Angeles is prepared to include neurodivergent workers in the jobs being created by major public and private investment.

Los Angeles as a National Model

Positioning Los Angeles as a national leader in neurodivergent workforce inclusion – demonstrating how a major city can intentionally build an inclusive economy.

Stay Engaged. Partner With Us.

Building an inclusive Los Angeles will require ongoing collaboration across government, industry, philanthropy, and media. Special Needs Network will continue to convene leaders, share briefings, and support partners working to expand opportunities for neurodivergent individuals across our region.

You can:

- Participate in upcoming policy and workforce briefings
- Assess and strengthen your organization's neurodivergent workforce efforts
- Develop employment pipelines and training partnerships
- Support workforce development and service infrastructure
- Partner with SNN to design inclusive hiring and workforce strategies
- Collaborate on policy, research, and public awareness efforts



OR

Scan the QR code below to stay connected, receive future briefings, and learn more about partnership opportunities.

<https://rebrand.ly/snnbaila>

Los Angeles has the opportunity to become a national model for neurodivergent workforce inclusion. The work starts now.

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www.snnla.org

***Leading Change For
Neurodiverse Communities!***

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