



Essential Eligibility Criteria

The mission of BroadFutures is to celebrate neurodiversity by creating access, cultivating skills and revolutionizing the workplace for all. We envision an inclusive workplace where all people have an equal opportunity to thrive.

Our unique approach builds confidence, improves communication skills and enhances job performance. We incorporate **experiential learning opportunities** that serve to challenge comfort zones and empower young people to achieve transformative, positive and successful futures.

The following are the **Essential Eligibility Criteria** for the BroadFutures program. If there are any concerns about whether a potential applicant will meet these criteria, please reach out via email to info@broadfutures.org or by telephone at (202) 521-4304.

Essential Eligibility Criteria:

Primary Biographical Requirements

- Interns must be between the ages of 18 and 26.
- Interns must have a documented learning disability or ADHD.
Interns must possess a high school diploma and have the cognitive ability to continue onto postsecondary education.
- Interns must be vaccinated against COVID- 19.

Independence

- Interns must be able to work independently at their internship sites.
- Interns must be able to work a minimum of 20 hours per week without the assistance of a job coach.
- Interns must be able to transport themselves to and from BroadFutures training, program events, and internship sites.

Behavior

- Interns must be able and willing to contribute to a safe learning and working environment—no verbal or physical inappropriate behavior towards others will be tolerated for any reason.



- Interns must be able to work respectfully as members of a team, without being rude or discriminatory in any way.
- Interns must be able and willing to comply with the Intern Obligations provided to them in the intern handbook and in the welcome packet. **The following behaviors could result in immediate termination from the BroadFutures program:**
 - Sexual assault, bullying or harassment (verbal or physical) of a fellow program participant, BroadFutures staff member or employees at their internship site.
 - Intentional physical injury, harm, or intimidation of a fellow program participant, BroadFutures staff member or employees at their internship site.
 - Violation of the BroadFutures alcohol and drug policy while attending BroadFutures programming.
- Interns must be responsive to direction.
- Interns must be highly motivated.

Medication

- If taking prescription medications, interns must be able to maintain proper dosage by self-medicating without assistance from BroadFutures staff or others, except possibly in emergency situations.
- If taking prescription medications, interns must be able to take charge of refilling and keeping their medications.
- Interns must be willing to disclose medications with BroadFutures staff to be kept for emergency records. Medications will be disclosed only with staff members and will not be disseminated **ONLY** in the event of a medical emergency.

Stress Reduction/Wellness

- Increased levels of stress for young people is growing and can present a barrier to success in the workplace. This is even more pronounced for young neurodivergent people. We therefore incorporate a stress reduction and wellness curriculum to ensure our interns are best prepared for success. Implementing practices that teach interns applicable and transferrable ways of managing stress encourages a more positive work-life balance. Interns engage in yoga, mindfulness, meditation, breathing techniques, while also learning about how to practice self-care and a healthy lifestyle. Accommodations and modifications for physical and other disabilities will be made to ensure all interns can participate in our stress reduction and wellness curriculum.



Arts Integration

- BroadFutures has a commitment to creating an accessible, engaging, and interactive curriculum that incorporates art as a mode of learning. Our interactive lessons encourage interns peer to peer learning. Interns engage in applied theater exercises and role-playing which allows for peer collaboration, tangible learning, and creative thinking. Additionally, graffiti art is utilized to promote visual stimulation that leads to higher engagement amongst our interns. Interns must be willing to engage positively in these arts related activities in order to be a successful program participant.