

Strategic Plan 2026-2028

BroadFutures is the only program of its kind combining paid internships with coaching, mentoring, and peer-to-peer learning, while partnering with employers to create workplaces where neurodivergent talent can thrive.

1 in 5

People are neurodivergent, the largest disability group.

Yet,

30-40%

of neurodivergent people are unemployed, which is 8-10x higher than their neurotypical peers.

Yet,

Neurodivergent teams are

30%

more productive and make fewer mistakes.

And

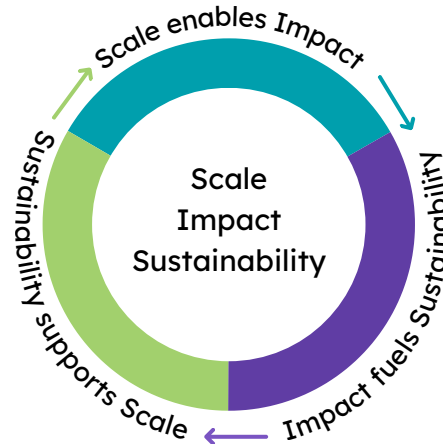
75%

of employers struggle to find talent globally.

This disconnect represents both a profound social inequity and a significant economic opportunity. BroadFutures bridges this gap—creating access, building confidence, and transforming workplaces.

BroadFutures is committed to advancing broader systems change in how neurodiversity is understood, embraced and valued in the workplace, while also supporting individual growth and success.

Over the next three years, BroadFutures will focus on **three strategic priorities** ensuring we can say **YES** to more young people and employers.



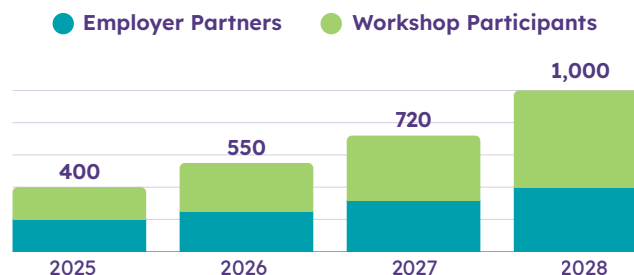
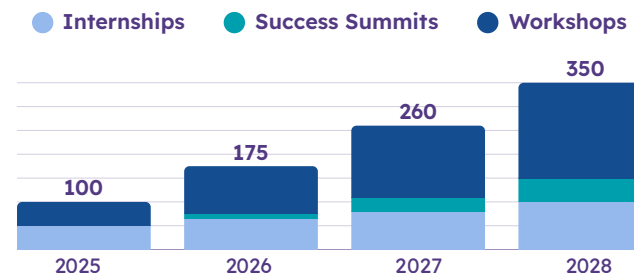
SCALE: expand access and deepen partnerships

IMPACT: maintain quality and outcomes

SUSTAINABILITY: ensure long-term organizational health

Scaling Participants & Employers

By 2028, we will more than triple the number of young people we serve. We will expand our existing programs while also launching new, innovative flexible career-readiness pathways through our Career Accelerator programs (workshops and Success Summit)—designed to meet young people at different stages of career readiness and remove barriers to participation. At the same time, we will scale our employer partnerships and workplace neurodiversity trainings, more than doubling our overall impact.



Impact

On Young People

Our programs will continue to achieve transformative outcomes across both our traditional and our new, more flexible, lower touch offerings.

High Touch
Internships

Medium Touch
Career Accelerators

Lower Touch
Workshops

On the Workplace

We will transform workplace culture by deepening our partnerships with employers to strengthen inclusion and pathways for neurodivergent talent.

High Touch
Employer Partners

Medium Touch
Neurodiversity Trainings

Lower Touch
Webinars



Sustainability

Strategic Investments for Growth

To achieve our goals, we will invest **\$4.5M** in three key areas. We project **\$1.5M** of this funding will come from earned revenue, and **\$3M** will be raised through philanthropic investment.

■ Earned Revenue ■ Philanthropic



1. Research & Design

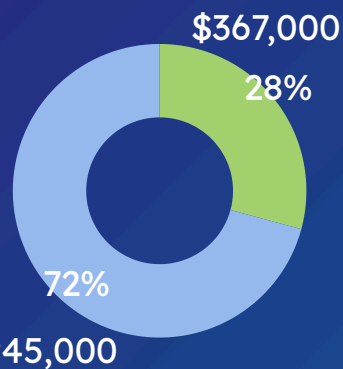


2. Programming

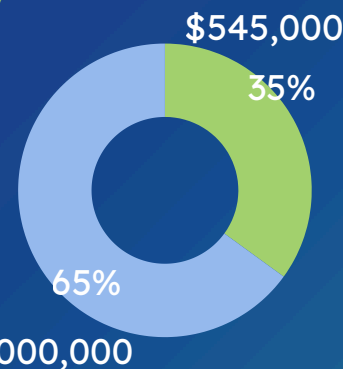


3. Outreach

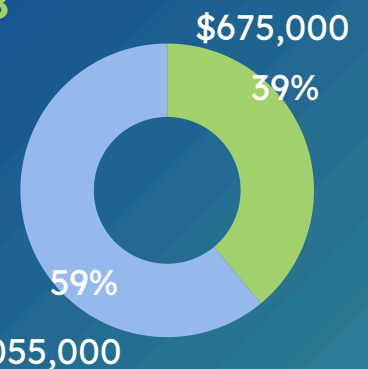
2026



2027



2028



Watch the story of our impact here: <https://bit.ly/BF2025impact>



BroadFutures