

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.

Our Strategic Approach

BroadFutures is **maturing and evolving**—and our world is changing. This moment calls for creativity, adaptability, and renewed commitment to delivering measurable impact and lasting change.

BroadFutures is committed to meeting the needs while maintaining our personalized approach.

Over the next three years, we will focus on three strategic priorities, developing innovative, flexible career-readiness pathways that meet young people where they are, ensuring we can say YES to more young people and employers.



1. Scaling Opportunities



The Ripple Effect of Scale

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.

2. Deepening Impact



Impact on Young People

Our programs will continue to deliver transformative outcomes for neurodivergent young people across a range of engagement levels, ensuring both depth and accessibility.

Impact on the Workplace

At the same time, we are working to transform workplace culture by deepening partnerships with employers and expanding opportunities for engagement.

3. Sustaining Growth



Investing in Sustainable Growth

To achieve our goals, BroadFutures will invest \$4.5M in four key areas over the next three years. We project \$1.5M of this funding will be earned revenue, and \$3M will be raised through philanthropic investment.

- Earned Revenue
- Programming
- Outreach and Partnerships
- Research and Program Design
- Infrastructure and Staff Capacity

1 in 5 People are neurodivergent including individuals with ADHD, learning disabilities, and autism. You.gov

30-40% of neurodivergent people are unemployed— 8-10 times more than their neurotypical peers. You.gov

75% of employers struggle to find talent globally. Labor Shortage Trends & Statistics 2025

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.

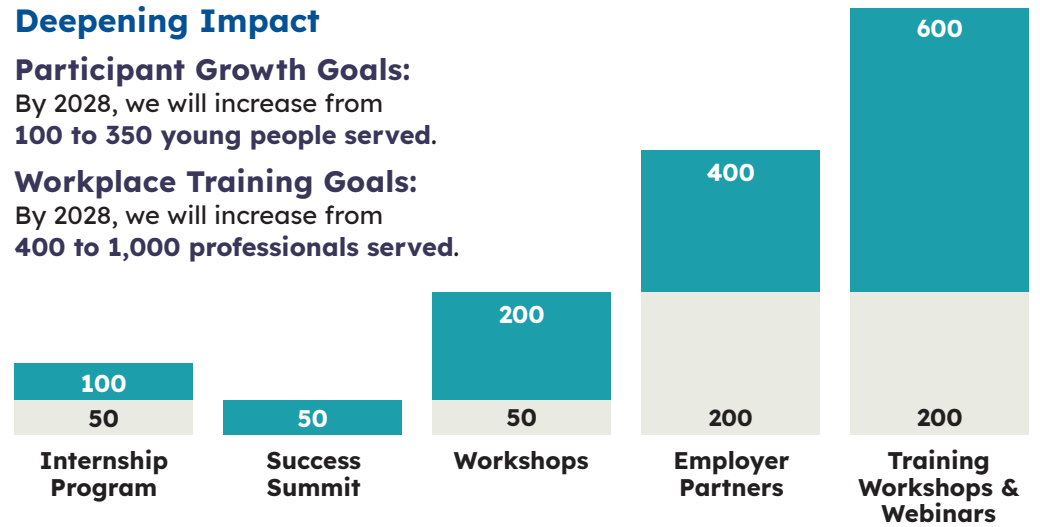
Deepening Impact

Participant Growth Goals:

By 2028, we will increase from 100 to 350 young people served.

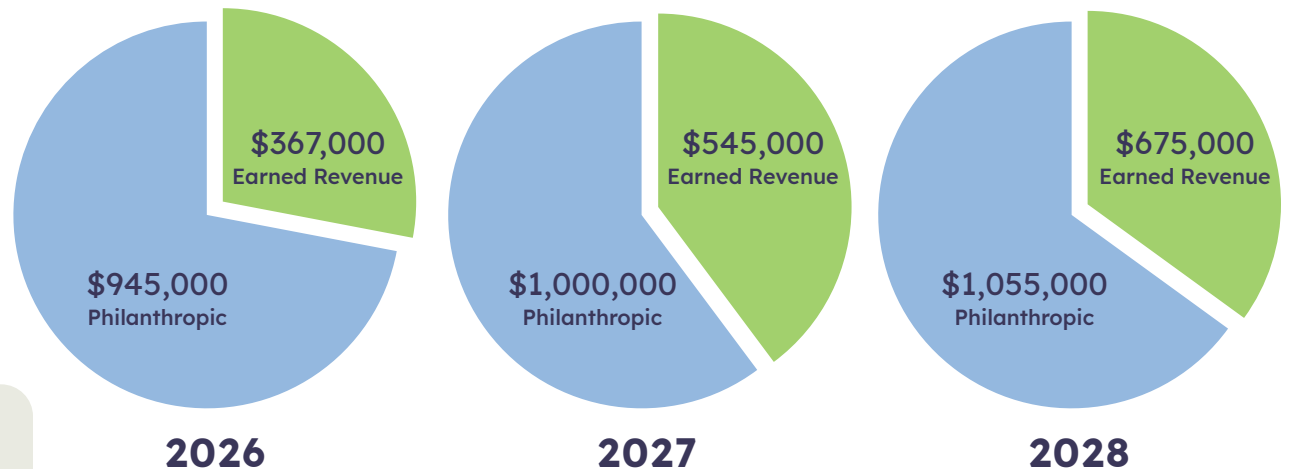
Workplace Training Goals:

By 2028, we will increase from 400 to 1,000 professionals served.



Sustaining Growth

BroadFutures is strengthening its long-term sustainability by expanding earned revenue while continuing to grow philanthropic partnerships. Over the next three years, earned revenue is projected to increase from 28% to 39% of total funding, creating a more balanced and resilient financial model. Philanthropic investment remains essential to supporting program expansion, innovation, and growth.



Watch the story of our impact here.