

MELWOOD'S abilIT

A program designed to prepare people with disabilities to enter careers in technology and meet growing workforce demands.

With approximately 350,000 unfilled positions in the computer science industry, the demand for entry-level technology staff has never been higher. abilIT leverages the untapped potential and talent of people with disabilities who are often underemployed, offers a top-quality IT workforce solution for employers who want to benefit from a neurodiverse workforce, and builds a pathway to meaningful employment for people with disabilities.

In partnership with Cybrary, abilIT leads participants through an intensive training program consisting of technical training and professional and personal development. abilIT is designed to ensure participants are equipped with both the know-how and soft skills necessary to join and succeed on any project team.

Partnering with Melwood not only helps employers find great talent, but often also adds to their bottom line. The Work Opportunity Tax Credit (WOTC) has produced over \$1 billion in tax savings to employers who hire people with disabilities. Melwood can help employers maximize this added benefit while working with people with disabilities to launch their careers.

THE BENEFITS OF A NEURODIVERSE WORKFORCE

Neurodiversity is another layer of building a more inclusive workforce, bringing new perspectives that cultivate a more well-rounded team, strengthen company culture, and spearhead innovation. Inclusive hiring practices are not simply "charity" or "good corporate citizenship" – there's a true business benefit.

According to multiple studies, including data from the U.S. Department of Labor and Accenture, employers who have embraced disability inclusion as a component of their talent strategy consistently see an increase in:



- Retention of valued employees
- Employee productivity
- Workplace safety
- Revenue and profit margins

PROGRAM OVERVIEW

Melwood's abilIT is a 14-week program offered in partnership with Cybrary, creator of the most extensive massive open online course in the cybersecurity arena. By pairing innovative, highly technical training with personalized soft skills instruction, abilIT equips participants with the skills they need to build lifelong careers as competitive technology professionals through job search assistance, placement, and on-the-job coaching.

WAYS TO PARTNER WITH abilIT:

- Recruit our candidates
- Establish a candidate pipeline to improve inclusive hiring and retention at your company
- Provide critical financial support to ensure program vitality and empower a greater workforce



abilIT graduates have found careers or internships at:

MITRE

GDIT

KPMG

PROFESSIONAL DEVELOPMENT TRAINING CURRICULUM OUTCOMES INCLUDE:

- The skills to compete for entry-level information technology positions
- The ability to sit for A+, Network+, and Security+ certifications
- The soft skills necessary to land a job and work effectively as part of a project team (including resume and cover letter building, interview skills, teleworking and networking guidelines)

Melwood is a leading employer, advocate, and preferred provider for people with disabilities. Devoted to creating a world in which disabled people are fully included since 1963, Melwood's innovative strategies and programs empower people with disabilities to live, work and thrive in the community.



Interested in learning more or signing up for our next cohort?
Contact: Elizabeth Foster at abilIT@Melwood.org