

FACT SHEET

Embracing Neurodivergent Talent



PeopleScout & Jigsaw Australia have partnered to provide an inclusive recruitment solution to support organisations in harnessing the incredible potential of neurodivergent talent.

Despite the well documented benefits that come from the unique contributions of a neurodivergent workforce, underemployment remains high amongst the neurodivergent population—leading to missed opportunities for both organisations and the individuals themselves.

While the reasons behind this gap are multifaceted, it is clear that organisations often struggle to move forward from their

aspiration—where to start, what roles to target, how to confidently engage with neurodivergent talent, how to support sustainable outcomes and how to educate teams and the broader organisation on how best to effectively integrate this cohort.

That’s why PeopleScout has joined forces with Jigsaw to revolutionise early careers pathways for the neurodivergent community. Our partnership combines PeopleScout’s expertise in talent acquisition with Jigsaw’s innovative programs to develop customised recruitment strategies that harness the potential of neurodivergent talent and allow both individuals and teams to thrive.

Our Approach

By combining our strengths, we’ve developed a comprehensive solution to help you engage neurodivergent talent. Our approach focuses on removing the traditional barriers that typically prevent neurodiverse talent from showcasing their true capabilities and potential.

You benefit from Jigsaw's insights and PeopleScout’s expertise, facilitating inclusive practices across all recruitment stages:



Role Identification

Identify roles, develop cohorts and leverage job carving to ensure each participant can thrive.



Sourcing and Advertising

Specifically designed to attract a wider talent pool, leveraging PeopleScout's expertise in recruitment marketing.



Assessment and Selection

Fair, unbiased candidate evaluation focused on strengths and capabilities rather than traditional metrics.



Onboarding & Training

Comprehensive training for neurodiverse employees and their managers and teams to foster workplace integration and support.



Candidate Care, Offer & Keep Warm Actions

Frequent, personalised communication and strategic follow-ups to keep candidates engaged and secure offer acceptance.



Continuous Improvement

Review of neurodivergent cohorts and programs to improve diversity outcomes for participants, teams and organisational success.

Ensuring Success Beyond Recruitment

Our neurodiverse recruitment solution isn't just about filling positions; it's about building inclusive, high-performing teams that drive innovation and success. We provide ongoing support and resources to both candidates and employers, ensuring smooth integration and sustained achievement within your organisation. Together, PeopleScout and Jigsaw are leading the way in creating diverse and inclusive workplaces that value every individual's contribution.

About PeopleScout

PeopleScout, a TrueBlue (NYSE: TBI) company, is a global talent solutions leader, providing unmatched scalability to meet the professional, specialist, volume and contingent hiring needs of organisations of all sizes and sectors. We connect clients with the talent they need through Recruitment Process Outsourcing (RPO), Early Careers, Talent Advisory and Recruitment Marketing services tailored to meet the unique needs of each organisation. PeopleScout is helping talent leaders harness the power of data, drive decisions and exceed expectations through tech-charged solutions founded on machine learning and AI. PeopleScout's legacy of service and partnership has led to consistent recognition as a leader by industry analysts. For more information, visit peoplescout.com/apac.

About Jigsaw Australia

Jigsaw is a social enterprise that provides an innovative pathway to open employment for people with disability. By embedding a comprehensive skill-based training program within our commercial document and data management business, Jigsaw enables people with disability to achieve their employment goals at their own pace. Jigsaw's holistic approach starts from the very basics of core work skills and supports trainees all the way through to transition to open employment with ongoing support and coaching once they have transitioned. Jigsaw is located in Sydney, Melbourne, Brisbane, Adelaide, and Canberra, with Perth coming soon. For more information, visit jigsawaustralia.com.au.