

# Transforming the autism journey for your employees with confidence, clarity, and hope

## Your employees are facing immense challenges

In your workforce today, employees who are parents or caregivers of children with autism spectrum disorder (ASD) are struggling.

### Struggles facing parents/caregivers of children with ASD:

- **Long wait times** for evaluations and interventions, sometimes exceeding two years.
- **Financial strain**, with annual out-of-pocket costs ranging from \$40,000 to \$60,000.<sup>1</sup>
- **Fragmented care**, requiring navigation across medical, educational, and social domains.
- **Emotional and workplace stress**, leading to decreased productivity and higher attrition.

These challenges directly impact their well-being and your organization's success. However, as an employer, you have the power to make a meaningful difference and provide the personalized support they need.

## Introducing Accolade Autism Family Advocacy

Designed specifically for employers already familiar with Accolade's comprehensive care solutions, Autism Family Advocacy simplifies the autism journey for employees and their families, empowering them to access timely and coordinated support.

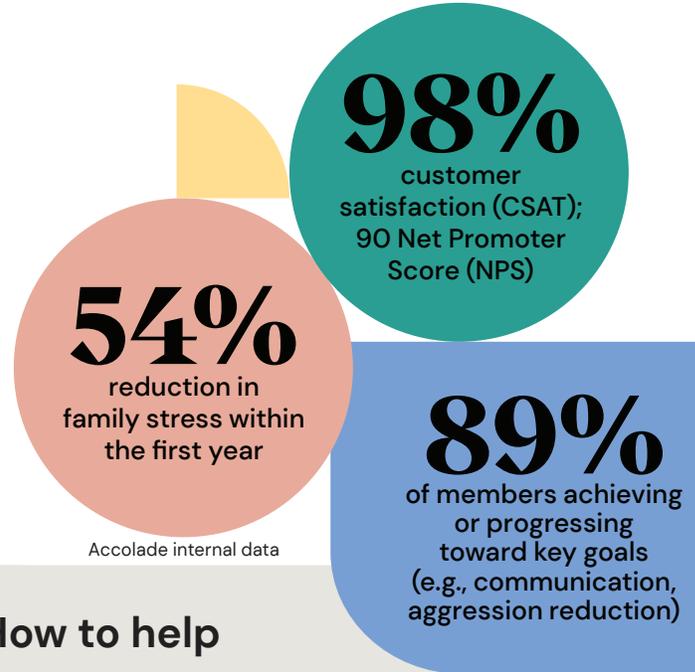
Members have a seamless experience with direct access to our specialized Autism Family Advocacy Team through convenient channels like calling Accolade or messaging via the mobile app. Advanced data analytics ensure personalized, proactive support for those who could benefit most.

Accolade Autism Family Advocacy Team is comprised of Registered Nurses with extensive clinical backgrounds in autism, pediatrics, and behavioral health. They act as dedicated advocates for families, offering expert guidance, addressing concerns, coordinating and facilitating access to care, and connecting them with valuable local and national resources.



## Our solution's unique features include:

- **Personalized navigation:** Tailored support from initial diagnosis through adulthood, including school evaluations, private therapies, and transition planning.
- **Expert advocates:** More than 25% of our Autism Family Advocates have firsthand experience with autism, fostering a deeper understanding that compliments the shared commitments to providing compassionate and exceptional care.<sup>2</sup>
- **Financial relief:** We connect families to community resources, reducing costs and maximizing benefits.



## Why it matters

With autism impacting 1 in 36 children in the U.S., the need for employer-led solutions is greater than ever.<sup>3</sup> For those diagnosed with ASD, 70–80%<sup>4</sup> are likely to receive an additional medical or behavioral diagnosis. Employers who embrace Accolade Autism Family Advocacy benefit from:

- **Enhanced productivity:** Reduced employee stress and absenteeism lead to greater focus and engagement.
- **Improved retention:** Employees supported by our program report higher workplace satisfaction and loyalty.
- **Cost savings:** Leveraging community resources and reducing dependence on high-cost services lowers overall healthcare expenditures.

## How to help

1. **Initial intervention:** Setting a solid foundation focused on understanding and addressing each family's unique needs and barriers to care and facilitating access to valuable resources.
2. **Personalized care coordination:** Guiding families through medical, educational, and social systems to access quality providers and gap exceptions.
3. **Ongoing support:** Offering lifelong resources, including workforce readiness and independent living assistance for individuals with autism.
4. **Parental empowerment:** Educating and equipping caregivers with tools to manage challenges and achieve developmental goals.



## Leading the way in autism support

By offering Accolade Autism Family Advocacy, you're not just addressing a need — you're demonstrating a commitment to your employees' well-being. This includes personalized support for employees who are parents or caregivers of children with ASD and employees on the spectrum themselves. Together, we can transform the daunting journey of autism care into one of confidence, clarity, and hope.

Let us use our compassion and expertise to help you support your employees and their families. Contact your Accolade customer success representative to learn how Accolade Autism Family Advocacy can make a difference in their lives — and yours.

### Sources:

[1] Autism Speaks. (n.d.). Financial resources for autism help. Autism Speaks. <https://www.autismspeaks.org/financial-resources-autism-help#:~:text=The%20lifetime%20cost%20for%20a%20person%20has%20an%20intellectual%20disability.&text=According%20to%20the%20CDC%2C%20in.%2460%2C000%20per%20child%20per%20year>

[2] Accolade internal data

[3] Maenner MJ, Warren Z, Williams AR, et al. Prevalence and Characteristics of Autism Spectrum Disorder Among Children Aged 8 Years — Autism and Developmental Disabilities Monitoring Network, 11 Sites, United States, 2020. MMWR Surveill Summ 2023;72(No. SS-2):1–14. DOI: <http://dx.doi.org/10.15585/mmwr.ss7202a1>

[4] Lozano, R., & Murray, C. J. L. (2020). The global burden of disease: A critical review. PubMed Central (PMC). <https://pmc.ncbi.nlm.nih.gov/articles/PMC8085719/>