

# Neuro-Inclusive SaaS Ecosystem

--BrainBridge--

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# 1. Corporate Certification Program

## ✓ WHAT:

A standardized certification framework that evaluates and certifies companies for their neurodiverse-inclusivity across hiring, onboarding, workflows, and environment.

## 🕒 WHY:

Buyers (HR, DEI, CTOs) want to demonstrate commitment to diversity in measurable ways.

You create brand authority, long-term lock-in, and premium positioning.

It acts as a foot-in-the-door to upsell SaaS, LMS, or custom tooling.

## ⚙️ HOW:

Auditable self-assessment + scorecard

Optional consultant or AI assistant for gap analysis

Issue digital badge (blockchain verifiable optional)

Annual renewal + recertification options

Categories: Bronze/Silver/Gold/Platinum neuro-inclusion

Tech stack: Web app (React), backend scoring engine, LMS integration, cert generator, Stripe or invoicing

# 2. AI Task Matcher

## ✓ WHAT:

A tool that scans job descriptions or tasks and recommends which cognitive profiles (e.g., high pattern-recognition, focus-intensive, low-context roles) are best suited for them—optimized for neurodiverse candidates.

## 🕒 WHY:

Companies can optimize job-task-fit for better outcomes.

Neurodiverse employees feel empowered by aligned tasks.

You build recurring revenue via monthly per-seat usage (SaaS).

## ⚙️ HOW:

Input: Job description, project description, team environment

Output: Cognitive fit profile, job rewrite recommendations

Matching AI model trained on existing roles + neurocognitive profiles (ASD/ADHD/Dyslexia)

Optional: Add candidate side to match them to jobs or micro-tasks (marketplace layer later)

Tech stack: LLM (OpenAI, Claude) + neuro-ontology dataset, FastAPI or LangChain backend, scoring logic engine, per-user/month billing system

# 3. Neurodivergent Talent Needs a Dedicated Support Space

This isn't just a "job board" problem. It's a full-lifecycle enablement problem—like how high-performance athletes have coaches, therapists, nutritionists... but in the workplace.

Your platform should evolve from just "certifying companies" to also equipping and empowering the workforce you're advocating for.

## Let's Split the Ecosystem into Two Portals:

Type Target Focus

**Employer Portal** DEI leads, HR, Managers Certification, task matching, neuro-inclusion training

**Talent Portal** ("Job Seeker Space") Neurodivergent adults Skill training, task coaching, onboarding, community

🕒 Talent Portal (Job Seeker Space) – Deep Dive

## 🔍 3.1. Self-Discovery Engine

✓ What:

Interactive tool that helps neurodiverse users discover:

Their cognitive strengths (e.g., hyperfocus, visual reasoning)

Preferred work conditions

Communication styles

↘ How:

Quiz-style tool backed by cognitive science (use structured Likert scale)

Optional AI coach: "Based on your answers, roles like X, Y, and Z may suit you"

## 📖 3.2. Adaptive Microlearning Platform (LMS for Talent)

✓ What:

Bite-sized training modules designed by and for neurodivergent learners (low-noise UI, focused lessons, flexibility in pace)

📖 Curriculum Examples:

"How to work with Jira if you're easily overwhelmed"

"Interviewing when you hate small talk"

"Remote communication strategies for autistic professionals"

"Understanding your employment rights and self-advocacy"

⚙ Features:

Text-to-speech, dark mode, focus mode

Gamified progress tracking (visually minimal)

Micro-certifications visible to recruiters (optional badge system)

### ◆ 3.3. Onboarding Simulations & Shadowing

✓ What:

Virtual onboarding walkthroughs of common workflows (IT ticketing systems, git workflows, standup meetings) and etiquette cues

🎮 How:

Scenario-based roleplays (choose-your-path simulations)

Short animations or voice-narrated walkthroughs

Option to preview the company-specific onboarding in advance

### ◆ 3.4. Peer & Mentor Matchmaking

✓ What:

Connect job seekers to:

Trained peer mentors (e.g., an autistic data analyst mentoring a new hire)

Allies or mental health navigators

Optional: Paid virtual job coaching sessions

💡 Value:

Reduces early-stage attrition (a common DEI failure point)

Provides social reinforcement and real-life coping tactics

### ◆ 3.5. Daily Task Coach (AI Companion)

✓ What:

LLM-based assistant that helps neurodivergent users plan their workday, break down tasks, or communicate with clarity.

Examples:

“Break this Jira ticket into smaller steps”

“Write an email to your manager requesting a quiet work environment”

“Help me organize my work for tomorrow using timeboxing”

## 4. **Neuro-Inclusion LMS (Learning Management System)**

### ✓ WHAT:

A library of micro-courses and scenario-based training for HR, team leads, and coworkers—how to effectively onboard, collaborate with, and retain neurodiverse employees.

### 🕒 WHY:

DEI training is now a compliance checkbox in many companies, but most is generic.

You provide specialized, measurable, and highly relevant content.

Can be sold separately or bundled with certification.

### ⚙️ HOW:

5–10-minute modules: topics like communication styles, sensory sensitivity, burnout signs

Interactive case studies or simulations

Issue certificates of completion

LMS dashboard with team-level reporting

Usage: Train-the-trainer mode for large orgs

Tech stack: SCORM-compliant LMS (TalentLMS, Moodle, or custom), video hosting (Vimeo), interactive quiz engine, certification logic

## 5. **Job Funnel + ATS Plugin**

### ✓ WHAT:

A neurodiversity-focused applicant tracking system (ATS) plugin and/or white-labeled job board that helps companies filter, evaluate, and rank applicants based on inclusive metrics and task-fit (not social conformity).

### 🕒 WHY:

Traditional resumes/interviews screen out neurodiverse talent unfairly.

Companies want tools that widen their talent pool without extra admin work.

Acts as a pipeline builder that feeds into your platform's value chain.

### ⚙️ HOW:

AI-powered resume ranker based on task-matching, not just keyword stuffing

Option to anonymize candidate profiles (bias-free mode)

“Cognitive fit” heatmap for each applicant

Integrations with existing ATS platforms (Greenhouse, Lever, etc.)

Tech stack: REST API, OpenAI/Claude embeddings, ATS webhook integrations, dashboard (React), optional candidate profile builder

## 6. 💰 Government Subsidy Gateway

✓ WHAT:

A backend service that automates and streamlines the process of applying for workforce inclusion grants or diversity credits from local/state/federal governments.

🕒 WHY:

Many orgs don't utilize these funds because the process is a bureaucratic nightmare.

You become compliance + capital unlocker.

Monetization via performance-based commission or subscription.

⚙️ HOW:

Upload org details → auto-suggest eligible funding programs

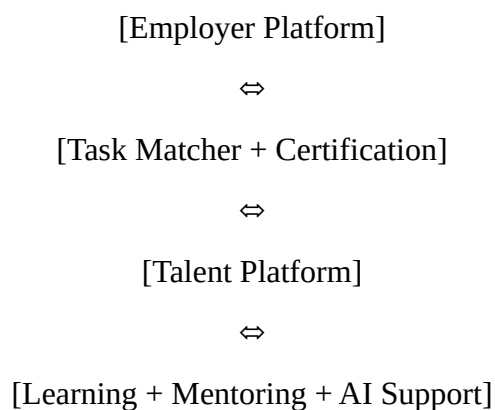
Pre-fill forms using platform data (certification + LMS history)

Track submissions, reapply annually, compliance alerts

Optional: Partner with third-party compliance/legal vendors

Tech stack: CRM-style frontend, rules engine with funding programs mapped by region, PDF auto-fill + document management, webhook to subsidy databases if available

## ECO SYSTEM



This becomes a **closed loop**: optimize hiring + train companies + support the employee = retention + real impact.

## INTEGRATION ECOSYSTEM (Cross-Selling Strategy)

Component	Integrates With	Result
Cert Program	LMS, Task Matcher	Reinforces compliance + optimization loop
Task Matcher	Job Funnel	Prepares roles → flows into talent acquisition
Job Funnel	Cert & Subsidy	Certified orgs get premium job board access
LMS	Certification renewal	Ongoing compliance training
Subsidy Gateway	Everything	Every feature increases eligibility for grants

## Monetization of Talent Portal (Will see more later on numbers)

Feature	Model
Premium microlearning access	\$10–20/month
AI Task Coach	Freemium + \$5–15/month
Mentorship Match	\$49/month or \$99/session (coach paid)
Corporate sponsorship (e.g., SAP sponsors 500 learners)	B2B co-funding
Government/NGO grants	Education + inclusion funding streams

**This becomes our moat:**

**“We're not just helping companies look good**

**We're building a**

**pipeline of prepared, confident neurodiverse  
talent**

**who stay and thrive.”**