



neurodiversity program

frequently asked questions

What is the Neurodiversity Program?

The Neurodiversity Program is one of Chevron's diversity-focused initiatives that targets neurodiverse individuals, a largely underrepresented spectrum of talent, to bring diverse perspectives and skillsets into the workforce.

Chevron has an inclusive work environment that values the uniqueness and diversity of individual talents, experiences and ideas. We believe that a diverse workforce and inclusive culture strengthens business performance, helps drive innovation and increases employee engagement, and leads to greater success.

What are the requirements to participate in the program?

Individuals who are considered to be neurodiverse may apply for the Neurodiversity Program. "Neurodiverse" may include individuals on the autism spectrum, as well as individuals with dyslexia, attention deficit hyperactivity disorder, Tourette syndrome, and other similar conditions. Interns of this program typically qualify for vocational assistance through local or state programs.

Applicants must meet the minimum qualifications of the job to be considered.

How does the program work?

The internship program, which lasts 12 weeks, places neurodiverse participants in job roles that align with their capabilities and give them an opportunity to make valuable work contributions. Depending on the position, participants can expect to receive training on job requirements and technical skills (as appropriate).

Supervisors will receive extensive training on how to work effectively with neurodiverse employees. Chevron's culture of inclusion, with employee networks, compressed work week options and other work-life benefits, will be helpful to program participants.

Interns who successfully demonstrate their abilities to fulfill position requirements may be offered full-time employment.

Where will open Neurodiversity Program positions be posted?

Potentia, a company that partners with leading employers to successfully leverage autistic workers and programs, is managing the sourcing and recruitment aspect of the Neurodiversity Program. Open positions are posted both on Chevron's job site, as well as Potentia's website. Visit <https://careers.chevron.com/> or <https://www.potentiaworkforce.com/careers> to search for opportunities.

When will Neurodiversity Program jobs be posted?

Job postings for the US will post in late April, 2022 and job postings for Philippines and Argentina will post early summer 2022.

What locations are in scope for the Neurodiversity Program?

At this time, only positions in the United States—Houston, Texas and San Ramon, California—are included in the program.

Will the Neurodiversity Program be implemented outside the United States?

Current, US-based cohorts of the Neurodiversity Program, as well as Chevron's membership in the Autism @ Work Employer Roundtable, will provide key learnings on how best to grow the program.

Will participants be paid for their work?

Yes. Like any other Chevron internship, Neurodiversity Program participants will be paid a salary.

Can Chevron employees refer candidates to the Neurodiversity Program?

Yes. Chevron employees are encouraged to refer candidates who can thrive within the company's culture and work environment.

If someone you refer is hired into a full-time position immediately after the successful completion of their internship, your eligibility for a referral bonus will be determined according to the [U.S. employee referral guidelines](#).

If someone is interested in the Neurodiversity Program, but is unable to apply at this time (e.g., due to open positions or other circumstances), how can he/she be considered for future participation?

Please advise interested individuals to monitor the Neurodiversity Program website (<https://careers.chevron.com/diversity>) for new opportunities.

