

The pressure at home is taking a toll at work.

He's one of your best employees, but if you ask what he wants most, it isn't a promotion. He just wants his daughter to be okay. She's a six-year-old with autism and is struggling to make friends and feel less alone. Dad's always been the fixer, but this time, he doesn't have a plan for how to fix it.

After bedtime, he researches online and sets up appointments, but he feels like he's making it up as he goes. At 9 AM, he's in the office doing his best to focus and hit deadlines, but in the back of his head he wonders if there's more he could be doing.

He never voices his real fear. He just carries it quietly.



His struggle is part of a bigger pattern.

1 in 6 children are neurodivergent, and their parents don't have a playbook to navigate diagnosis waitlists, school plans, and therapy decisions. Most won't bring it up at work, but the strain is measurable: 8–14% higher medical spend and 41% of working caregivers leave the workforce. ***This isn't a gap you can see, but it's one you're paying for.***

Expert guidance in their corner — *new skills for their child.*

RethinkCare's BCBAs and coaches work directly with employees on their parenting goals and adapting to their neurodivergent child's way of life. They equip parents with practical strategies that help their children build the skills to navigate the world.

GUIDANCE FOR PARENTS



OUTCOMES FOR CHILDREN

- ✓ 1:1 consultations with in-house BCBAs
- ✓ Human navigators who take over care coordination & resource finding
- ✓ IEP, 504 & school plan guidance

- ✓ Skill-building for communication, emotional regulation & daily independence
- ✓ Social skills, making friends & feeling less alone
- ✓ Behavior & routines that grow as needs evolve

57%

avoid a leave of absence

56%

reduction in parent stress

119%

return on investment

Source: Forrester TEI



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190+

Countries

180

Languages

24/7

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Build the conditions for better work.

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RethinkCare is your organization's front door for proactively supporting parents of neurodivergent children. Partnership brings expertise and navigation that supports, retains, and sets employees and their families up for success.