

## SPECTRUM DESIGNS CASE STUDY

If you purchase custom apparel or merchandise from Spectrum Designs, you create meaningful jobs and long-term pathways for autistic and neurodiverse adults while receiving high-quality, competitively priced products.

### Overview

Spectrum Designs is a custom brand and merchandise company with a social mission of creating career opportunities for autistic adults in Port Washington, NY.

What began in a converted barn has grown into a nationally recognized model proving that inclusive employment strengthens business performance. By combining competitive production capabilities with structured workforce development, Spectrum delivers quality, reliability, and measurable impact at scale.

### Some of Our Customers

- J.Crew
- DELL
- Microsoft
- Google
- Uber
- JPMorgan Chase & Co
- New York State Parks
- Born This Way Foundation
- PBS
- Marriott
- NYSID (Preferred Source Program Partner)



**The best things can be done.**

### Innovation in Action

Spectrum Designs demonstrates that inclusive employment is competitive. As a People and Planet First Verified Social Enterprise and Competitive Integrated Employer, employees with and without disabilities work side by side, earning at least minimum wage and building long-term career pathways.

Through the [New York State Industries for the Disabled \(NYSID\) Preferred Source Program](#), Spectrum generates roughly 30% of its revenue by providing high-quality goods to state agencies while supporting inclusive procurement goals. Spectrum also advocates for certification models like Disability Employment Business Enterprises to ensure disability-led nonprofits are recognized within supplier diversity programs.

### What's Next

Spectrum Designs is expanding its model to new locations, including planned growth in Florida and New Jersey, while strengthening its apparel, printing, and laundry divisions under the Spectrum umbrella.



## What and How to Buy

Spectrum Designs provides custom apparel and branded merchandise production for corporate, nonprofit, university, and government partners.

### Services include:

- Screen printing
- Embroidery
- Promotional products
- Uniform programs
- Large-scale merchandise fulfillment

### How to engage:

Start with a consultation to review product needs, volume, timeline, and branding requirements. Spectrum develops a customized production plan, manages printing and quality control in-house, and provides fulfillment and delivery to ensure both impact and reliability.

## Impact Snapshot

- **Employees:** 86
- **Percent of Workforce with Disabilities:** 70%
- **Revenue:** \$8.8 million (FY2025)
- **Earned Revenue:** 93% from product sales
- **Competitive Integrated Employer:** 100% of employees earn at least minimum wage.

## The Model

### Revenue Model:

93% earned through apparel and merchandise sales; 7% from grants and fundraising. Spectrum's goal is continued growth through enterprise operations.

**Workforce Model:** Provides structured job training, coaching, and advancement opportunities for neurodiverse adults. In partnership with The Nicholas Center, employees receive individualized support from licensed social workers and counselors to ensure success at work and in life.

## Learn More

Website: [www.spectrumdesigns.org](http://www.spectrumdesigns.org)

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