

Supporting a Neurodiverse Workforce A Mental Health and Well-being Resource and Training Package

The **'Supporting a Neurodiverse Workforce: A Mental Health and Well-being Online Training Course'** is designed to support the mental health and well-being of all employees, including those on the autism spectrum. It presents current, evidence-based information, and strategies about mental health and well-being, including specific information on mental health as it presents in autistic individuals.

There is specific information for different end-users: executives, supervisors, mentors, co-workers, and employees on the autism spectrum, as well as practical resources to support the mental health of everyone in the workplace.

This 11-module training course first explores the importance of mental well-being in the workplace, before briefly discussing what autism is, and how to create autism friendly environments. It then explores common signs of mental ill health generally, what this may specifically look like in autism, and provides valuable information to guide you in the challenging task of supporting your own mental well-being, and that of others.

You will learn:

- The importance of supporting well-being in the workplace
- What autism is, and how to create autism friendly environments
- How to recognise mental ill health more broadly as well as for those on the autism spectrum
- Strategies to support the mental health of yourself, your colleagues, or your employees on the autism spectrum

A world-first mental health and well-being resource and training toolkit to support autistic employees. A collaboration between DXC, Untapped, Olga Tennison Autism Research Centre at La Trobe University (OTARC) and ANZ Banking Corporation. Designed to fulfil the shortfall of mental health training, tools, and processes in the workplace – specifically for supporting autistic employees

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Did you know that the way a space is lit, the level of noise, and the way instructions are worded can all contribute to unnecessary stress and anxiety for some people? Such is the experience of many autistic people.

While 20 per cent of the general population experience mental health issues in their lifetime, studies show up to 54 per cent of autistic people experience mental health issues in their lifetime, as well as higher rates of suicide ideation.

We also know that autistic people are underemployed compared to the general population – which means businesses and communities miss out on the many highly valued skills, abilities, and perspectives that autistic people can offer. So what can employers do to be more supportive and inclusive? One critical step is to arm themselves with knowledge.

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Dr Simon Bury is a Postdoctoral Research Fellow at the Olga Tennison Autism Research Centre, La Trobe University

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