

## World Autism Awareness Day

2nd April 2022

World Autism Awareness Day was created by the United Nations General Assembly and is recognised on the 2nd April every year. The UN has chosen **"Inclusive Quality Education for all"** as the theme for 2022.

They chose this theme to focus on ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all, as the foundation for improving people's lives and reducing inequalities.

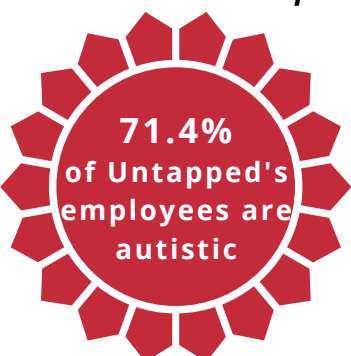
It's important to use this time to reflect on the importance of inclusive, life-long learning and the provision of reasonable accommodations to facilitate learning. We need to take practical action to create more understanding work environments and inclusive employment programmes that have a commitment to creating the right learning environments.

Untapped is committed to creating sustainable employment opportunities for autistic people.

**We hire great autistic people from a wide variety of backgrounds and abilities, not just because it's the right thing to do, but because it makes our company stronger.** We work with businesses, universities and community organisations across the globe to change the narrative about autism and neurodiversity through awareness, education and engagement.

*"Thank you for giving me this opportunity, to get work, and for being advocates for autistic people. Showing how valuable we can be in the workspace"*

Untapped employee



Please watch our World Autism Awareness Day video here



# Snapshot of our Partner

## Neurodiversity at NAB Program

With the strong support of the Chief Security Officer, the Neurodiversity at NAB program commenced in May 2019 with six trainees, a fulltime Autism Spectrum Consultant (ASC) and a Technical Lead in the Identity Access Management (IDAM) team.

The Neurodiversity at NAB oversight committee and Technology Careers team provided governance and oversight and promoted the initiative in the initial stages of conception. Their dedication and leadership created the foundation for a successful program.

In January/February 2022, NAB and Untapped expanded the neurodiversity program with a second intake of four trainees through NAB's Technology Careers program, who now sponsor Neurodiversity at NAB.

*“Untapped has presented to me an extraordinary opportunity with an internship at NAB. With the support I've received every step of the way, I'm in the best possible situation to achieve my potential”*

Alex, Untapped Trainee

*“It's been amazing to get an opportunity to work with Untapped and NAB. The support I've had through Untapped has been exceptional. It's great to be recognised for my skills and valued because I think differently.”*

Nicole, Untapped Trainee



Nicole,  
Untapped Trainee

[Read the full article here](#)



## Neuro-inclusive Employer Community of Practice

On the 24th March we held our first Neuro-Inclusive Employer Community of Practice Meeting. We have representatives from 18 employers who are committed to shaping the future of neurodiversity employment in Australia. We expect more employers will join as we hold further meetings.

The Neuro-Inclusive Employer Community of Practice brings together neurodiversity champions and leaders in business, to:

- Collaboratively share and develop best practice in successfully hiring and integrating neurodivergent employees into workplaces; and
- Raise awareness within the business community of the strengths and benefits of including neurodivergent employees in workplaces.

## *'Supporting a Neurodiverse Workforce: A Mental Health and Well-being Online Training Course'*



'Supporting a Neurodiverse Workforce: A Mental Health and Well-being Online Training Course' is 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. 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.

This training has been designed to fulfil the shortfall of mental health training, tools, and processes in the workplace – specifically for supporting autistic employees and is now available in an interactive on-line format.

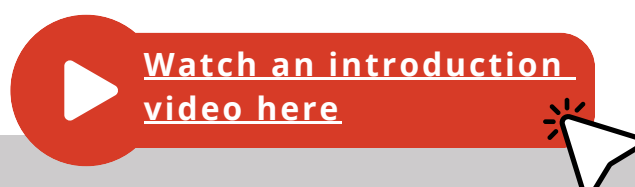
Employment can positively benefit wellbeing, provide financial benefits, and lead to a feeling of having a sense of purpose in life. However, work can also bring stress, particularly for individuals who may require workplace adjustments or who experience other challenges that can impact their ability to function their best at work. These difficulties may be associated with the job or work task, but may also be associated with other factors, such as fitting in socially, or experiencing anxiety. Supporting the mental wellbeing of all employees, including people on the autism spectrum, is important to reduce any negative impacts associated with the work environment.

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

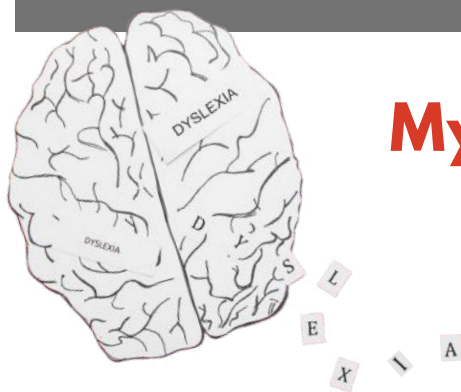
### YOU WILL LEARN:

1. The importance of supporting well-being in the workplace
2. What is autism, and how to create autism friendly environments
3. How to recognise mental ill health in yourself and others, including those on the autism spectrum
4. Strategies to support the mental health of yourself, your colleagues or your employees on the autism spectrum

**INTRODUCTORY PRICE: \$A399 per person**



Many of our autistic employees have co-occurring neurodiverse conditions. Untapped partner with other organisations to expand our neurodiversity expertise, such as Dear Dyslexic (see below). Please read our 'Lived Experience' story on Dyslexia and strategies that can help in the workplace.



## My Dyslexia Journey

by Laura

I was diagnosed with Dyslexia whilst studying my final year at university. One of my lecturers spoke to me one day and said that when I talk about a topic, I am clear, display understanding as well as a depth of knowledge and creativity of thought. However, he did not see this transfer into my written assignments! I was fortunate that someone pointed this out to me. I always knew that learning seemed harder for me than my peers but had never considered I may have a learning difference. The university arranged for an assessment where I received a diagnosis of Dyslexia & Dyspraxia. **My diagnosis has helped me to understand my difference. I have since developed ways to manage how I process & store information** (which have always been my biggest difficulties).

- The way I make sense of information **depends on how it is visually presented**. I find it difficult to read and comprehend long paragraphs of writing. I can find it difficult to decipher the message as there can be a lot of 'fluff' for me to sieve through. **I make notes when reading so that I can separate the main points from the 'fluff'!**
- I have a poor working memory and I use the visual structure of information to help me to remember it's content. **I focus on where information appears on a page, the length of the paragraph, it's shape and key words to help to remember the information** (as well as reference to find information when I look for it).
- **I use categorisation to support my working memory**. I add colours to different sentences with highlighter pens to help me to visually see the different topics or action points. It's always been a great tool for revision when studying.

- I find it difficult to write in long paragraphs. If I need to write a report or large piece with a lot of information, **I will write it in sections with one piece of information in each paragraph**, and then look at how to join the smaller paragraphs together to make the piece flow.
- Spelling is difficult for me, I tend to spell words phonetically rather than correctly! (perhaps why I was attracted to a Linguistics degree)! **I use dictionary tools and often ask people to review what I have written to check spellings and grammar.**

There are several strengths which are recognised for dyslexic learners and I can relate to. **I often think differently to others** or 'on a different wavelength' as people have told me! This does mean that I can miss the point that others are making or misinterpret them but also that **I can see things that others have not thought of. I like to problem solve and find solutions. I think visually and attach visual to everything**. I don't think of people by their name but by how they look for example It does mean that despite my poor working memory, **I do often visualise pieces of information that others may have missed.**



### LEARN MORE FROM UNTAPPED'S STRATEGIC PARTNER

Dear Dyslexic Foundation (DDF) empower young people and adults with dyslexia to live their best lives and reach their full potential.

They are determined to remove the stigma associated with learning disabilities and build a better world of understanding, acceptance and empathy.

[www.deardyslexic.com](http://www.deardyslexic.com)



# Cyber Security News

## 13TH CIO LEADERS AUSTRALIA SUMMIT, MELBOURNE

Raza Nowrozy, Head of Cyber Security at Untapped, recently attended the **13th CIO Leaders Australia Summit in Melbourne**. This year's CISO/CIO Summit looked at 'Shifting from Information to Innovation'. The event was an extraordinary opportunity and gathering of the country's leading CISOs, Heads of IT Security, Cyber Security and CIOs discussing Cyber related topics "Re-evaluating Security Posture to Build a Cyber Security Enterprise".

### CANDIDATE STORIES

#### Victoria's story

At the start of 2021, I was encouraged to try the Genius Armoury course. I was reluctant at first, as cybersecurity wasn't something I had ever considered doing before and I didn't really have a technical background. With the help of Untapped, I was able to find work within just a few months of finishing the course at one of Australia's biggest companies, working on an exciting new network project as part of their cybersecurity team. Genius Armoury equipped me with the skills, and the confidence, that I needed to start a successful career in cybersecurity. If you are hesitant about the course like I was, just give it a shot!

#### Ibrahim's experience

I was initially recommended by a friend to try Genius Armoury. Despite having a background in ICT, I never considered making a change to cybersecurity

After the completion of the course, it wasn't too much of a wait until I was offered a job that blew my expectations out of the water.

Frankly, it wasn't until this moment I realized how lifechanging this series of decisions was going to be.

Your journey to becoming a Cybersecurity Guardian has been made even easier! Genius Armoury has moved to a brand new platform at <https://modules.geniusarmoury.com/>

Help us spread the word about the Genius Armoury online cybersecurity introductory course. Together we can help autistic individuals find meaningful employment.

## Genius Armoury Cybersecurity Workshops

The Genius Armoury Cybersecurity Workshops focus on identifying, recruiting and training autistic people in cybersecurity roles. Untapped run virtual 4-day workshops as an opportunity for autistic individuals to be placed on a merit list for potential roles with our clients in 2022.

### 2022 Workshop Dates

11-14 APRIL 2022

4-7 JULY 2022

26-29 SEPTEMBER 2022

12-15 DECEMBER 2022

To be eligible for the program you must meet the following criteria:

- Be aged 18-years or over
- Be an Australian Citizen or have the right to work in Australia
- Possess a diagnosis of autism from a medical professional
- Be able to work from home with adequate, reliable access to the internet, computer, camera and microphone

REGISTER NOW



# Recent events

## Autism@Work 2021 Virtual Summit 24-25 AUGUST

*Sustainable Employment, Sustainable Programs*

The Australian Autism@Work Virtual Summit was held on Tuesday 24 August and Wednesday 25 August 2021 featuring high profile local and international speakers, including employers, autistic employees and advocates, community organisations, educational institutions, service providers and researchers about how to achieve Sustainable Employment, Sustainable Programs for employees and employers.

All sessions from the Autism@Work Summit  
are now on-line [HERE](#)

## Interview Skills Presentation for Autistic Jobseekers

On 15th March 2022 Untapped ran an informative session on interview skills for students at Australian National University to prep them for an upcoming Careers Fair. At the Careers Fair there will be a lot of employers attending and lots of opportunities for interviews and we want to help autistic jobseekers to better understand the interview process and put their best self forward at interview. The session addressed common interview challenges such as:

- understanding implied communication: body language, facial expression, vocal tone and social expectations
- Inability to predict what response the interviewer is looking for
- Struggling to process information – brain can go completely blank
- Feeling anxious
- Grappling with the ability to acknowledge and articulate achievements, capabilities, and strengths

Untapped has created the Job Readiness workbook with the help of many autistic people. This workbook has been designed to help autistic jobseekers to understand their strengths and employment goals and to better understand and navigate the job search and interview process.

[Download our Job Readiness Workbook for autistic jobseekers here.](#)

