

Training

Changing the narrative about **neurodiversity** through awareness, education and engagement.

With as many as **15-20% of Australians** thought to be neurodivergent (Life Without Barriers 2022), organisations need to build cultural competence in working with and supporting neurodivergent employees. The first step to building competence is education.

Untapped has developed, through direct workplace experience over eight years and multiple research projects, the **world's leading body of knowledge** in successful employment outcomes for neurodivergent employees.

All Untapped training modules are presented by a specialist Neurodiversity Consultant, who has diverse and multifaceted experience supporting, advocating for, and **enabling neurodivergent employees**.



General Awareness training modules:

- Module 1: Autism & Employment**
Aims to help managers and colleagues understand differences in how autistic employees work and process information. It provides practical strategies to adopt for different working styles and suggests common workplace accommodations (1 hour)
- Module 2: Supporting a Neurodiverse Workforce**
This training module explains ways that neurodivergent brains work differently in a work context - cognitively, sensorially, socially and mentally. It provides practical information and accommodations for successful integration and inclusion. (1 hour)
- Module 3: Neurodiversity 101**
An introduction to neurodiversity for the time-poor - 30 minute version of Module 2 (above)



It is clear that their work is informed by contemporary theoretical understandings of neurodivergency, balanced with lived experience. I have no hesitation recommending them to other clients.

Kim Daglish
Director Talent, Capability & Delivery - Directioneering

This has been the most enlightening and valuable training I've attended.

Workshop Participant
November 2023

More targeted training modules:

Need to attend either module 1, 2 or 3 prior to these modules

- Module 4: Communication across Neurotypes**
New training module - highly recommended
This training aims to build understanding of unique communication styles from both neurodivergent and neurotypical perspectives with a focus on the characteristics of Autistic communication, characteristics of ADHD communication and characteristics of Dyslexic Communication (90 minutes)
- Module 5: Manager Training**
Demonstrates some common barriers to employment success for autistic employees. It provides strategies for working with different working and communication styles and gives tips for setting goals and giving effective performance feedback (1 hour)
- Module 6: Autism & Anxiety**
This training module explains the signs and behaviours associated with autism and anxiety at work. The training outlines some of the signs of anxiety, identifies common triggers and suggests some initial support strategies (1 hour)
- Module 7: Mentor Training**
This training will build a mentor's autism knowledge and confidence to effectively mentor an autistic mentee. The training explores differences in social and communication styles and gives tips for effective communication and goal setting (1 hour)
- Module 8: Inclusive Recruitment Practices**
Designed to help recruiters/hiring managers to understand neuro-inclusive interview and hiring practices. It provides examples of adjustments to ensure barriers are removed during the recruitment process so neurodivergent candidates can fully participate (1 hour)