TRAINING
Changing the narrative about neurodiversity through awareness, education and engagement

About Untapped
Untapped is passionate about the successful integration of neurodivergent individuals in the workplace.

We understand that one of the key elements for success is preparing the organisation for the inclusion of neurodivergent employees. Untapped have developed and delivered hundreds of training sessions across Australia, to managers, executives, colleagues, hiring managers, HR and neurodivergent individuals.

All training materials have been developed with input or review from our neurodivergent employees and is presented by a Neurodiversity Consultant who has diverse and multifaceted experience supporting, advocating for, and enabling neurodivergent employees.

Training Modules Available

Module 1: Inclusive Recruitment
Designed to help recruiters/hiring managers to understand autism inclusive interview and hiring practices. It provides examples of adjustments to ensure an autistic candidate can adequately represent themselves (1 hour)

Module 2: Autism & Employment
Aims to help managers and colleagues understand differences in how autistic employees think and process information. It provides practical strategies to adopt for different working styles and suggests common workplace accommodations (1 hour)

Module 3: 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 4: Autism & anxiety
This training module explains the signs and behaviours associated with autism and anxiety at work. The training outlines some of the signs to look for, identifies common triggers and suggests some initial support strategies (1 hour)

Module 5: Mentoring
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 setting goals and giving feedback (1 hour)

Module 6: Supporting a Neurodiverse Workforce
Introducing the concept of neurodiversity that has grown to encompass a range of consistent ways that some brains work differently than others. It is a way of thinking about autism, ADHD, Dyslexia, Dyspraxia, as neurological variation. It provides practical information and accommodations for inclusion and cohesion. (1 hour)

Module 7: Neurodiversity 101
An introduction to neurodiversity for the time-poor - 30 minute version of Module 6 (above)

Module 8: Communication
Differing communication styles, perspectives and experiences with the world can lead to challenges between neurodivergent and neurotypical individuals communicating and understanding one another. This training aims to build understanding of unique communication styles from both neurodivergent and neurotypical perspectives. (90 minutes)

We have recently partnered with Untapped to provide a series of workshops for our coaches focused on supporting neurodivergent individuals who have experienced job loss and helping them transition to new career opportunities. From start to finish, Untapped have been incredibly professional and really took the time to understand our specific needs and tailor a solution that was fit for purpose. They designed and facilitated the sessions in a knowledgeable, engaging and content rich experience for our coaches. It is clear that their work is informed by contemporary theoretical understandings of neurodivergency, balanced with lived experience. This provided a very well-rounded learning event that has helped equip our coaches to better support candidates with neurodivergent variations. I have no hesitation recommending them to other clients.

Kim Daglish
Director Talent, Capability & Delivery
Directioneering

Untapped is passionate about the successful integration of neurodivergent individuals in the workplace.

We understand that one of the key elements for success is preparing the organisation for the inclusion of neurodivergent employees. Untapped have developed and delivered hundreds of training sessions across Australia, to managers, executives, colleagues, hiring managers, HR and neurodivergent individuals.

All training materials have been developed with input or review from our neurodivergent employees and is presented by a Neurodiversity Consultant who has diverse and multifaceted experience supporting, advocating for, and enabling neurodivergent employees.

For more information on Untapped's training please contact: sharon.whip@untapped-talent.com