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.

More targeted 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)

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)

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