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# AUTISM. NEURODIVERSITY AT WORK

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## eLearning Curriculum Overview



# Autism. Neurodiversity at Work

## *Distinctability / Specialisterne eLearning Curriculum Overview*

	Title	Overview
1.1	What is Autism Spectrum Disorder (ASD)? What is Neurodiversity?	<ul style="list-style-type: none"> <li>· Autism Spectrum Disorder (ASD)</li> <li>· Autism is a spectrum</li> <li>· The meaning of invisible disability</li> <li>· What is neurodiversity and advantages of this</li> <li>· Common characteristics, traits, stigmas and misconceptions</li> <li>· Success stories / quotes of people with ASD achieving success in the workplace</li> </ul>
1.2	The Business Case – Powerful Advantages, Benefits & Indisputable Facts	<ul style="list-style-type: none"> <li>· ASD Prevalence Rates</li> <li>· Common Strengths, Talents and Behaviours of Neurodiverse People</li> <li>· Workforce Development; Facts &amp; Figures</li> <li>· Busting the Myths &amp; Changing Mindsets</li> <li>· The Growing Acceptance of Autism in the Workplace</li> <li>· Innovative ASD Employment Integration Solutions</li> <li>· Core Components for Effective Autism Inclusive Employment</li> <li>· Demonstrated success stories</li> </ul>
1.3	ASD Accessibility	<ul style="list-style-type: none"> <li>· The Medical vs. Social Model of Disability &amp; Why It Is Important</li> <li>· Is Autism a Disability?</li> <li>· Accessible / Universal Design</li> <li>· The Accessible Canada Act</li> <li>· Accessibility for Autism: Guides &amp; Examples</li> <li>· Autism Accessibility Support Organizations</li> </ul>
1.4	Modernized Employment Support Tools & Resources	<ul style="list-style-type: none"> <li>· Building an Assistive Technology Toolkit for ASD Inclusive Support for every stage of the employment process</li> <li>· Innovative, effective ASD programs &amp; models of support for employment success</li> </ul>
1.5	Supportive Performance Management	<ul style="list-style-type: none"> <li>· Job Search Support Strategies</li> <li>· Effective Communication</li> <li>· Learning styles; professional development &amp; career advancement</li> </ul>
1.6	Creating Sustainable Autism-Friendly Workplaces	<ul style="list-style-type: none"> <li>· Integrating inclusive processes into place to create welcoming environments for employment support organizations &amp; employers</li> <li>· Moving from ASD Awareness, to Acceptance, to Appreciation</li> <li>· Autism Etiquette</li> </ul>
1.7	Innovative ASD Accessible Interviews	<ul style="list-style-type: none"> <li>· Challenges with Standard Behavioural Interviews</li> <li>· Alternate Solutions for Interviewing People with ASD</li> </ul>
1.8	Transitioning into Work / The First 90 Days	<ul style="list-style-type: none"> <li>· Strategies &amp; tools for supporting a successful integration into the workplace for both individuals with ASD and for employers</li> <li>· Resources and best practices to maximize job performance &amp; inclusion success</li> <li>· Accessible person-centred training</li> <li>· Setting up models of multi-agency support for hiring success</li> </ul>
1.9	Accommodations aka Productivity Enhancers	<ul style="list-style-type: none"> <li>· Tools and examples of modernized, available tools, accommodations &amp; resources</li> <li>· Task Analysis &amp; Modelling</li> </ul>
1.10	Practical Solutions & Interactions	<ul style="list-style-type: none"> <li>· Best practice solutions when supporting an employee in various situations</li> <li>· Social Interactions &amp; team-building</li> <li>· Managing anxiety &amp; mental health</li> <li>· Professional development &amp; career advancement</li> </ul>