



Autism & Neurodiversity at Work

Advanced eLearning Suite

This powerful and cost-effective series provides both knowledge and models to grow understanding and organizational capacity for increasing the neurodiversity and competitiveness of your workforce. A comprehensive 10-module advanced eLearning suite, written and developed by *Distinctability* and Specialisterne.



The 10 Modules

FOUNDATION MODULE Introduction to Autism & Neurodiversity	1	<ul style="list-style-type: none"> ∞ neurodiversity, autism and common characteristics of individuals on the spectrum ∞ the limitations of a linear understanding of the autism spectrum ∞ common labels and language associated with autism
Diversity Hiring – Powerful Advantages, Benefits & Indisputable Facts	2	<ul style="list-style-type: none"> ∞ facts and figures related to autism, employment, and workforce development ∞ benefits of a neurodiverse workplace ∞ success stories and innovative hiring programs
Universal Design for Accessible Workplaces	3	<ul style="list-style-type: none"> ∞ the medical vs. social model of disability ∞ the concepts of universal & inclusive design, and the benefits of an accessible workplace for all employees ∞ the continuum of autism awareness to acceptance to appreciation ∞ the “Hostile Environment Theory” and strategies for building the comfort zone
Disclosure in the Workplace	4	<ul style="list-style-type: none"> ∞ disclosure in the workplace ∞ factors that may influence disclosure at different points in the recruitment process ∞ accommodation responsibilities of employee and employer at the time of disclosure
Attracting & Sourcing Neurodiverse Talent	5	<ul style="list-style-type: none"> ∞ barriers of standard job postings and application process ∞ traditional job postings compared to more inclusive alternatives ∞ strategies for tapping into this talent pool
Innovative Candidate Assessment & Selection Methods	6	<ul style="list-style-type: none"> ∞ common barriers within standard behavioural interviews ∞ alternate solutions for assessing candidate competencies ∞ the concept of hiring for “fit” and culture fit vs. culture add
Effective Onboarding – The First 90 Days	7	<ul style="list-style-type: none"> ∞ strategies & tools for supporting a successful onboarding for all employees ∞ the benefits of accessible person-centred training ∞ models of multi-agency support for hiring success
Accommodations & Adjustments – Productivity Enhances	8	<ul style="list-style-type: none"> ∞ supported employment, including the role of a job coach ∞ common workplace accommodations and adjustments ∞ barriers to effective accommodations and potential solutions
Supportive Performance Management	9	<ul style="list-style-type: none"> ∞ supportive supervision strategies for managers ∞ the importance of effective communication in employee management ∞ potential barriers to career advancement for employees on the spectrum
Fostering Community & Belonging	10	<ul style="list-style-type: none"> ∞ the importance of a holistic approach to supporting employees ∞ resources for managers & employees within your org/community to support mental, physical & social health ∞ explain an ability first approach to supporting employees