

# NEURODIVERGENT COACHES ACADEMY

Support for Neurodivergent Families

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Reducing System Strain by Strengthening the Everyday  
Workforce



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## What This Is

The Neurodivergent Coaches Academy is a non-clinical workforce capability initiative designed to reduce avoidable pressure on health, education, and community systems.

It operates upstream of clinical care, strengthening the environments where neurodivergent and vulnerable people spend most of their time; home, school, community, and frontline services.

This is not another service.

It is system relief through education and skill.

# The System Reality

—□ 70-90% of support time for neurodivergent people occurs outside clinical settings

—□ Rural and remote wait times are commonly 2-6 months

—□ During unmanaged wait periods:



stress escalates



behaviour is misinterpreted



families re-present



frontline staff absorb unmanaged complexity



Demand is not created in clinics



Demand is created between appointments

# Why Systems Are Strained

Systems are not strained because people don't care or services don't exist. —□

They are strained because: —□



everyday workers lack shared language



responses are unskilled under pressure



early signs are misread



escalation becomes the default pathway

# Education Alone Is Not Enough

Education = knowing

Skill = responding correctly in real time

Health systems do not feel the cost of poor education. They feel the cost of unskilled responses.

Unskilled responses lead to:

- escalation instead of stabilisation
- inappropriate referrals
- repeat presentations
- unnecessary demand on clinical time

## *Education vs Skill - Why This Is Different*

It is one thing to be educated.

It is a very different thing to be skilled.

Education provides knowledge.

Skill changes what happens in the moment, under pressure, with real people, in real environments.

The Neurodivergent Coaches Academy deliberately brings both.

## *What That Means in Practice*

The Academy does not stop at information or awareness.

It develops:

- Applied skills in communication, regulation, and response
- Judgement about what sits within role and what requires referral
- Confidence to act earlier, calmly, and appropriately
- Consistency across settings: school, community, home, frontline services

This is where system strain is either created or prevented.

## *Why This Matters at a System Level*

Health systems do not feel the impact of poor education, they feel the impact of unskilled responses.

Unskilled  
responses lead to:

- escalation instead of stabilisation
- unnecessary referrals
- repeat presentations
- increased demand on clinical time

Skilled responses  
reduce:

- crisis-driven presentations
- churn between services
- delays while waiting for clinical access

## *Why This Is Low Risk and High Return*

- Education alone raises awareness
- Skill changes behaviour
- Behaviour change is what reduces system pressure

This initiative translates knowledge into skill and skill into system relief.

## *How This Fits the Bigger Picture*

By equipping the everyday workforce with both education and skill, the Academy:

- reduces avoidable demand on health services
- protects clinical time
- shortens the gap while people wait for care
- delivers a measurable return in time saved, not just dollars



# What the Neurodivergent Coaches Academy Does

By equipping the everyday workforce with both education and skill, the Neurodivergent Coaches Academy:



This is an upstream system relief.

# How It Works

The Neurodivergent Coaches Academy is delivered through:

## A Secure Digital Portal & App (coming soon)

- structured learning modules
- shared language and practical tools
- scenario-based guidance (non-identifying)
- clear reinforcement of scope and referral boundaries
- access when pressure is high

## Fortnightly Email Support for Six Months

- founder-led, structured email support
- clarification of practice questions
- reinforcement of skill and boundaries
- non-clinical, non-urgent, non-identifying

This supports behaviour change over time, not one-off training.

## Two Personal Mentoring Sessions

Delivered by **Sandy Gurney**, Founder and Principal of the Neurodivergent Coaches Academy, focused on translating learning into skilled, safe practice within role boundaries.

This is personal mentoring, not therapy, counselling, supervision, or clinical consultation.

# What This Is Not

To be explicit:

- not diagnosis
- not therapy or counselling
- not clinical decision-making
- not a replacement for health or allied-health services

The Academy complements existing systems and operates with clear scope and governance boundaries.

# Why This Works

If:

- most demand originates outside clinics
- most wait time is unmanaged
- most escalation is preventable

Then:

Strengthening the everyday workforce is the most efficient intervention point.

This is not a gamble.

*It is logical system design.*

# What People Are Saying

*“This gave our team the language and confidence we were missing. We’re seeing fewer escalations because staff know how to respond earlier.”*

– Community Services Manager

*“It didn’t add to our workload, it reduced it. People came to us calmer, clearer, and with better understanding.”*

– Health Professional, Rural Setting

*“For the first time, I understood what was within my role and what wasn’t. That clarity alone changed how I work day to day.”*

– Frontline Worker

*“This filled the gap while families were waiting. It stopped things from escalating unnecessarily.”*

– Educator

# Why Sandy Gurney

Neurodivergent Coaches Academy CEO, Sandy Gurney, was inspired by her own experience as an Autism Mum to create support, connection, education and therapy facilities and services for remote rural areas where resources are lacking.

Her genuine love, empathy, and passion to create change and value to her community is admirable.

**26 YEARS LIVING AND WORKING WITHIN COMMUNITY AND SERVICE SYSTEMS**

**DEEP UNDERSTANDING OF WHERE SYSTEM STRAIN IS CREATED**

**EMBEDDED ACROSS HEALTH, EDUCATION, AND SOCIAL INTERFACES**

**FOCUSED ON REDUCING PRESSURE, NOT CREATING PARALLEL SERVICES**

This work exists because the same pressure points have been seen repeatedly and left unaddressed.



# Next Step

If you are exploring ways to:

- reduce preventable demand
- protect clinical time
- strengthen frontline capability
- improve system flow

*The Neurodivergent Coaches Academy offers a low-risk, high-return starting point.*



## Contact Us

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**The Neurodivergent Coaches Academy  
does not compete with the system.**

*It relieves it.*