

**SPECIALISTERNE  
FOUNDATION**

Enabling one million jobs



**Established 2004**

**Specialisterne  
Foundation  
is an international  
not for profit social  
innovation enterprise.**

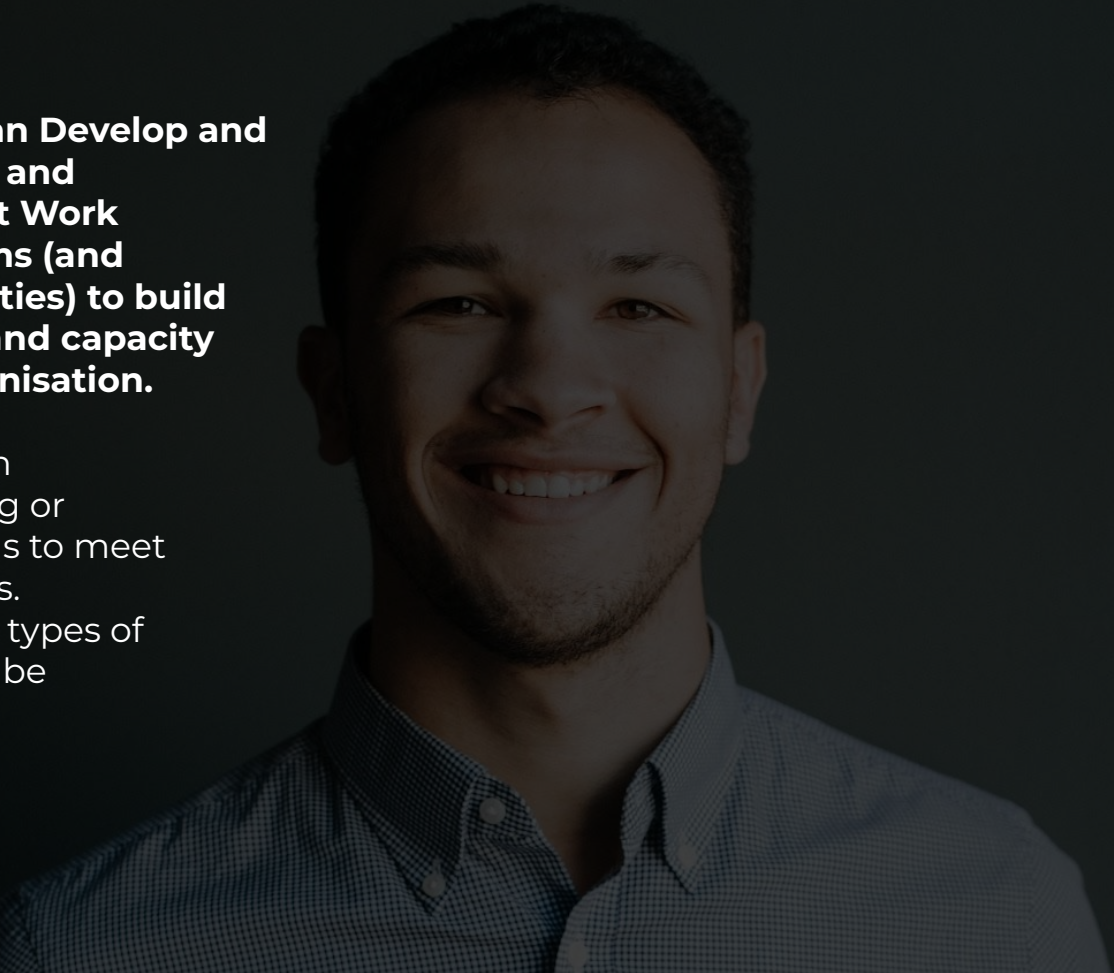
Specialisterne's aim is to create greater employment opportunities for one million neurodivergent people by influencing and working with employers to realise the potential of autistic and neurodivergent employees and adopt a more positive attitude towards the talents and skills these individuals can bring to the workplace.

**Founder Thorkil Sonne** developed the **Dandelion Methodology** and approach to help identify and observe the talents autistic individuals can offer in the workplace that may not be immediately visible or observable through traditional recruitment and selection processes that generally present as a barrier to employment for autistic people.

The **Specialisterne Australia** branch was established in 2015 to build on and support the foundations global ambition to create 1 million meaningful jobs for people with autism. Since 2015 Specialisterne AU has worked with a number of global clients including financial, IT, government and consultancy business clients to successfully source, place, retain and increase the value of autistic talents within their businesses.

**Specialisterne can Develop and facilitate Autism and Neurodiversity at Work Training Programs (and associated activities) to build the knowledge and capacity within your organisation.**

Specialisterne can customise training or workshop sessions to meet your teams' needs. Following are the types of sessions that can be delivered:





## General Neurodiversity Awareness Training

Specialist Neurodiversity Awareness Training is targeted towards key people in the employee's team and/or organisation to cover the following topics:

1. Understanding neurodiversity in the workplace
2. Strengths of autistic and neurodivergent employees
3. Support needs, possible challenges, and common adjustments (tailored to the individual's support needs)
4. Communication skills and tips for managing neurodiverse employees
5. Best practice for workplace support structure.



### **“You Can Ask That”**

An interactive session with one of our neurodivergent staff members who facilitates a discussion around topics and ideas your team would like to explore related to autism, neurodiversity and neuro-inclusion in your workplace. This is a one-hour session.

### **Creative in-person Neurodiversity Inclusion Workshop**

An interactive in-person creative session with one of our team to explore neurodiversity in the workplace to build understanding, acceptance and inclusion of autistic and neurodivergent individuals. This session is a half-day minimum.

### **Designing an Inclusive Recruitment Processes**

The session covers: Barriers in each stage of the recruitment process; Designing a practical assessment; Adjustments to consider; Discussion - what can your organisation change to make your recruitment process more inclusive? This is a one-hour session.



### **Effective Practical Assessments**

The session covers: Problems with traditional recruitment;  
Why practical assessments  
5 steps to developing a practical assessment; Examples of practical assessments  
Practical assessment template  
Questions to ask yourself about the assessment;  
Employer introductions. This is a one- hour session.

### **Supporting Autistic and Neurodivergent Employees to Thrive**

An interactive in-person creative session with one of our team to explore neurodiversity in the workplace to build understanding, acceptance and inclusion of autistic and neurodivergent individuals. This session is a half-day minimum.

## Manager Training & Employment Support Plan

### a. Manager Training

1:1 Training with the autistic employee's direct line Manager to cover autism and management strategies that will benefit individuals on the spectrum including:

- why individuals on the autism spectrum might need employment assistance;
- how to communicate in ways beneficial to the autistic employee;
- how to be inclusive as a workforce;
- setting goals to goal to enable learning and growth for the Employee.

### b. Employment Support Plan

1:1 Meeting with the autistic employee to develop an individualised employment support plan which takes into consideration the employee's autism spectrum traits, existing support, coping strategies, IQ, personality and mental health.

## Ongoing Business Enablement & Support (OBES)

1:1 mentoring and coaching for the Hiring/Direct Manager and new/existing employee with an experienced Specialisterne Consultant - involving monthly coaching sessions for the Manager (1 per month) & employee (1 per month) – specifically:

### 1. Employee & Management Support

- a) Monthly one-hour check-in with employee:
  - i. Identify, understand and provide strategies to address social, communication and executive functioning challenges experienced in the workplace
  - ii. To provide strategies to ensure a successful integration into the workplace
  - iii. To identify support needs and accommodation requirements for the employee to thrive in the workplace (both at home and in the workplace).
  
- b) Monthly one-hour check-in with management
  - i. To identify any challenges that have occurred in the past month and provide strategies to management to build the capacity and confidence of management to support the employee in the workplace

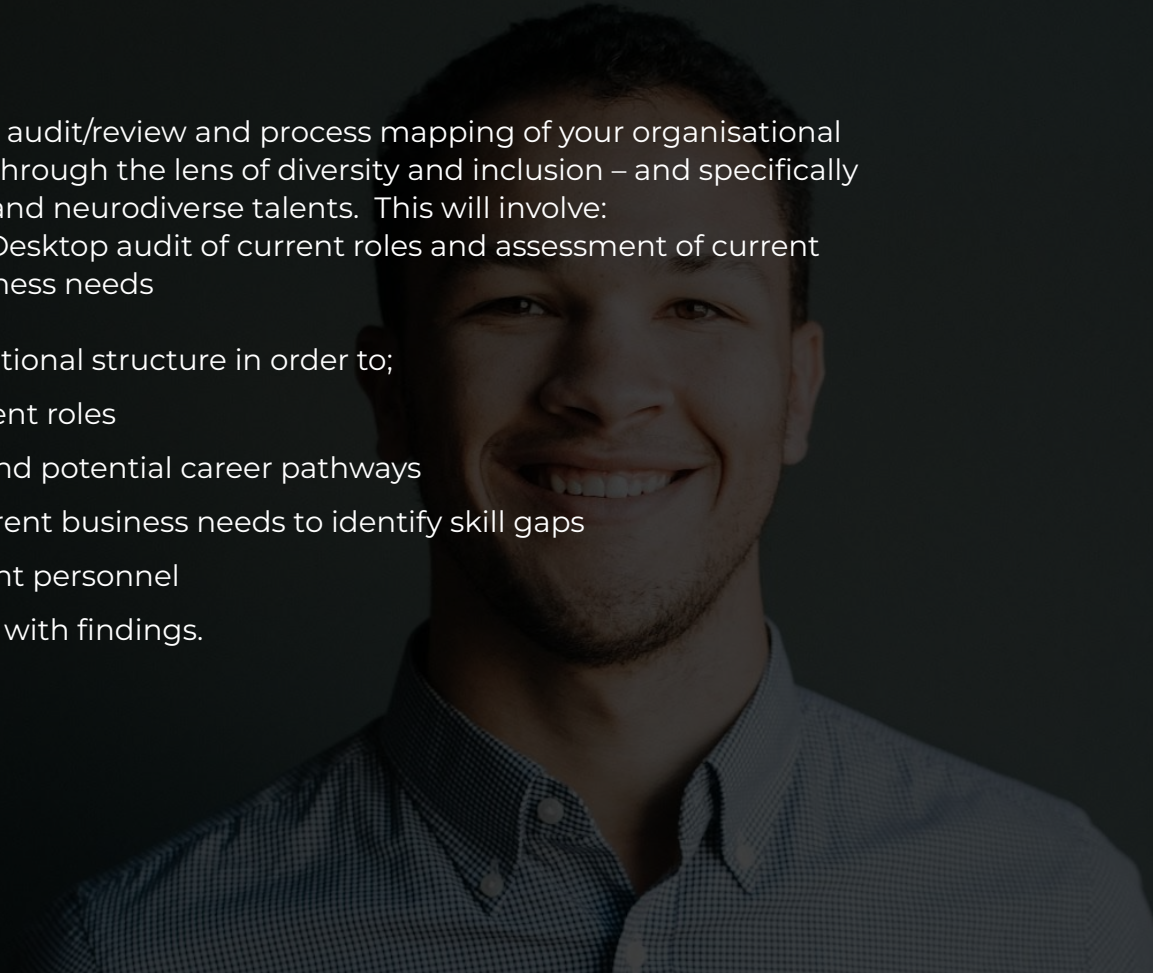


## Consultancy

A complete desktop audit/review and process mapping of your organisational structure and roles through the lens of diversity and inclusion – and specifically focused on autistic and neurodiverse talents. This will involve:

Business Scan and Desktop audit of current roles and assessment of current and upcoming business needs

- Review organisational structure in order to;
  - Map current roles
  - Understand potential career pathways
- Understand current business needs to identify skill gaps
- Interview relevant personnel
- Provide a report with findings.



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