



# Specialisterne Australia Training Service Offerings

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## About Specialisterne

Established in 2004 Specialisterne Foundation is an international not for profit social innovation enterprise.

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

## Training Service Offerings

Specialisterne offers a wide range of bespoke training to enable your organisation to tap into the autism advantage. Our training offers corporate organisations and support services the opportunity to improve awareness and understanding of autism in the workplace, build capacity, and understand the tools and strategies to enable your organisation to successfully hire, manage and support autistic employees to succeed in your workplace.

We offer the below training to companies and disability employment services. We tailor any of our training to meet your business needs.

Training	Who should attend?	Topics covered
<b>For: All workplace staff</b> "Autism at Work general awareness training"	Hiring managers, buddies, colleagues who work alongside autistic employees	<ul style="list-style-type: none"> <li>• Understanding autism in the workplace</li> <li>• Strengths of autistic employees</li> <li>• Addressing possible challenges at work</li> <li>• Strategies for success</li> <li>• Tips for a neurodiverse workforce</li> </ul>
<b>For: Managers</b> "Managing and supporting autistic talent to succeed in the workforce"	Hiring managers, buddies, colleagues who work alongside autistic employees	<ul style="list-style-type: none"> <li>• Strengths of autistic employees</li> <li>• Support needs &amp; common adjustments</li> <li>• Communication skills and tips for managing neurodiverse employees</li> <li>• Best practice for workplace support structure</li> <li>• How to achieve the best outcomes working with Autistic talents</li> <li>• Case studies</li> </ul>
<b>For: HR, Diversity &amp; Inclusion</b> "Guide for HR and D&I teams to engage & support autistic talent in the workforce"	HR and Diversity and Inclusion staff, or anyone looking to improve recruitment practices and support of autistic employees	<ul style="list-style-type: none"> <li>• Understanding autism &amp; employment</li> <li>• Best practice recruitment processes for autistic candidates, i.e. job ads, interviews, onboarding</li> <li>• Common reasonable adjustments</li> <li>• Setting up internal support to best support neurodiverse employees</li> <li>• Benefits of a neurodiverse workforce</li> <li>• Case studies</li> </ul>
<b>For: Disability Employment Services</b> "Neurodiversity in the workplace: Tips for supporting jobseekers navigate the employment journey"	Disability Employment Services (DES) supporting candidates/participants on the autism spectrum to improve outcomes	<ul style="list-style-type: none"> <li>• Understanding autism and employment</li> <li>• Tips for facilitating success for the neurodiverse workforce</li> <li>• Strategies for success in supporting your autistic candidates</li> <li>• How Specialisterne can help jobseekers overcome barriers to employment</li> </ul>
<b>For: Mentors and buddies</b> "Mentoring and supporting employees on the autism spectrum"	Mentors and buddies of autistic employees	<ul style="list-style-type: none"> <li>• Understanding autism</li> <li>• What is a mentoring relationship?</li> <li>• Guide to mentoring autistic employees</li> <li>• Support for you and your mentee</li> <li>• Q&amp;A and discussion</li> </ul>