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Job Access

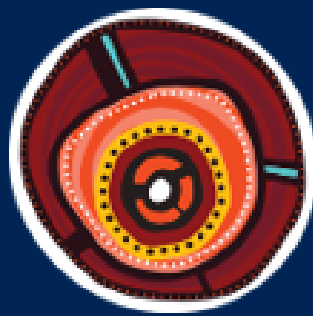
Driving disability employment

A man with glasses and a beard, wearing a brown sweater, and a woman with dark hair, wearing a light blue shirt, are sitting at a desk and smiling while looking at a laptop screen. The background is a bright, out-of-focus office environment.

How to support a neurodivergent workforce

A guide for employers

jobaccess.gov.au | 1800 880 052



Acknowledgement of Country

We acknowledge the traditional custodians of Australia and the lands upon which we live and work and pay our respects to Elders past and present.

We also acknowledge the stories, traditions, and living cultures of Aboriginal and Torres Strait Islander peoples.

Contents

Introduction	4
Neurodiversity	6
What is neurodivergent and neurotypical?	7
The impact of unconscious bias	8
Why hire neurodivergent individuals	10
Tips to hire and retain neurodivergent talent	14
Job advertisement, interview and selection	15
Onboarding and training	20
Career progression	28
JobAccess is here to help	32
Workplace adjustments and modifications	33
Build your disability knowledge and confidence	34
Useful resources	38
Resources for further reading	41

Introduction

Every person processes information in a unique way. There is no 'standard' brain. The term '[neurodiversity](#)' describes differences in how the human brain works and how people behave.

There is no definitive information on prevalence of neurodivergence in Australia. According to the Australian Bureau of Statistics (ABS), [Survey of Disability, Ageing and Carers, Australia \(2022\)](#), there were 290,900 Australians with autism in 2022.

It recorded a 41.8 per cent increase in people with autism in 2022 compared to 2018.

The [unemployment rate for people with autism](#) in Australia is more than double the rate for people with disability, and almost six times the rate of people without disability.

Overlooking neurodivergent talent is a missed opportunity. A different way of thinking means neurodivergent people bring unique ideas and solutions to the table. It can help business reap long term rewards. This includes developing innovative solutions, making products and services appeal to a broader audience, reaching new markets, and growing their customer base.

An inclusive, accessible and barrier-free employment framework is key to welcoming neurodivergent talent. It can help businesses access a wider talent pool and hire the right person for the job.

This guide is for all – big and small organisations. It is relevant for Human Resources (HR) professionals, staff, and leaders. It's a starting point for those who want to raise awareness about neurodivergence and the benefits of hiring neurodivergent candidates. It also covers how employers can support neurodivergent jobseekers and employees at work through inclusive policies and practices.

The guide includes practical suggestions and tools for businesses. It has conversation scenarios and case studies. This guide is designed to help employers build an inclusive process to attract, hire, retain and progress the careers of neurodivergent employees.

Alongside our own JobAccess experts, we are very grateful to **Benison O'Reilly**, co-author of the Australian Autism Handbook and mother of a young autistic adult, **David Smith**, Managing Director, Employ for Ability and **Dr Sharon Zivkovic**, Founder and CEO of Community Capacity Builders. Their invaluable inputs have been instrumental in the development of this guide.



Being **neurodivergent** means having a brain that works differently in some ways. It gives individuals their own set of strengths and challenges.

Neurodiversity

Neurodiversity describes the fact that people experience and interact with the world in different ways. We are all neurodiverse. Look around your workplace, community, friends, and family. You will see that no two brains and ways of thinking are the same.



Neurodiversity can be divided into two categories: those who are '**Neurodivergent**' and those who are '**Neurotypical**' or '**Non-neurodivergent**'.

What is neurodivergent and neurotypical?

Neurodivergent is used to describe “people whose brains are significantly different to what is expected in the ‘typical’ population”.

The term ‘**Neurotypical**’ or ‘non-neurodivergent’ refers to people whose brains function similarly to most of their peers.

Neurodivergence covers a range covers a **range of conditions**, including Dyspraxia, Dyslexia, Attention Deficit Hyperactivity Disorder (ADHD), Dyscalculia, Autism Spectrum Disorder (ASD) and Tourette Syndrome, amongst many others. In some instances, neurodivergent conditions can be invisible and not apparent.

Autism Spectrum Disorder (ASD)

involves differences in an individual’s communication, social interaction and behaviour.

Attention Deficit Hyperactivity Disorder (ADHD)

involves a unique way of thinking and processing information.

Dyscalculia

involves different approaches to working with numbers, formulas, and estimating distances and time.

Dyslexia

is a learning difference that affects reading, writing or spelling.

Dyspraxia

impacts how individuals manage body movement, coordination and motor skills.

Tourette Syndrome

involves making involuntary body movements or sounds.

The impact of unconscious bias

Unconscious bias is a normal human preconceived notion about people or groups. It happens automatically and is triggered by making quick assessments of people. These assessments are based on our own background, culture, and experiences.

According to behavioural and data scientist, Pragya Agarwal, the human brain can process 11 million bits of information per second. But our conscious minds are estimated to process only 40 to 50 bits of information per second, including how we communicate and understand information. So, our brains sometimes take cognitive shortcuts to simplify information processing. This can lead to unconscious bias. It has consequences for how we perceive and act toward other people.



Unconscious bias in the workplace can mean:

- Employers **miss out** on the right talent.
- **Diverse voices aren't heard** in meetings and decisions can be impaired.
- Employees are **not able to fully contribute** in the workplace.
- Creativity and productivity of your team or organisation **may be compromised**.

Biases can prevent employers from hiring neurodivergent candidates.
This can happen even if the candidate performs well at the interview.

It is often noticed that neurodivergent candidates can be adversely affected by unconscious bias during the recruitment process.

For example, the traditional one-to-one interview format can put neurodivergent candidates at a disadvantage. They may be uncomfortable maintaining eye contact.

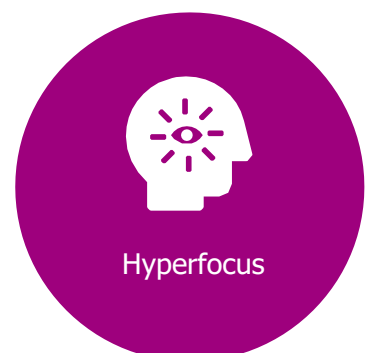
Or they may struggle with open-ended questions when they aren't provided ahead of time.

Why hire neurodivergent individuals

The research is clear: neurodivergent people have unique strengths. And hiring neurodivergent employees can bring long-term rewards for businesses.

According to [Harvard Business Review](#), companies that hire teams with neurodivergent professionals in some roles can be **30 per cent more productive** than other teams. Neurodivergent employees bring new perspectives to teams. Their different views can prevent groupthink and encourage new ideas.

Many studies highlight the strengths of neurodivergent people. These include:



The skills that neurodivergent individuals bring to the organisation can help teams tap into ideas or opportunities they might have missed.

A **growing number of companies in Australia** are changing their HR processes. These include SAP, IBM Australia, ANZ, JP Morgan and Chase, Services Australia, the Department of Home Affairs, and XCeptional. These organisations have changed their recruitment framework to attract neurodivergent talent. It has helped boost productivity, and improved quality and innovation. Employee engagement has also gone up as a result.

CASE STUDY

Canberra-based technology company rethinks its workforce strategy

Who

A Canberra-based technology company uses artificial intelligence to teach machines to read heavy vehicle drivers' facial expressions. This technology aims to prevent accidents.

It uses its own technology to improve driver and road safety. It does this through real-time monitoring and reporting of high-risk driver behaviours, like fatigue and distraction. fatigue and distraction.

In 2019, the company launched a monitoring centre in Canberra. It created targeted employment opportunities for the local community of neurodivergent candidates to fit the role of an analyst.

Analysts are responsible for watching drivers' facial expression. They do this using videos or images. They classify behaviours, like distraction, tiredness, or sleepiness.

CASE STUDY

Challenge

To support targeted employment, the company had to ensure that their hiring and employment policies had no barriers to attracting, hiring, and keeping neurodivergent candidates. They also wanted to give their teams knowledge, tools, and confidence to support neurodivergent employees at work.

Solution

The company engaged JobAccess' employer engagement service – the **National Disability Recruitment Coordinator (NDRC)** – for tailored advice and support to build disability confidence.

The NDRC worked with the organisation on a range of disability employment matters. The NDRC completed a full recruitment review and organised disability awareness training for their teams.

The NDRC also guided the company on accessing support through JobAccess to organise workplace adjustments.

Result

In less than a year after launching the targeted recruitment drive, the company employed 18 neurodivergent apprentices and six managers to support them at work.

Tips to hire and retain neurodivergent talent

An inclusive approach to recruitment, onboarding and retention is critical to broaden your talent pool. It can give neurodivergent candidates an equitable chance to show their fit for the role and thrive at work.

Start by assessing your current recruitment process. Identify any potential barriers it may have. This can include reviewing job descriptions and interview questions.

It can also cover selection and onboarding methods followed by offering paths for inclusive career growth.

Job advertisement, interview and selection

Simplify your job advertisements

- **Use clear, straight to the point language** in your job ads. Avoid using internal jargon.
- **Use clear typography** and accessible fonts in your ads.
- **Include a personalised diversity and inclusion statement** on your website. It can help encourage candidates with disability or neurodivergent candidates to apply.
- **Specify the details of the job.** Focus on the core skills needed to perform the job. Many job ads seek 'excellent communication skills' or 'thriving in a fast-paced environment'. Is this skill necessary for this particular role? If it isn't a required skill but is included as a 'necessary skill' in the job ad, it may deter some neurodivergent candidates from applying.
- **Add a reference to your company's Reasonable Adjustment Policy**, if you have one, in job ads. Include it in both internal and external ads.
- **Give candidates a point of contact** they can email or talk to if they need any help or adjustments. You can include a statement like: "Please contact us on (phone number) or (email) for confidential support to ensure an equitable, barrier-free application process."

Rethink your interview format

- **Allow flexibility in assessing** a candidate's suitability for the inherent requirements of a role. Try work trials, internships, or on-the-job assessments instead of traditional interviews.
- **Provide all candidates** the list of interview questions before the interview.
- If conducting a face-to-face panel interview, consider having **interviewers from diverse backgrounds** on the panel.
- If you have multiple interview stages, **spread them** across different days. This can help reduce stress on the candidates.
- **Provide candidates with options for meeting.** Whether it is face-to-face, a video call or over the phone, allowing the candidates to choose the best setting for them can help reduce anxiety and support different communication styles.
- **Offer breaks** during interviews that run longer than 30 minutes.
- **Provide a quiet space** for interviews. It should be free from interruptions.
- **Offer and allow** support persons or assistance animals to attend the interview.
- **Ask candidates for feedback** on your recruitment process to see if there are ways to make it more accessible and inclusive for everyone.

Contact JobAccess on 1800 464 800 or submit an [online enquiry](#) for ideas on alternative ways to assess candidates.

Reach a wider talent pool

- **Engage with Disability Employment Services (DES)** providers who work with neurodivergent candidates.
- **Promote your vacancies** to DES providers for free. You can do this via the [JobAccess vacancy distribution service](#). It will help you reach more candidates.



SCENARIO

Inviting a candidate for an interview: Marc and Alex

Marc is a hiring manager at a telecommunications company, Telcom Link. Marc is recruiting for the position of Customer Relations Specialist and has received an application from Alex. Alex has a strong background in customer service with over 10 years of experience.

SCENARIO

Alex is autistic and has ADHD, and their passion to deliver the best service for their customers makes a world of difference at the workplace. Marc is impressed with Alex's resume and calls him to schedule an interview.

Marc: Hi Alex, this is Marc from Telcom Link. I am calling with regards to your application for the Customer Relations Specialist role. Your application stood out to us, and we would like to invite you for an interview.

Alex: Thanks for the opportunity, Marc. I'd be happy to interview for the role. Can you tell me about your interview process?

Marc: That's great, thanks Alex. Our HR team member Shruti will join me for the interview. We are looking to conduct the interview next Monday at 10.00 am at our office on 1 Tribeca Street in Rosewood. Does that day and time work for you?

Alex: Yes, I will be available to attend the interview next Monday.

Marc: Excellent, thanks Alex. Do you require any support or adjustments to help you be your best in the interview?

Alex: My focus is best in a quiet space. So, if the interview room is away from the noise on the floor, that would be terrific. I would also appreciate the interview questions ahead of time.

Marc: Absolutely, that would be helpful for us too. Thanks Alex, I will follow up this phone call with an email and include all the details we discussed. If you think of anything else, please let us know. See you next week.

Onboarding and training


- **Develop a structured onboarding program.** Clearly explain your organisation's policies. Cover the employee's job role, tasks involved and work hours.
- **Make your employment contracts** easy to read and available in accessible formats.
- **Make onboarding and training materials** available in accessible formats.
- **Offer the employee** a brief tour of the site and amenities.
- **Don't make assumptions** about neurodivergence. Ask about a person's preferences, needs, and goals.
- **Ask the employee** about their preferred working style and share yours too. When inviting the team to share their preferred working style, sharing your preferences will create space for an open, safe and effective conversation. Preferred working styles are not just preferences, but essential to an employee's productivity.
- **Assign mentors or trusted peers** to help neurodivergent employees. This will help them feel supported at work.
- **Establish routines** and clear expectations to help the employee feel secure and understand their roles and responsibilities. Some neurodivergent people thrive on routine. They prefer the predictability and specificity of the job.
- **Flexibility is important** for many employees, especially neurodivergent individuals. Employers should make flexibility a policy, not just an individual choice. Working from home can help neurodivergent employees, especially if travelling or social office settings impact them. As organisations move to hybrid work models, they should consider the needs of neurodivergent employees.
- **Be patient** while candidates settle into their role and work environment. Some neurodivergent candidates may need extra time and support. They need to get familiar with a new environment and routine.

Make your communication effective

- **Use clear and concise language** to convey your message. Avoid vague language, metaphors or idioms that might confuse or distract. Ambiguity can lead to increased confusion and misinterpretation.
- **Offer a variety of communication channels** to support different learning and working styles. Neurodivergent employees may have different communication preferences. Some might excel in written communication, while others may prefer face-to-face interactions or digital communication tools.
- **Make team meetings inclusive.** Provide agendas in advance to allow preparation time. Use visual aids, and recommend noise-cancelling headphones if the environment is too noisy. Maintain a reliable and consistent format for meetings to bring a sense of stability.
- **When delegating tasks** or talking about projects, be clear about what is expected, when it is due, and what are its goals. Using lists, step-by-step guides, and written recaps of verbal conversations can help ensure that everyone understands the information in the same way.
- **Use accessible tools** to collaborate and connect with your team. Software with good accessibility features means all employees can connect and communicate without any barriers.
- **Give your full attention** when team members are speaking. Use active listening techniques. These include summarising, paraphrasing, and asking clarifying questions to ensure comprehension.
- **Set up regular check-ins**, one-on-one meetings, or suggestion boxes to provide multiple avenues for employees to share feedback and ideas.

Offer, implement and review workplace adjustments

Some neurodivergent employees may need workplace adjustments to do their job safely and effectively.

- Before discussing adjustments, **ensure you're aware** of the **inherent requirements** of the employee's role.
 - **If you are unsure** what adjustments can be provided, find out who to contact for advice. This could include your human resources or work health and safety team.
 - **Select a private location** to have the conversation, where potentially sensitive information can be discussed without being overheard. Remember, not all people are comfortable with sharing accessibility requirements.
 - **Set aside appropriate time for the conversation.** Send an invite with the purpose of the meeting and a copy of our [Conversation Guide on workplace adjustments](#) so that you can both prepare for the conversation. The guide offers a step-by-step approach on what to keep in mind when discussing adjustments and supports available to implement them.
- 

There are a range of adjustments available. These include:

- **Flexible work arrangements**, including flexible hours or work location.
- **Assistive technology**. For example, handheld organisers to help with time management and work priorities.
- **Modifications to the workspace**. For example, using a private office or a desk by a window, installing different lighting or providing noise cancelling headphones to help employees manage sensitivities to light, sound, smell and touch.
- Offer a **part-time work arrangement** when starting in the role. Consider a progressive increase in hours as suitable for the employee.
- **Provide interpreters, readers or support people** for induction and staff training, if requested.
- See how you or your team can better support the employee. Would the team or workplace benefit from **tailored disability training**? Contact JobAccess to discuss awareness trainings that may be funded through the Australian Government's [Employment Assistance Fund \(EAF\)](#).

Offering workplace adjustments is not a 'set and forget' process, as the nature of a person's neurodivergence or work might change overtime. Schedule regular check-ins with employees. Ask questions about workplace adjustments during your check-ins to ensure that supports are working for the employee.

SCENARIO

Having the conversation about workplace adjustments: Mary and Amber

Mary owns a small café. She recently hired Amber as a café worker to take customer orders, manage payments and serve customers.

SCENARIO

Amber is dyslexic and processes information differently. Amber shared information about their dyslexia with Mary, who wanted to ensure Amber has what they need to be best in the role. She organised a meeting with Amber in a quiet space to ensure privacy of information.

Mary: What are some of the barriers you are currently experiencing at work?

Amber: I am a visual thinker and understand images better. Usually when there is a lot of information on the menu board, it takes me longer to read and complete the task. Is there any way we can simplify the information on the menu and add images? I do enjoy drawing!

Mary: Absolutely, we can do that. Is the computer screen set up helpful or can we make any changes to make it easier to read the information?

Amber: Yes, the white background can make it difficult to read and understand the information. An alternative colour like black would be quite helpful.

Mary: Sure, that would be an easy change. Are there any other supports we can put in place you might find helpful at work?

Amber: I can't think of anything else, as this is my first job after school.

Mary: No worries, for any other supports, we can contact JobAccess. They are a government program that advise on workplace adjustments. We can lodge an application through their website and speak to an expert to see if there's anything else that can help you bring your best! I'll also schedule regular check-ins to see if the adjustments are working for you.

CASE STUDY

Meet Sarah: Community connection champion

Who

Sarah works as a bridge between the community and essential services in the Aged Care sector. These services can truly make a difference in their lives. Sarah was diagnosed as being on the autism spectrum (ASD) and having attention deficit hyperactivity disorder (ADHD) at the age of 32.

CASE STUDY

Environmental barriers at work

Sarah's work setup wasn't tailored to their sensory and individual needs, leading to discomfort and distraction due to high noise levels. These environmental stressors heightened Sarah's symptoms, causing burnout and making it hard to cope with the workload. Sarah also experiences difficulty with multitasking, such as working and conversing at the same time, and often over-schedules her day, underestimating the time needed for tasks.

Solutions for sustainable employment

Sarah contacted JobAccess for support with workplace adjustments, and applied for the [Employment Assistance Fund \(EAF\)](#).


A worksite assessment organised by JobAccess identified various supports for Sarah and their employer, including Autism Awareness Training to increase awareness of ASD in the workplace. One-on-one specialised support was also recommended to help Sarah with executive functioning and time management. The support also helped Sarah build a schedule and set time limits for tasks.

The assessor also recommended noise-cancelling headphones and adjustments for remote work.

In addition, the assessor recommended a quiet space within the office that could be used as a sensory breakout space. Sarah's employer recognised that this was an opportunity to provide a quiet space for all staff members, should they need it. The assessor and JobAccess assisted with recommendations for items and set up of the spare office space.

Getting it right for Sarah meant that the employer got it right for everyone at work.

Career progression

- **Frame your organisational policies to support neurodivergent staff.** Clearly written policies can ensure that everyone understands them in the same way. It is also important to codify and specify unspoken rules that some neurodivergent workers might otherwise miss.
 - **Focus on performance objectives**, i.e., what a person needs to be able to perform the inherent requirements of a role.
 - **Don't pre-define what success can look like.** People have different ideas about growth and career paths. Some may want to move up to higher positions. Others may want to be in a job they enjoy and don't want to be leaders. Some like working in teams, while others prefer to work alone. So, to help everyone succeed, employers should create career paths that match each person's goals, skills, and strengths, whether they are neurodivergent or neurotypical.
 - **Provide timely feedback** and year-end performance reviews. Also, discuss with the employee about their future career goals.
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- **Offer professional and vocational training** to the employees. For example, leadership or management courses. These trainings can boost employee morale, job satisfaction, and performance.
- **Offer new roles in the capacity of mentors or coaches.** As neurodivergent professionals gain experience, they can become mentors or coaches and help other neurodivergent colleagues. Over time, this group can form a strong network where everyone feels they belong and can use each other's experiences to benefit both themselves and the organisation.
- **Be transparent about opportunities available.** Make all openings open and advertised to all employees. Clearly specify the inherent requirements of those openings.



Are you looking to make your career progression programs accessible for all employees? Search for '**Career Progression**' on the [JobAccess website](#). It includes advice on how you can support employees with disability or neurodivergent employees progress their careers.

Meet Kate: Mental health professional

Who

Kate works as a Senior Mental Health Practitioner. Her role involves providing intensive and ongoing support to individuals facing mental distress and adversity.

With a person-centered approach and a recovery-oriented framework, Kate assists people with moderate to severe mental illness, helping them enhance their capacity and capability. Kate is autistic and has attention-deficit/hyperactivity disorder (ADHD).

CASE STUDY

Environmental barriers at work

For Kate, a range of environmental barriers impacted her at work. Harsh lighting directly above her desk and loud noise in an open plan office added to Kate's symptoms, causing distress and distraction. These factors brought Kate on the verge of leaving the job she has been committed to for over 10 years.

Solutions for sustainable employment

Kate contacted JobAccess for support with workplace adjustments, and applied for the [Employment Assistance Fund \(EAF\)](#).

A worksite assessment organised by JobAccess identified supports for Kate and her employer.

These included allocating Kate a desk in a quieter corner of the office. Lighting was removed from above her desk, and the employer raised all the dividing barriers between desks to create privacy and improve sound dampening.

The employer also converted an unused office space into a work zone. It was turned into a sensory break room with dim lighting, blinds and soft furnishings. The space is open to other team members to use when Kate isn't using it.

Simple adjustments for Kate meant her team can also benefit from the supports put in place.

JobAccess is here to help

JobAccess supports employers, neurodivergent people and service providers with expert and tailored advice. Right from support with workplace adjustments through to building employer confidence.

JobAccess services are designed to remove barriers to sustainable employment for people with disability. These services are delivered by a team of allied health professionals and disability employment experts. The team includes people with lived experience and carers, who listen, advise and offer support by keeping the individual and employer in focus.

JobAccess has been recognised internationally for its innovative approach to disability employment. The United Nations Public Service Award and Essl Foundation's Zero Project initiative have recognised JobAccess for improving the delivery of services and innovative policies.

Workplace adjustments and modifications

JobAccess offers free and confidential advice on workplace adjustments for employers, people with disability and service providers. Our allied health professionals offer tailored advice from the first point of contact.

In addition to advice on adjustments, JobAccess manages applications for workplace adjustments through the [Employment Assistance Fund \(EAF\)](#). The EAF gives financial help people with disability and employers to remove barriers at work. This includes help to buy work equipment, modify a workstation and take part in training.



Build your disability knowledge and confidence

The [**National Disability Recruitment Coordinator \(NDRC\)**](#) is the employer engagement team of JobAccess. It offers free 12-month partnerships to larger employers. The goal of these partnerships is to boost disability confidence to employ, retain and progress the careers of people with disability.

The NDRC also offers a **free** [**job vacancy distribution service**](#) for businesses. The service is for both big and small employers to promote their vacancies. The NDRC broadcasts employer vacancies to a national network of Disability Employment Services (DES) providers.

Call JobAccess at **1800 464 800**. You can talk to our Advisers for free and confidential discussion on workplace adjustments or the NDRC. You can also visit the [**JobAccess**](#) website or submit an [**online enquiry form**](#).



CASE STUDY

Meet Sharon: an entrepreneurial outlook

Who

Dr Sharon Zivkovic is a scientist, founder and holds a PhD.

She is the Founder and CEO of Community Capacity Builders . It is an autistic-led social enterprise. It supports changemakers to achieve their goals and contribute to addressing complex social policy problems through its programs, research and advocacy.

CASE STUDY

Impact at work

Sharon was diagnosed as autistic at the age of 61. Diagnosis later in life makes Sharon a part of the “lost generation”, i.e., individuals who were not diagnosed as autistic when they were children. As such, Sharon did not receive therapies to assist with body awareness when she was young.

It resulted in an increasing occurrence of workplace injuries. They were due to bad body positioning and movement. There was also a lack of recognition of internal body cues and sensations.

Solutions for sustainable employment

As a self-employed person who works from home, Sharon received advice and support with workplace adjustments through JobAccess.

JobAccess organised an Occupational Therapist for Sharon who took her through various tests to understand the causes of her injuries. They suggested adjustments to her work environment to reduce the impact of the injuries.

JobAccess supported Sharon with purchasing a chair that assists with body positioning. These supports were funded by the [Employment Assistance Fund \(EAF\)](#), which is managed and delivered by JobAccess.



Like many autistic individuals, my thinking is monotropic. Monotropic thinking is the tendency to focus on one or a few interests with a high level of concentration.

Autistic individuals see patterns amongst all the detailed facts that we have on a topic, and we can creatively develop new concepts and knowledge.”

— Dr Sharon Zivkovic

Useful resources

Organisations supporting employers and neurodivergent candidates

- **Amaze** supports organisations to attract autistic people to the workforce by establishing sustainable and neuroinclusive practices, policies and procedures.
- **Auticon** is an IT and compliance consulting business. It specifically employs adults on the autism spectrum as IT consultants. They provide an inclusive work environment and a low stress job interview process. They offer flexible work schedules and an autism-friendly workplace.
- Disability Employment Service (DES) providers offer advice to employers. DES providers help with promoting job vacancies, shortlisting candidates and interviewing people with disability. They can also provide guidance on disability awareness in the workplace, available financial support, and flexible workplace arrangements. Visit the JobAccess website to **find a DES provider** near you.
- **Employ for Ability** is an innovative social purpose business. It helps organisations understand the benefits of hiring neurodivergent people as part of their social inclusion and diversity programs. Their staff can provide neurodiversity awareness training and coaching. They also work with neurodivergent individuals to provide employment coaching.

- **Lexxic** is a specialist psychological consultancy. They support and values the talents of neurodivergent minds and empowers individuals to be their best selves. They partner with organisations to make Neurodiversity Smart® workplace cultures. And they also provide psychological support to neurodivergent talent.
- **Link Talent** is a team of Occupational Therapists. They empower autistic, ADHD, dyspraxic, dyslexic, and dysgraphic people to join the Australian workforce. They provide one-on-one customised support to employers. They also organise team training specifically tailored to the company's needs. This training helps them hire neurodivergent employees to their workplaces.
- **myWAY Employability** is a smart web platform. It's designed to help young people on the autism spectrum. It helps them plan and prepare for work. They guide young people through a series of questions to help them identify their strengths, interests, learning and environmental preferences, and then matches this information to potentially relevant careers and employment pathways.
- **Rethink Dyslexia** is a neurodivergent women-led social enterprise. It helps organisations to create an inclusive work environment for dyslexic employees through expert consultation and tailored workplace policies and procedures.
- **Specialisterne Australia** work with employers to diversify their workforce by hiring skilled neurodivergent individuals. They have designed a non-traditional recruitment strategy that supports neurodivergent candidates to showcase their skills. This enables the employer to see the breadth of their capabilities.

- **Uptimize** is a corporate training company. It helps create inclusive workplace cultures with neurodiversity training and expert consulting solutions.
- **Xceptional** specialises in neurodivergent employment. They help businesses tap into a skilled, job-ready pool of neurodivergent candidates by creating accessible and inclusive workplaces.

Resources for further reading

- Creative Differences: A handbook for embracing neurodiversity in the creative industries. umusic.co.uk/Creative-Differences-Handbook.pdf.
- DCU Centre of Excellence for Diversity and Inclusion in partnership with Indeed. Hiring Managers' Toolkit for Neurodiversity. March 2020. neurodiversityweek.com/files/ugd/46eb70_ff30c1ed23c34d44adab083f46c64688.pdf.
- Chartered Institute of Personnel and Development (CIPD) and Uptimize. Neurodiversity at work. February 2018. cipd.org/globalassets/media/knowledge/knowledge-hub/guides/neurodiversity-at-work_2018_tcm18-37852.pdf.
- Amaze. 10 things employers can do to support Autistic staff. Blog post, 7 June 2023. amaze.org.au/2023/06/10-things-employers-can-do-to-support-autistic-staff/.
- Culture Amp. Neurodiversity in the workplace: Why it matters. Blog post, 1 February 2024. cultureamp.com/blog/neurodiversity-in-the-workplace.
- Forbes. Why it's important to embrace neurodiversity in the workplace (and how to do it effectively). Blog post, 7 March 2023. forbes.com/sites/forbesbusinesscouncil/2023/03/07/why-its-important-to-embrace-neurodiversity-in-the-workplace-and-how-to-do-it-effectively/?sh=3712744669a4.
- Deloitte Center for Integrated Research. Building the neuroinclusive workplace. Blog post, 14 October 2023. www2.deloitte.com/us/en/insights/topics/value-of-diversity-and-inclusion/creating-neuroinclusive-workplace.html.



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