# A logo for a company AI-generated content may be incorrect.**Course Description**

**Neurodivergent-affirming practice for Recruiters**

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**Focus on Autism and AuDHD**

**Contact:** [**info@autentic.uk**](mailto:info@autentic.uk)

**How has this course been developed?**

This 3 hour course has been developed in-line with the latest research and empirical studies relating to aspects of autism and neurodivergent-affirming recruitment practice and balanced with 10 years professional experience of supporting autistic and other neurodivergent candidates and recruitment professionals as well as lived experience of the specific subject matter.

**What is the overall course aim?**

This course aims to develop a strong understanding of how to support undiagnosed, undisclosed, disclosed or self-recognising autistic and neurodivergent candidates throughout the entire recruitment process. You will gain an understanding of how to support in an autism and neurodivergent-affirming way and how to motivate your team to engage with autism and neurodivergent-affirming changes to practice and processes.

What are the expected learning outcomes?

* Enhanced understanding of autism, a strong understanding of AuDHD and an introduction to ADHD, Tourette's Syndrome, Dyspraxia, Dyslexia, and Dyscalculia
* Understand the Equality Act 2010 and recruitment reasonable adjustments in relation to autism and neurodivergence
* Understand the potential recruitment barriers for autistic and neurodivergent candidates when unsupported
* Understand how to support disclosure and confidentiality
* Aware of supportive autism and neurodivergent-affirming recruitment practices and processes
* Understand best practice adjustments to testing for competency and aptitude in any setting
* Aware of practical strategies to support anxious or overwhelmed autistic and neurodivergent candidates
* Workshop practical and tailored strategies to adapt your personal and team practice to be autism and neurodivergent-affirming
* Aware of how to access additional strategies and resources to support your autism and neurodivergent-affirming team change

**Who is this course for?**

This course has been designed for recruiters, directly supporting or indirectly supporting an autistic or neurodivergent candidate or not. No previous knowledge or training is required, however attendees should have a basic understanding of what neurodivergence is.