ADVANCE: DISABILITY CONSULTANTS

Neurodiversity HR and Recruitment Training

Programme guide: sessions, workshops, delivery, and pricing

1. Programme summary

Purpose	Equip HR and recruitment teams to lead change in behaviours, beliefs, and attitudes towards neurodivergent people, and to make recruitment, retention, and development processes neuroinclusive.
Audience	HR professionals and recruitment teams, including hiring managers.
Formats	8 training sessions and 5 half-day workshops.
Delivery	Virtual (Microsoft Teams, Zoom, others on request) or in person, in the UK, Europe and worldwide.
Group size	Recommended 10 to 50 delegates.
Pricing	Fixed price per workshop, not charged per delegate. From £500 (UK).

2. About Advance

Advance: Disability Consultants is a specialist neurodiversity consultancy. We help organisations recruit, retain, support, and develop neurodivergent talent with confidence.

Advance was founded in 2019 by Oliver Fenghour, who is autistic (Asperger's Syndrome), Dyspraxic and identifies as neurodivergent. After years of struggling to find work because of a lack of awareness of neurodiversity, Oliver was supported into employment at J Sainsbury plc by the disability charity Mencap. Later experience elsewhere, where he was too often treated as a problem to be fixed rather than an individual able to add value, is the reason Advance exists.

The need. According to the CIPD, only 24% of HR professionals have a good working knowledge of neurodiversity in their workplaces, yet 76% of those surveyed want to learn more. Our programme is designed to close that gap.

Our reach. Since 2019 we have worked with organisations in the UK, USA, Australia, Argentina, Central America, Germany, Sweden, and Singapore, from FTSE 100 and NASDAQ 500 companies to SMEs and public sector bodies, including The Rainforest Alliance and eBay.

3. Outcomes for your organisation

All training is tailored to your organisational requirements and objectives. We support you to:

- Make your applicant tracking system and job applications neuroinclusive.
- Make interview assessments and the interview process neuroinclusive, including training hiring managers to support neurodivergent applicants.
- Support neurodivergent candidates during the pre-interview stage.
- Make pre-boarding and the probationary period neuroinclusive.

- Improve interview feedback and exit interviews.

4. Programme catalogue

Use the reference codes below when requesting a quote or building a programme.

4.1 Training sessions

Interactive sessions using breakout tasks, debates, quizzes and mind maps, run in a psychologically safe environment free from judgement and criticism.

Ref	Session
S1	Neurodiversity and Interview Skills
S2	Neurodiversity and the Job Application Process
S3	Neurodiversity and Allyship
S4	Building Psychologically Safe Working Environments
S5	What Neurodivergent People Want from Employment
S6	Neurodiversity, Stress, Burnout, and Intersectionality
S7	Neurodiversity and Unconscious Bias
S8	Exit Interviews and the Probationary Period

4.2 Half-day workshops

Practical, classroom-based workshops designed to change the conversation about neurodiversity and drive lasting organisational change. Full delegate participation is required, including nominating colleagues to lead parts of the session.

Ref	Workshop
W1	Neurodiversity and the Trauma Circle
W2	Neurodiversity Real World Interview Training
W3	Neurodiversity and Having Difficult Conversations
W4	Creating Neurodiversity Best Practices
W5	Building Neurodiversity Talent Pipelines and Succession Planning

5. Delivery and logistics

Virtual delivery	Microsoft Teams or Zoom. Other platforms available on request.
In-person delivery	UK, Europe and worldwide. Travel is included in the fixed price for Europe and beyond.
Delegate numbers	We recommend a minimum of 10 and a maximum of 50 delegates.
Participation	Workshops require full delegate participation, including nominated colleagues leading parts of the session.

Languages	Materials can be provided in other languages. We can arrange translators where English is not the first language of your workforce.
Tailoring	Content is adapted to your organisational requirements and objectives.

6. Pricing

Every workshop is a fixed price. We do not charge per delegate.

Delivery	GBP (£)	EUR (€)	USD ($)
Workshop, virtual or in person in the UK	£500	€567	$654
Workshop in Europe, travel included	£1,500	€1,701	$1,962
Workshop outside Europe, travel included	£3,000	€3,402	$3,924

Euro and US dollar figures use the same exchange rates as our previous price list and are provided for guidance.

- Where you request a programme of workshops, we will work within your budget where feasible.
- Prices are fixed and not affected by the number of delegates attending.

7. How to engage us

1. **Scoping call.** Share your objectives, audience, and any process you want to improve (for example, your applicant tracking system or probationary period).
2. **Programme design.** We recommend sessions and workshops by reference code and tailor content to your organisation.
3. **Quote and agreement.** You receive a fixed-price quote for the agreed delivery location and format.
4. **Scheduling and preparation.** We confirm dates, platform, delegate numbers, nominated workshop leads and any language or translation needs.
5. **Delivery.** Sessions and workshops run in a psychologically safe environment, with full delegate participation.
6. **Follow-up.** We help you apply what was covered to your recruitment, retention, and development processes.

Contact

Email: oliver@advancethedisabilityconsultants.co.uk Website: www.advancethedisabilityconsultants.co.uk