

A Guide to Neurodiversity Recruitment Bootcamps

Who we are.

My name is Oliver Fenghour, and I am the Director and Founder of Advance: The Disability Consultants. I have a form of Autism known as Asperger's Syndrome. I was diagnosed by a Professor of Neurology at Great Ormond Street at the age of 10. I was diagnosed with Dyspraxia at the age of 4 and I identify as Neurodivergent. Upon leaving school at 16 I struggled for many years to find employment and found there was often a distinct lack of awareness and understanding of Neurodiversity.

Eventually I was helped by the disability charity Mencap into employment with J Sainsburys PLC. Mencap supported me successfully in the workplace for about three years, yet with the financial crash in 2008 and the consequent austerity that followed, meant that the support I had received in the workplace was subsequently removed. I was fortunate that by the time my support in the workplace was removed I was functioning well in the workplace due to the excellent awareness and understanding that my employers and colleagues had of my needs and requirements as a Neurodivergent Adult.

Although, my employment experience post-Sainsburys has been markedly different and too often I have been seen as Oliver the disability and by definition a workplace problem which needed fixing and not Oliver an individual who was capable of adding value to an organisation.

It is estimated that globally according to the CIPD that only 24% of HR professionals have a good working knowledge of Neurodiversity in their workplaces. Yet 76% of HR professionals surveyed have stated that they are keen to further their knowledge of Neurodiversity to ensure that Neurodivergent employees can have access to meaningful opportunities in the modern workplace.

My primary objective of founding Advance: The Disability Consultants is to help give organisations the confidence, knowledge and skills required to successfully recruit, retain, support, and develop Neurodivergent talent in the workplace. As a specialist Neurodiversity consultancy business, we offer Neurodiversity Lunch and Learn training for all employees, HR & Recruitment training sessions and workshops, Leadership and Management training sessions and workshops and a Neurodiversity Ambassador training programme all designed to ensure that your organisation has the right tools required to become a Neurodiversity Confident Employer.

Why Neurodiversity Recruitment Bootcamps?

At Advance we recognise that many organisations simply lack the time and resources to commit to often months of workshops. Many organisations recognise that their recruitment functions represent the biggest form of risk to their business when trying to foster a culture of Neuroinclusion within their organisations. However, many organisations lack the confidence, knowledge and skills required to ensure that their recruitment processes are Neuroinclusive and that Neuroinclusion is not just the exception but the culturally embedded norm within their workplace. However, at Advance we believe that organisational recruitment functions represent the biggest area of opportunity for organisations to attract and diversify their talent pools so that Neurodiversity and Neurodivergent people are actively able to flourish in workplaces

that celebrate and embrace all forms of cognitive diversity. Our two day intensive Neurodiversity Recruitment bootcamps are designed to change all that. These two days bootcamps are practical solutions focused programmes designed to take organisations from existing recruitment practices and theories to practical meaningful change which can be implemented within their existing recruitment policies.

The Neurodiversity Recruitment Bootcamp

Day 1:

Day 1 of the Neurodiversity Recruitment Bootcamps focuses on general recruitment practices and the barriers and obstacles that many Neurodivergent people face accessing and entering the labour market. We look at the ableism and bullying in the workplace and that 1 in 5 Neurodivergent people according to data from the CIPD in the UK have experienced some form of bullying or discrimination in the workplace.

Furthermore, we look at job descriptions and selection processes and how these are naturally setup to prevent Neurodivergent people in many instances from simply accessing employment. We then look at the expectation that new employees are expected to hit the ground running when starting in an organisation and that for many Neurodivergent employees with spiky skills sets this isn't always possible. Linked to this part of the session is a discussion around culture add v culture fit and the crucial distinction between the two.

The session then looks at differences between positive action and positive discrimination and the significance of the tie-break clause which exists in many domestic disability legislation around the idea of positive legal discrimination.

Language and terminology and their significance within the Neurodiversity movement are discussed and why it is essential organisations get it right around when it comes to language is a key element of this part of the session. Bias in language and how it can automatically discourage and discriminate against Neurodivergent applicants during the recruitment process is a central theme here.

This part of the workshop typically concludes by looking at how organisations can implement Neuroinclusive hiring practices and what a good Neuroinclusive hiring process should look like.

Day 2:

Day 2 of The Neurodiversity Recruitment Bootcamps focuses on bringing Neuroinclusive Recruitment processes to life in the workplace. Delegates will be put into a series of groups to discuss key themes that the organisation has prioritised for ensuring that their recruitment processes are Neuroinclusive. Each group will be required to produce a series of actions as to how they intend to make the recruitment process in their organisation Neuroinclusive. Each group will share their thoughts with the other groups, and this will form the basis for the organisations Neuroinclusive recruitment strategy.

Delegates will also be encouraged to share with their fellow participants what they have learned so far and what they will put into practice as a result of these sessions. The session will also focus on success stories that the organisation has had when hiring Neurodivergent employees into their organisation.

Delegates will also be encouraged to share areas of improvement that the organisation needs to focus on to ensure that it's recruitment processes are Neuroinclusive and work for all Neurodivergent people seeking employment in their organisation.

During each group breakout session delegates from other groups will be encouraged to join other groups to see what ideas and practices their organisation intends to put into practice.

The session will conclude leaving organisations with an action plan and strategy on how to implement meaningful and sustainable Neuroinclusive recruitment principles in their workplace.

How it benefits your organisation

- Increased innovation and creativity in your organisation. 44% of workplace accommodations cost less than £500.
- Companies which have implemented neurodiversity hiring programmes have seen a year on year increase of customer and consumer satisfaction of 92%.
- Technology giants such as SAP saw business savings of \$40 million alone on just one business program by hiring Neurodivergent talent into their organisation.
- Organisations such as JP Morgan saw productivity increases of 90-140% by hiring Neurodivergent talent into their workplace.
- Access to more diversified talent pools. GDP growth in the US alone has increased by \$25 billion by recruiting more Neurodivergent talent into the workforce.
- Organisations which prioritise Neuroinclusion are twice as likely to meet their financial targets than those who are not.
- Organisations which prioritise Neuroinclusion are up to eight times more likely to achieve their business goals compared to those who are not.

General Information

***Please note all of our workshops are based on a fixed price we do not operate a cost per head model for training delivery.**

***Where an organisation requests a programme of workshops we can (where feasible) work within your budget parameters.**

***Please note that for all non UK workshops, some reasonable travel costs will be added to the overall cost when in person training is requested.**

***All of our virtual workshops are delivered on teams and zoom but we can deliver on other platforms should you require us to do so.**

***Please note we can provide workshop materials in different languages if English is not the first language of your workforce and we can collaborate with you to provide translators to help us deliver workshops for your employees.**

***We recommend a minimum of 10 delegates and a maximum of 40 delegates on our Neurodiversity Recruitment Bootcamps**

***Please note that all workshops are subject to currency fluctuations and these prices may change dependent on when the workshops are booked.**

Pricing

2 4hr Workshops over 2 days	£2000
	€2290
	\$2702
2 6hr Workshops over 2 days	£3000
	€3435
	\$4053