

## COURSE DESCRIPTION

# Autism for Recruitment Professionals

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## 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-affirming recruitment practice and balanced with 10 years professional experience of supporting autistic 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 candidates throughout the entire recruitment process. You will gain an understanding of how to support in an autism-affirming way and how to motivate your team to engage with autism-affirming changes to practice and processes.

## What are the expected learning outcomes?

- Good understanding of autism
- Understand the Equality Act 2010 and recruitment reasonable adjustments in relation to autism
- Understand the potential recruitment barriers for autistic candidates when unsupported
- Understand how to support disclosure and confidentiality
- Aware of supportive autism-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 candidates
- Workshop practical and tailored strategies to adapt your personal and team practice to be autism-affirming
- Aware of how to access additional strategies and resources to support your autism-affirming team change

## Who is this course for?

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

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