

re:thinking Inclusion Program



Backed by the Federal Government's Job Access Initiative, this Australian first wrap-around program supports dyslexic and neurodivergent people in the workplace.



**ARE YOU GETTING
THE MOST OUT
OF YOUR
PERSONNEL?**

Partner with us to unlock the hidden potential of your talented neurodivergent workforce.

For more information visit :
www.rethinkdyslexia.com.au

DYSLEXIA: THE FACTS

At least **1 in 10** employees are **dyslexic**, you may not know it and they might not know it either!

Dyslexics make up the **largest percentage** of the neurodivergent workforce.

Over **43%** don't feel psychologically safe to disclose their difficulties in the workplace.

When unsupported in the workplace dyslexics face higher levels of **job stress** leading to **job burn out**.

58% of those with dyslexia aren't diagnosed until adulthood.

38% of dyslexics are underemployed

WHAT WE KNOW:

Workplaces are mandated to recruit people with disabilities. Many workplaces struggle with effective recruitment of neurodivergent individuals, leading to missed opportunities and or failure to meet contractual requirements.

Organisations are mandated to mitigate psychosocial hazards. 43% of dyslexic employees don't feel safe to disclose their difficulties. Leaving many dyslexics vulnerable and organisations at risk of litigation.

Organisations are not utilising available federal funding to support neurodivergent employees, resulting in a lack of awareness and access to necessary support.

There is a workforce skills shortage. Workplaces without effective processes for recruiting, onboarding, retaining, and promoting neurodivergent employees are missing out on a valuable talent pool.

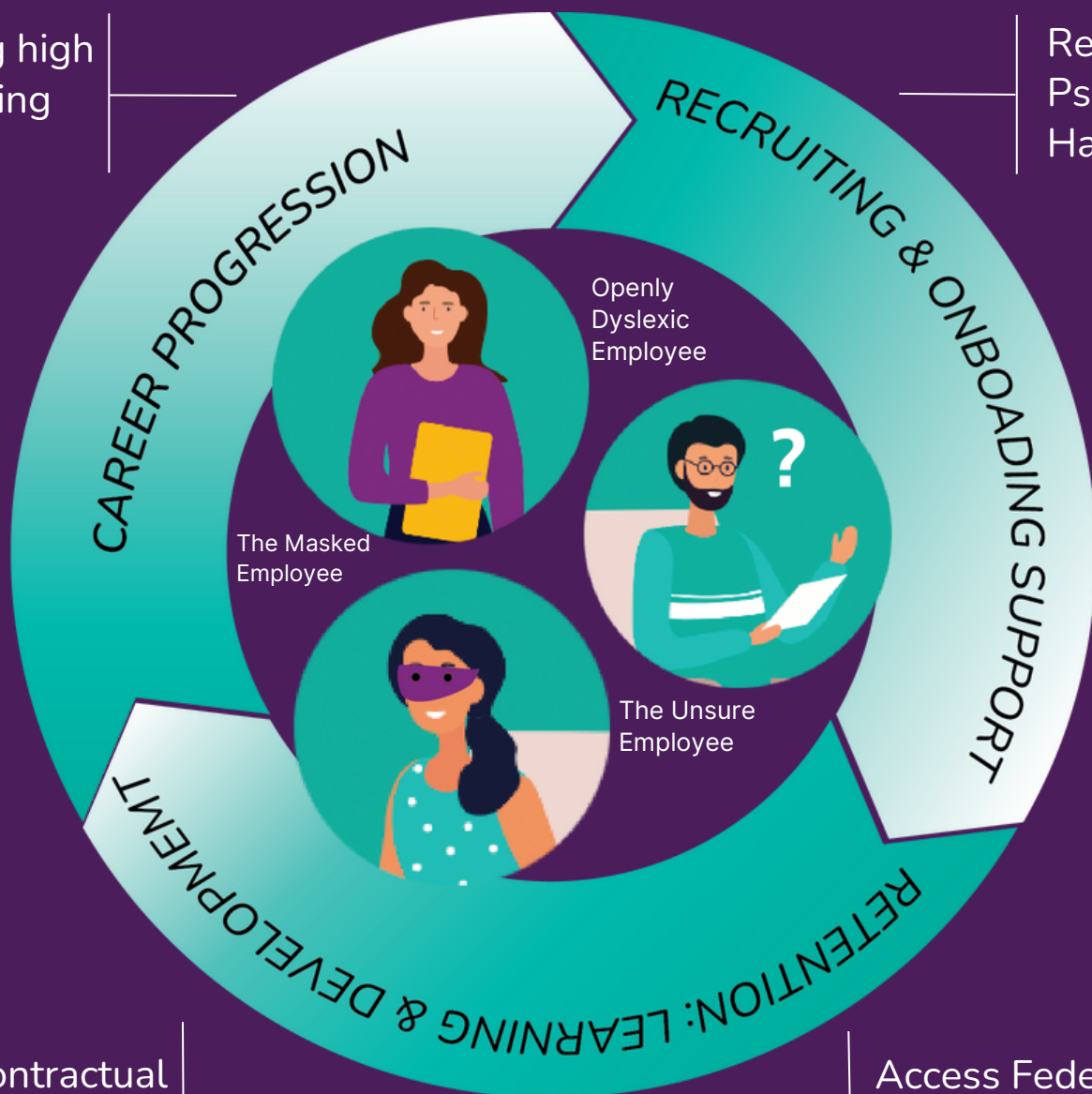
The cost of employee turnover is significant. Inadequate inclusivity measures can lead to high employee turnover, impacting both finances and company culture.

Supported by the Federal government's Job Access Initiative, our groundbreaking program is the first of its kind in Australia. Designed to help employers meet legal requirements, empower dyslexic and neurodivergent employees, and foster inclusive work environments, it enables you to transform your workplace into a hub of innovation and success.

Re:thinking what NeuroInclusion in the workplace looks like

Creating high performing teams

Reduction in Psychosocial Hazards



CAREER PROGRESSION

RECRUITING & ONBOARDING SUPPORT

RETENTION: LEARNING & DEVELOPMENT

The Masked Employee

Openly Dyslexic Employee

The Unsure Employee

Meet contractual obligations

Access Federal Funding

We do this by supporting you across the employment life cycle:



1. NeuroInclusion Recruitment Program

(partially funded by Job Access)

- Meet your obligations and tap into the hidden potential of neurodivergent employees.
- Co-design inclusive recruitment and retention strategies.
- Learning and development support one-to-one for neurodivergent employees setting them up for success on the job in the first 90 days.
- Supporting managers to be set up for success
- Workplace training
- Monthly 90-minute professional development group sessions for neurodivergent employees

2. NeuroInclusion Organisational Development Program

(fully funded through Job Access).

- Learning and development support one-to-one designed to cater to the unique needs of your existing neurodivergent dyslexic employees.
- Supporting managers in a debriefing and education session.
- Workplace training
- Monthly 90-minute professional development group sessions for neurodivergent employees.

3. You Don't Know What You Don't Know Program

- Creating a safe environment for neurodivergent employees to seek help.
- Co-design and create a NeuroInclusion action plan such as an Inclusion survey and targeted marketing strategy to promote NeuroInclusion.
- Dyslexia Screening
- Implement the Job Access Program
- Monthly 90-minute professional development group sessions for neurodivergent employees

Practicalities



Job Access funding

\$1530.00 per neurodivergent employee for personalised, one-on-one support.

\$1530.00 per employee to invest in awareness and training initiatives. If you have multiple employees, you can pool this funding to offer a broader range of training options, creating a more inclusive work environment for all.

Additional services

- Co-design and create a neurodivergent inclusion action plan including a marketing strategy to promote NeuroInclusion. TBA
- Co-designing inclusive recruitment and retention strategies to meet your obligations and tap into the hidden potential of neurodivergent employees. Cost TBA
- Dyslexia Screening is available, which can be used for Job Access applications. Cost of \$600.00, which can be covered by either the employer or the employee.
- Monthly 90-minute professional development group sessions. Cost \$49.95 per person.

At re:think dyslexia, we understand that your time is valuable. That's why we handle all the paperwork required to secure this funding at no extra cost to you. We conduct an initial meet and greet with your employee, collecting the necessary information for the Job Access application, including the re:think dyslexia client consent form.



Eligibility Requirements:



To participate in this program your employee must:

- provide evidence of their diagnosis.
- work more than 8 hours a week.
- be an Australian resident or citizen.

As the employer, you need to provide proof of employment, either through the employee's contract or the Job Access form provided. Once finalised, you will receive a Letter of Approval from Job Access.

Program Commitment:

Once approved, your employee will gain access to the following benefits:

- 4 x 1-hour learning and development sessions
- A 30-minute debrief session with their line manager and relevant personnel, including recommendations derived from the sessions.

We collaborate with you to determine the most suitable training workshop for your business needs. Remember to book your training sessions within two weeks of approval and ensure delivery within two months. The duration of training sessions will be tailored based on your chosen training solution.

By joining forces with us, you'll embark on a journey towards fostering a more inclusive working environment, unleashing the hidden potential of your talented dyslexic and neurodivergent workforce. With our comprehensive support and tailored programs, we'll equip your employees and workplaces with the tools and strategies needed to thrive.

Contact us today: hello@rethinkdyslexia.com.au

Note: This information is subject to change and may vary based on the latest guidelines provided by Job Access.