

re:think Neuro-inclusion Program



Lead the Change

This Australian first wrap-around program supports dyslexic and neurodivergent people in the workplace, with financial assistance for workplace adjustments through JobAccess.



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

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

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

DYSLEXIA: DATA TELLS THE STORY

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:

It's your responsibility. 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.

Psychological safety drives success. 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.

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

Attract the best. 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.

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

What is JobAccess?

JobAccess is the national hub where employers, service providers and people with disabilities can access workplace and employment information. Created by the Australian Government, it brings together the information and resources that can 'drive disability employment'.

Who does it help?

Through the [Employment Assistance Fund \(EAF\)](#) JobAccess provides financial support for workplace accommodations for employees who have a disability. These include neurodivergent employees who have dyslexia, ADHD and Autism. Accommodations can include:

- special equipment for the workplace
- information and communication devices
- specialist services for employees with specific learning disorders and mental health conditions
- disability awareness training for the workplace

Further information on JobAccess and EAF can be found [here](#)

How does re:think dyslexia work with JobAccess?

re:think dyslexia provides specialist services for employees with specific learning disorders and mental health conditions. Examples of these services include disability training across dyslexia, ADHD and autism and one-to-one learning and development support.



Eligibility Requirements:

Your employee must:

- provide evidence of their diagnosis
- work more than 8 hours a week
- be an Australian resident or citizen
- show proof of employment
- complete a JobAccess 1:1 support form with the employee and re:think dyslexia consultant.

We can collate, complete, and submit paperwork to JobAccess on the employer's behalf. Once finalised, you will receive a Letter of Approval from JobAccess and we can get started!

Program Commitment:

Once the EAF application is approved, your organisation will gain access to the following benefits:

- 4 x 1-hour learning and development sessions for the employee.
- A 30-minute debrief session with their line manager or relevant personnel to discuss recommendations derived from the sessions, with a report for the employer and employee.
- Disability training. We collaborate with you to determine the most suitable disability/neurodivergent training workshop for your business needs starting from 1 hour of training.

By joining forces with us, you'll embark on a journey towards fostering a more inclusive working environment and 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.



Practicalities:



re:think dyslexia Establishment Fee

re:think dyslexia establishment fee - \$330.00 incl GST

This fee is charged by **re:think dyslexia** and is payable before the submission of your application by us to JobAccess and is non-refundable. Clients can also apply directly through the JobAccess at no cost.

JobAccess Funding

Specialise services

- We offer one-to-one learning and development support for neurodivergent employees (Dyslexia, ADHD and Autism).
- Following receipt of a response from JobAccess one-on-one employee workplace support commences and occurs fortnightly.
- Cost \$1530.00 incl GST. This fee is payable at the commencement of the sessions.

Disability Awareness Training

- Disability training is delivered online and face-to-face subject to location. Training is to be booked within two weeks of JobAccess approval and delivery is ensured within two months. The duration of training sessions will be tailored based on your chosen training solution.
- Cost \$1530.00 incl GST. This fee is payable on booking of the training.
- If you have more than one neurodivergent employee training funding can be pooled to provide broader disability training solutions under the **re:think Neuroinclusion program**.

Reimbursement process

- A receipt of payment will be sent to your organisation for you to submit to JobAccess for reimbursement of \$3060.00. You will receive further information from JobAccess on the process for reimbursement.

Additional Services: Separate from JobAccess Funding

- Co-design and create a neurodivergent inclusion action plan including a marketing strategy to promote NeuroInclusion. Cost 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. Cost of \$600.00,
- Monthly 90-minute professional development group sessions. Cost \$49.95 per person, which can be covered by either the employer or the employee.

Example of training

Empowering Employment: Understanding Dyslexia In The Workplace Training

This workshop is a comprehensive one- hour session that aims to provide participants with a deeper understanding of dyslexia and equip them with practical strategies to support employees with dyslexia in the workplace. This interactive training will explore the unique strengths and challenges of individuals with dyslexia and highlight the importance of creating an inclusive and supportive work environment.

Interactive Elements:

- Group discussions and case studies to
- encourage knowledge sharing and collaborative problem-solving.
- Q&A sessions to address specific
- concerns and challenges related to dyslexia and mental health in the workplace.

Target Audience:

This training is aimed at the whole organisation and anyone interested in creating an inclusive and supportive work environment for employees with dyslexia.

Key Learning Objectives:

Understanding Dyslexia:

Gain a comprehensive understanding of dyslexia, including its definition, characteristics, and common challenges faced by individuals in the workplace.

Recognising Dyslexic Strengths:

Explore the unique strengths and abilities of individuals with dyslexia, such as creativity, problem-solving skills, and out-of-the-box thinking.

Accommodations and Support:

Learn about effective strategies to enhance the productivity and well-being of employees with dyslexia.

Cultivating an Inclusive Work Environment:

Understand the importance of creating an inclusive work environment that embraces diversity and empowers individuals with dyslexia to thrive.

Reducing Stigma and Promoting Awareness:

Explore strategies for reducing stigma around dyslexia and promoting awareness among colleagues and management.

WHY US?

We believe in leading the change, disrupting the norm and celebrating the differences.

At **re:think dyslexia**, we are committed to doing things differently by creating inclusive environments that enable adults with dyslexia and other neurodivergences to live healthier, happier, and more connected lives. As a neurodivergent and women-lead social enterprise, our capacity to achieve this mission comes from our extensive lived experience and knowledge in the field of dyslexia, clinical practice, workplace and leadership coaching including learning and development, organisational development, employee engagement and research.

We will aim to develop a deep understanding of how your business works so we can engage with all levels of your organisation to achieve success. It's our passion. Our extensive experience moves individuals from curiosity to commitment by considering every angle. That's what sets us apart. We build close partnerships with our clients and believe strong partnerships foster shared success. This builds confidence and trust and enables us to deliver quality results every time. We help you to see the big picture, which supports companies to be agile into the future.

Our work is developed and delivered by those with a lived experience of dyslexia and other neurodivergences and is grounded in evidence-based research conducted in partnership with La Trobe University. We are committed to staying at the forefront of knowledge in this field and to continue adapting and refining our work to ensure we are effective and relevant. Let us partner with you to enable these individuals to be successful employees in your workplace. That's a win for everyone.

Recent companies we have worked with to deliver the **re:think Neuroinclusion program** have included Hampton Park Community House, Neurorehab Allied Health Network and the South Australian Government.



Contact us today:
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find out more.
www.rethinkdyslexia.com.au

