



**HARNESSING NEURODIVERGENT
TALENT OF THE FUTURE:**
APPRENTICES, GRADUATES & INTERNS



Introduction:

Apprenticeships, Graduate programmes, and Internships are the perfect opportunity to kick start the careers of the future talent within your organisation.

The changing world requires a transformative approach. People who experience the world differently; who see things differently; and think differently. Diverse, stronger, and more innovative teams, who bring unique perspectives to problem solve, who bring creative thinking and different ideas to the table. This will enable you as an organisation to bring innovative solutions to market for your clients, to out-think and out-perform your competitors, and ultimately elevate your business success.

“Innovation calls on firms to include people and ideas from the edges.”

“ 1 in 7 people are estimated to be neurodivergent; 15% (ACAS, 2016), which is a significant proportion of your current and future workforce, and your customers and clients. So as an organisation, it is critical to create an environment where neurodiversity can flourish to unlock the long-term benefits for business.”



Introduction:

As the modern workplace strives to achieve this and moves in the direction of diversity, equity, and inclusion for all, one huge untapped talent pool is still being overlooked. If the diversity business case is so significantly about diversity of thought, there is no better way to do that than to hire people who literally think in a different way and to create a culture and environment that allows them to flourish and add real value.

As stated by Aptem, 2022,

“Neurodivergence needs to be better understood and accommodated throughout the apprenticeship journey, from recruitment through to end-point assessments. Making sure that learning approaches are inclusive, and that individual needs are considered and accommodated, is part of the solution.”

Unemployment rates for **neurodivergent individuals are as high as 40%** stressing the importance to adapt recruitment procedures and the way apprentices and graduates are assessed for programs and schemes (Harvard Business Review).



Neurodiversity: Apprenticeships

Apprentices can come to organisations full of information on new ways of working, the latest technology, and a different mindset; they are our future leaders that drive your organisation forward.

The impact apprentices have on organisations is significant.

86% of employers reporting development of skills relevant to their organisation

74% reporting improvements in the quality of their product or service

78% reporting improvements in productivity

(Source: UK Government).

So, let's make sure you are setting them up the right way to succeed and thrive within your organisation.



With a 47% apprenticeship dropout rate (UK Government, 2022) and an estimated 1 in 4 to 1 in 5 apprentices thought to be neurodivergent, it is imperative that apprenticeship schemes understand and support different learning styles to encourage not only the retention of apprentices, but also their success.

(FE News, 2021)

Neurodiversity: Graduates & Interns

Graduate and Internship schemes, like apprenticeships, are designed to develop future leaders within organisations. **Many of the UK's leading employers have graduate schemes and their acknowledgement of attracting neurodivergent talent is growing.** Those that are paving the way have adapted their graduate schemes to encourage neurodivergent candidates to thrive during the application process and within the organisation, and the research on (neuro) inclusivity speaks for itself:

Companies with inclusive cultures were six times more likely to be innovative and agile **(Deloitte, 2018)**

80% of Gen Z said they'd be more likely to apply for a job at a company that made space for the neurodivergent workforce

(Tallo survey 2021)

“Compared to peers, the Autism at Work employees were 48% faster and as much as 92% more productive.”

(JPMorgan Chase)

We've worked with organisations like Cappfinity to help them create neuro-inclusive graduate assessment processes to ensure that they are not only assessing graduates equally, but enhancing the chances of onboarding neurodivergent talent

“To truly embrace neurodiversity, organisations need to consider how they can ensure greater accessibility across talent assessment and development practices.”

Cappfinity, 2022



Why Empower Neurodivergent Apprentices, Graduates and Interns?

It is thought that due to the nature of apprenticeship structures, the skill and diverse thinking required, and industry type such as engineering and technology, neurodivergent individuals are more likely to be attracted to apprenticeships as a route into work and their career. “[...] **the combination of practical, hands-on and classroom-based learning is ideal for many people with neurodivergence**” (Aptem, May 2022).

Neurodivergent talent brings competitive advantage to business, with **up to 30% to 97% more productivity** within a neurodiverse team compared to others (**Hewlett Packard Enterprise and JPMorgan Chase**).

Studies have shown that apprentices who receive tailored support experience a 14% increase in confidence and 16% increase in motivation; attributes established to have a positive influence on learning (Sanchez-Ruiz, et al., 2016).



Removing barriers to the neurodivergent population is not only the right thing to do, but also the smart thing to do.

Creating a culture where all employees are understood, appreciated for their talents and empowered, increases engagement, retention and loyalty. Companies that embrace neurodiversity in the workplace may also gain competitive advantages in many areas such as:



How can you empower & retain your neurodivergent apprentices, graduates & interns?

Screening at onboarding stage

- Understand your neurodivergent individuals from the get-go by screening them at onboarding stage.

Aptem (May, 2022) state that **“embracing and supporting neurodiversity is a critical part”** in the engagement and progress of learners.

Adopt a neuro-inclusive workplace culture

- Lexxic can partner with you to ensure that your neurodivergent apprentices, graduates and interns have effective workplace accommodations that enable them to flourish in the work they do.

Lexxic can support you

- In developing neuro-inclusive processes for attracting, assessing, and developing neurodivergent talent through your programmes.
- To ensure your processes do not present barriers to neurodivergent candidates.

Our one-to-one services can ensure that your neurodivergent candidates have the right support in place for developing and acquiring skills in your organisation.

See page 12 for a breakdown of our recommended services!

“It has [improved my commitment levels]. It is very powerful, being helped. This effects every part of my life, the fact that this will eventually be sorted out – it will be bigger than my job... the fact that this has come from [my organisation] is massive, joins me at the hip with them. It would make me think twice if I ever wanted to leave”

Apprentice, 17.

Employees we have worked with that receive a diagnosis over the age of 20 often report a similar bitter-sweet experience. There is a greater understanding of who they are, how they work, and why they think the way they do; at the same time, they wish they were diagnosed sooner so they could have gained this insight during their education and at the beginning of their career. So, let's change this narrative for our future work force and equip them with the ability to not only understand their neurodivergence but celebrate their unique ways of thinking and working. We know that diversity in thinking is as important as biodiversity and provides commercial benefits that are being coined as a "competitive advantage" for organisations.

“Before I didn't really know or have a solid answer on whether I am [neurodivergent] or I am not, now I know it will put my mind at ease.”

Apprentice, 17.



Partner with Lexxic to leverage the power of difference; empowering individuals, teams, and the whole organisation to become Neurodiversity Smart and enable neurodivergent talent to thrive.

Lexxic can help you!



1. Triage Process

Our triaging service can be offered to all new graduates, apprentices and interns over the age of 18 during the onboarding to your organisation.

It will identify individual strengths, development areas, and characteristics associated with neuro-differences, identifying those who would benefit from a formal assessment.

This will ensure that new starters are empowered and understood from the moment they join your organisation and throughout their employee life cycle, helping to create a culture of psychological safety and belonging.



2. In-depth Audits

Lexxic will work in partnership with you to conduct an audit of your graduate, apprenticeship and / or internship programs, undertaking a comprehensive review of your recruitment processes as well as your policies, tools, training content and resources, and making recommendations to ensure they are neuro-inclusive.



Additional Lexxic consultancy services: Neuro-inclusion in the workplace



3. Neurodiversity Smart Self-assessment

Neurodiversity (ND) Smart® is our maturity model which takes organisations on a journey to become neuro-inclusive across all aspects of their business.

The Self-Assessment process allows you to gather evidence in relation to the ND Smart inclusion criteria which will be reviewed by our neurodiversity experts to identify your strengths and areas for improvement.

You will receive

A comprehensive report and recommendations, and our neurodiversity experts will work with you to produce a roadmap for future action.

Additionally, you will receive

A ND Smart accreditation award at committed, certified or champion level, which will enable you to demonstrate your ND Smart credentials to your employees, customers and partners.

Neurodiversity Smart Model





4. Awareness Webinars

Lexxic's awareness workshops and webinars enable you to increase understanding of the value of neurodiversity across your organisation, with practical advice tailored to the particular needs of your organisation, and the interests of different teams and roles within it.

Workshops and webinars are engaging, informative and interactive, delivered by our experts in neurodiversity.

- Working Environment
- Workplace Adjustments & Technology
- Leadership & Line Managers
- Culture & Communications
- Governance, Policy & Strategy
- Neurodiversity Awareness for HR Teams
- Neurodiversity & Talent Management
- Recruitment & Talent Acquisition Teams



5. Neurotalent Unlocked – e-Learning Modules

Broaden your organisation's awareness of neurodiversity with our two **brand new** e-Learning modules! The perfect step in your journey to creating a workplace where **all minds belong**.

Designed and created by psychologists and neurodivergent individuals with over 15 years experience, our two new modules include:

An Introduction to Neurodiversity in the Workplace

Neurodiversity Awareness for Line Managers

neurotalent unlocked

Neurodiversity Awareness

- Introduction to neurodiversity
- Dyslexia, dyspraxia (DCD) and dyscalculia
- ASC
- ADHD



6. Co-creating Policies & Strategies

Our expert consultants can partner with you to develop a tailor-made neurodiversity policy or strategy for your organisation, reflecting the particular needs of your business and employees. We can also advise on how to maximise the impact of your policy and strategy through effective governance, implementation and communication. This will ensure your employees receive the best possible support to fulfil their potential, and thrive at work.



7. Neurodiversity Passport

Lexxic can provide you with a Neurodiversity Passport, tailored to your particular requirements, which can be used by neurodivergent individuals and their line managers to provide a record of their key strengths, workplace challenges and any adjustments or support that have been agreed to enable them to perform at their best.



Get in touch with us today to start your journey to become neuro-inclusive!

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