

# Supporting Autistic Mental Health in the Workplace

Employer Training on Autistic Employees and Job Seeker Mental Health



## Course Overview

**Supporting Autistic Mental Health in the Workplace** is an online, self-paced training course that provides an introduction to mental health challenges that neurodivergent and Autistic employees and job seekers often face in the workplace. The training focuses on understanding and responding to their mental health needs, best practices, and supports to promote mental wellbeing. Strategies and supports in this training could benefit any employee.

By completing the course, you will learn about a range of informed, concrete strategies to support Autistic employee wellbeing, success, and strategies to connect employees to internal and external supports relevant to mental health.

## Who Should Take the Course?

This course is geared towards any employer, manager, supervisor, job support person or employee who has Autistic employees in their organization, or anyone who is interested in creating an inclusive workplace and supporting a neurodiverse workforce. It is primarily designed for employers and managers involved in the Ready, Willing, & Able (RWA) network.

This training can help managers and co-workers understand, anticipate and support the mental health needs of the neurodiverse workforce.

## Assessment

Each module contains a knowledge check at the end. The questions will test your knowledge from the module. You must answer the questions correctly to progress to the next module, but you can answer the questions as many times as you want.

## Course Duration

This training course is self-paced and should take approximately 1.5 hours to complete. The duration will depend on your own learning pace and prior knowledge. You can pause and resume the training at any time.

## Course Objectives

Learn about the mental health challenges of Autistic employees and job seekers, strategies to promote their mental wellbeing, how to respond to mental health crises, and how to direct an employee to mental health resources.

*The course consists of 3 modules and must be completed in order:*

### 1. Mental Health for Autistic Job Seekers & Employees

- Autism, neurodiversity and mental health
- Common employment-related mental health challenges
- Barriers to accessing mental health services for autistic adults

### 2. Workplace Mental Health Strategies & Best Practices

- Create a respectful workplace and support autistic acceptance
- Non-intrusive accommodations
- Job coaching and peer support
- Communicating effectively
- Schedules

### 3. Mental Health Crises and External Supports & Benefits

- Identifying and responding to mental health crises
- Selecting inclusive group benefits
- Alternative mental health supports

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