

_nology

TALENT IN **TECH**NICOLOUR

**_NOLOGY IN
PARTNERSHIP WITH
THE NATIONAL
AUTISTIC SOCIETY**

**NEURODIVERSITY
IN TECH ACCELERATOR**



**National
Autistic
Society**

SOLVING GLOBAL PROBLEMS WITH TALENTED PEOPLE

OUR MISSION

[_nology](#) is a tech training and talent provider. We create and deliver world-class, diverse tech talent for businesses globally.

We break down perceived barriers so the highest potential individuals can enter the tech sector, regardless of their background. Our marketing, assessment, training, and support strategies enable them to find a career in which they can truly thrive, meaning we can deliver best in class tech talent.

At [_nology](#), we run 12-week intensive tech training courses. We teach a diverse range of individuals to code and place them in roles with [clients across the world](#), from start-ups through to FTSE 100 companies. Our curriculum is centred around in-demand tech skills, including Cloud, DevOps, Testing, Front-End Development, and JavaScript, to ensure our [_nologists](#) are job-ready and add value from day one of their placements. We also work closely with our clients to create [bespoke training courses](#) tailored to their exact needs.

We're committed to creating a [more diverse workforce](#), so inclusivity is at the core of every stage of our tech accelerators, from attraction and assessment through to client placements and retention. This purpose is what drives our business, as well as our charity partnerships and attraction process.

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THE NATIONAL AUTISTIC SOCIETY**

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TRANSFORMING LIVES AND CHANGING ATTITUDES

OUR PARTNERSHIP WITH THE NATIONAL AUTISTIC SOCIETY

We've partnered with the [National Autistic Society](#), the UK's leading charity for people on the autism spectrum and their families, through their Autism at Work programme. They support employers in attracting, recruiting, and retraining autistic employees. They have also created a free Finding Employment Module which has supported approximately 2000 autistic job seekers in applying for jobs and self-advocacy, which is available online and in Jobcentres across the UK.

The National Autistic Society work with autistic individuals who may also have other co-occurring conditions, for example, ADHD or dyslexia. This supports our clients in diversifying their tech teams by employing exceptional neurodiverse talent. The National Autistic Society provide our clients with guidance to ensure the awareness, support, and desirable workplace environment that will enable neurodivergent people to thrive.

THIS BENEFITS OUR _NOLOGISTS AND CLIENTS IN 3 MAIN WAYS:



We can extend the reach of our coding courses to neurodivergent individuals thanks to the niche job boards that the National Autistic Society and their charity partners allow us access to



The National Autistic Society supports our clients in creating environments that enable neurodivergent individuals to truly thrive



We receive regular training and input from the National Autistic Society to ensure our teaching style and the support we offer is inclusive and accessible to neurodivergent individuals

WHY IT MATTERS

The National Autistic Society work closely with individuals to assess their readiness for work – this includes pre-employment training where needed, support in the workplace for colleagues and managers, and ongoing job coaching for the individual.

When companies embrace neurodiversity, they gain competitive advantages in many areas – productivity, innovation, culture, and talent retention, to name just a few. There are a huge range of skills that neurodivergent individuals can bring to the workplace, including:

- **Attention to detail:** Identifying things that others may have missed
- **Technical skills:** Strong logical and methodical thinking
- **Creative thinking:** Problem-solving outside the box
- **Determination:** A tenacious approach to getting the job done
- **New ways of looking at things:** Different perspectives and skills add infinite value



HOW OUR PARTNERSHIP WORKS

The National Autistic Society's [Autism at Work Programme](#) creates more inclusive workplaces with the intention of supporting autistic people in long-term, sustainable employment. This includes education around the benefits of a neurodiverse workforce, as well as the steps employers can take to support and nurture neurodiverse talent. In conjunction with the National Autistic Society, we provide guidance around recruitment support, training and workplace support, and resources to our clients.



THIS PARTNERSHIP STRENGTHENS OUR SUPPORT OF BOTH OUR _NOLOGISTS AND CLIENTS THROUGH OUR FOUR-STEP APPROACH;

ATTRACT

- Via our partnership with the National Autistic Society and the niche job boards they engage with, we reach high potential individuals who are neurodivergent or from underrepresented backgrounds.
- We also have access to a hugely diverse talent pool through NAS' charity partners and the people they connect with.

ASSESS

- NAS assess their candidates for job-readiness before they start the process with us. We select candidates based on their mindset and capability rather than education or experience, and assess applicants through a competency-based process, without viewing their CVs.
- Clear, concise instructions for all stages of the assessment process, as well as the overall timeline, are outlined from the very beginning. All interview questions are sent to autistic candidates ahead of time to allow them to prepare.

TRAIN

- Training is delivered by our in-house team of expert instructors over a full-time 12-week period.
- Our instructors are trained by NAS on teaching styles, how to approach delivering material to autistic _nologists, and how to ensure they feel as comfortable as possible.
- Additional soft skill development and support to help with interview prep, for example, is also an integral part of our tech accelerators.

SUPPORT

- During training, autistic_nologists receive weekly 1-2-1 sessions with our Talent Team, supported and guided by NAS.
- NAS provide our autistic_nologists support for the first 6 months on-site, alongside professional and pastoral support from us for the entirety of the 18 months.

You can find out more about our commitment to D&I [here](#), view more of our case studies [here](#), and get to know some of our _nologists [here](#).

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TALENT IN **TECH**NICOLOUR

MAKING
TECHNOLOGY
BETTER,
TOGETHER.

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US: us.nology.io

