

*“My coaching with Genius Within was a discovery of skills, qualities, strategies and strengths that I already had, but hadn’t discovered or was not using to the full”*

Paul S (featured in the BBC's Employable Me program)

If you would like to find out more about our unique apprenticeship support offer, and how you can access the Additional Learner Support fund for your apprentices, please contact Kate Gilbert, our Head of Business Development.

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# Genius WITHIN

## Apprenticeship Support



Passionate about developing talent and achieving success with  
**ADHD, Autism, Dyslexia, Dyspraxia/DCD,  
Tourette Syndrome, Mental Health  
and all neurodiverse conditions**

## Strategy Coaching

Following on from their de-brief call, apprentices receive a report with recommendations for coaching support. Coaching support is delivered fortnightly: Firstly as a 1.5hour face to face session, with a half hour telephone catch up 2 weeks later to check in on the usefulness of the strategies and stay on track.

Each coaching session produces a report, that can be shared with tutors, assessors and employers so that everyone is on the same page with the strategies.

Strategies can be as simple as moving where someone sits in an office to reduce distractions, or recording new processes on a smart phone as a reference.



*Are you already supporting neurodiverse Apprentices but need some more expertise?*

## Complimentary Services

In addition to the ALS funded apprenticeship support, Genius Within can also provide up-skilling and CPD for Assessors, tutors and employers on neurodiversity and the Equality Act.

Our genius facilitators can provide face to face or online training sessions on inclusion, awareness and specific topics such as working memory or time management. Attendees will benefit from our expertise and leave with a set of useful tools they can use with apprentices to ensure retention and success.

## Additional learner Support Fund

Genius Within are able to offer a unique service to apprentices, that can be fully funded through the Additional Learner Support funds. Our program consists of an initial assessments, followed by personalized strategy coaching to ensure retention and success for any apprentice that may have additional learning needs.

Additional Learning needs can include Dyslexia, Dyspraxia (DCD), Autism, ADHD and mental health issues such as Anxiety and Depression. Some long term health conditions can also create a neurodiverse

profile. These needs can be most evident in a workplace, or in a learning environment. Our support focuses on strengths and de-stigmatizes support for our clients and there is no need for expensive diagnostics first.

## How does it work?

All apprentices take a quick online strategy profiler that immediately provides a list of useful workplace strategies that they can implement.

## Further Support

Anyone scoring over 29% on the profiler will receive a half hour de-brief call with one of our psychologists to decide on next steps for support.



An estimated 40% of apprentices have a neurodiverse condition.

Strategy coaching can reduce stress and anxiety, and it is proven in increasing learning and workplace performance.

**Our clients report a average 43% improvement in workplace performance (as rated by themselves and their line managers).**

24% of our clients are promoted within 12 months!