



Inclusive
Change

Mentoring

For Neurodivergent Adults

Practical support to build confidence,
independence and everyday skills



Mentoring with Inclusive Change

Building confidence. Creating independence.
Supporting real progress.

What mentoring looks like

Mentoring with Inclusive Change provides practical, personalised support to help individuals build confidence, develop independence, and navigate everyday life with greater ease.

This isn't one-size-fits-all support, sessions are shaped around the individual and focused on what will make the biggest difference day to day. Support adapts depending on what is the most helpful at the time, whether that's building routines, navigating daily challenges, or preparing for work or education.

Support can take place:

- Online or in person
- In the community or workplace settings
- As structured sessions or more flexible, responsive support

At its core, mentoring is about having someone alongside you who understands, breaks things down, and helps make progress feel achievable.



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How mentoring can help

Mentoring is often used to support

Support is tailored, but often focuses on...

Building independence

- Managing daily routines
- Planning and organising time
- Developing confidence in decision making

Confidence and self-belief

- Understanding strengths
- Reducing overwhelm
- Building resilience over time

Employability skills

- CV writing and job applications
- Interview preparation
- Understanding workplace expectations

Travel and real-world skills

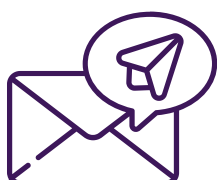
- Using public transport
- Planning journeys
- Building confidence in new environments

Education and study support

- Staying on track with work and deadlines
- Breaking tasks into manageable steps
- Preparing for transitions

Life skills

- Budgeting and money management
- Communication and social interaction
- Problem solving in everyday situations



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How mentoring can help

What's involved

Mentoring is structured to build confidence and trust over time.

Getting to know you

We start with a relaxed conversation to understand goals, challenges, and what support might look like.



Building skills and strategies

Sessions focus on practical tools, routines, and approaches that make things easier day to day.



Applying in real life

Support moves into real situations, helping build independence and confidence where it matters most.



This approach is consistent across all mentoring types, whether focused on life skills, study, or employment.



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How mentoring can help

What's involved

Support will vary depending on need, but could include...

A 6 week block of 2-hour sessions

Check-ins for accountability and structure

1-hour sessions, 1-3 times a week

Travelling together

Helping to plan weekly tasks

Preparing for appointments together

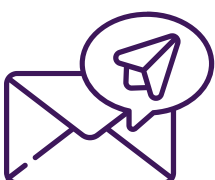
Support is reviewed regularly to make sure it stays relevant and helpful.

Rates start from **£36 per hour + vat**

- Invoiced weekly, to be paid ahead of appointment
- Options for flexible hours based on need

Time used for preparation and admin will be charged *based on support needs* to ensure effective use of mentoring time.

Can be supported through *Access to Work*, paid privately or using other funding where applicable.



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Building confidence with support

Lucy

Neurodivergent Mentoring

What we did

We've known and worked with Lucy since 2022, when she joined us as a volunteer at Your Village Shop. In 2025, she began mentoring with us, within a predictable, neuroaffirming space where she didn't need to mask and could communicate her needs safely. We focused on emotional check-ins, confidence-building, and rebuilding social stamina.

As Lucy's confidence grew, we supported her participation in our Future Voices podcast, helping her share her story in her own words.

Achievements & Progression

Lucy has grown in self-confidence and social resilience! Mentoring has helped her gradually rebuild her ability to leave the house weekly and communicate her needs clearly. We've developed useful strategies, like thumbs-based emotional check-ins. Lucy's biggest achievements have been going to the shops by herself, taking our Support Operations Manager, Holly, to Cribbs Causeway Mall, and volunteering her research and script-writing skills for our Future Voices podcast.

Lucy's also started to write her own compendium of Pokémon Shield commentary. Her writing voice has come along brilliantly as a result!

Background

Lucy's secondary school education was not a linear journey! She managed to complete her GCSEs with the right support and great structure. However, at post-16/A-levels, Lucy experienced burnout and left school.

After being diagnosed as autistic in 2023, Lucy finally had a language for why she had a low social battery, strong sensory sensitivities, and masking exhaustion. Lucy credits her close relationship with her mum, Nan, and supportive family dynamics, for her radical self-acceptance and achievements.

Strengths & Challenges

Lucy is incredibly self-aware, emotionally honest, creative, and resilient. She communicates thoughtfully, is witty in her writing, and pushes herself to try new experiences in spite of her social anxiety.



From NEET to National Recognition

Cameron

Digital Community Apprentice



What we did

During work experience, Cameron received weekly mentoring from neurodivergent-trained staff, we built a personalised one-page profile, and completed impactful tasks like press release writing. He undertook the ASDAN "Understanding Work" short course.

Once employed as an apprentice we helped Cam to access in-person support and assistive tech through Access to Work, creating a supportive foundation for success in his apprenticeship and future career.

Achievements & Progression

Cam was a lead contributor to Project Sandbox, a digital-skills initiative from Inclusive Change At Work funded by Avon & Somerset PCC. He Co-created the Scam Me podcast on online safety. He has mentored younger neurodivergent volunteers and secured sponsorship for the podcast series.

In 2025 Cam won recognition as Digital Business Apprentice of the Year and has secured a new role as a Digital Marketing Assistant for a Bristol based Charity.

Background

At 18, Cameron was NEET, anxious and unsure of his direction after A-levels. He is autistic, received limited educational support, and didn't recognise his potential. Referred by his parents, he joined our 2022 pilot work-experience programme with Inclusive Change at Work CIC at Your Village Shop. With the help of Inclusive Change, Cam stepped up into an internship with Wildscreen, world renowned natural history comms business, before returning to Inclusive Change to take on a L4 Apprenticeship.

Strengths & Challenges

Cam faced low confidence, high anxiety, masking in social contexts, and had unclear career goals. His talents, like writing and research skills, were waiting to be discovered.





Building a freelance creative business

Owen

Scribblewhiskers.com



What we did

Inclusive Change provided tailored, autism-informed support to help Owen build her freelance business.

We supported her in developing a creative business plan, applying successfully for Access to Work, and setting up her Etsy store and website.

Through mentoring, event support, and hands-on guidance, we helped Owen manage commissions, pricing, and client interactions in ways that worked for her communication style and strengths.

Achievements & Progression

Owen now runs a growing creative business, managing commissions and online sales with confidence.

She's been invited to exhibit at the Bristol Harbour Festival and stocks her work in local stores.

Background

Owen, an emerging autistic artist, had strong creative skills but no business plan, no freelance experience, and low confidence in her ability to succeed independently.

She'd been incorrectly told she couldn't apply for Access to Work because her business hadn't formally started.

With no clear route forward and increasing demand for her artwork, she needed tailored, neuroinclusive support to build confidence, structure, and sustainability into her freelance journey.

Strengths & Challenge

Owen is a highly skilled and self-motivated artist working in both traditional and digital formats. She brings creativity, focus, and a strong sense of independence.

However, she faced barriers including limited business knowledge, low confidence, communication differences, and executive function overwhelm, all of which made starting and sustaining a freelance business feel out of reach.

