can Valuing neurodiversity.

What is CAN?

A plain language guide to the project

CAN at a glance

CAN is a European project on counselling and career guidance for adults to value neurodiversity.

CAN is working to help career counsellors, HR professionals and adult educators support neurodivergent adults into training, work and career change.

It is an Erasmus+ project (2024–2026, reference ERASMUS-EDU-2025-PI-FORWARD) run by 8 partner organisations in Italy, Austria, Germany and Bulgaria, and with EU-level partners.

Why CAN matters

Across Europe, employers need more skilled workers, yet career guidance often takes a one-size-fits-all approach which often fails neurodivergent adults.

Neurodivergent adults bring diverse skills, perspectives and experiences to the workplace. Yet many still face barriers to accessing, participating in and progressing at work. This is mainly due to limited understanding of neurodiversity and a shortage of trained professionals and accessible support. As a result, many end up in low-skilled roles, face higher burnout risk, and miss chances to upskill.

CAN builds on an earlier project, NEW (Neurodiversity at Work), which helped employers create neuroinclusive workplaces. CAN goes further, focusing on career guidance and adult learning. CAN's approach rests on three principles: universal design (support that works for everyone, not just the majority); strengths-based (focusing on what people can do, not just their difficulties); and a social model of disability (barriers come from systems, not the person).

What CAN does

CAN is developing and testing a new, inclusive framework for career counselling and guidance, designed to scale across countries, organisations and contexts in Europe. The project has three objectives.

1. Build lasting partnerships. CAN connects people and organisations across sectors and countries - in adult learning, employment services, HR and neurodivergent communities - to build an ecosystem that sustains neuroinclusive career guidance beyond the project.

2. Create a new guidance model. CAN is developing and piloting a neuroinclusive counselling and career guidance model, helping neurodivergent adults access tailored support for training, employment and career transitions, while building professionals' skills to support them.

3. Open up training opportunities. CAN expands access to tailored upskilling pathways for neurodivergent adults - building accessible, user-centred training environments and awarding micro-credentials that recognise skills gained.

What CAN will deliver

CAN's work is organised into six Work Packages. Together, they will produce a set of practical, publicly available resources, grouped here in plain language.

1. Building partnerships and influencing policy
A strategy and toolkit for engaging partners across adult learning, employers, employment services, public authorities and neurodivergent communities.

A stakeholder consultation report across four countries and EU level, with five co-designed policy briefs and a scaling/influencing roadmap.

A Community of Practice on LinkedIn and the CAN Digital Hub, targeting 150+ active members by project end.

A Neuroinclusive Workplace Mark recognising SMEs committed to neuroinclusive hiring, piloted with at least three SMEs per country.

2. Guidance model and professional training
A blended training programme for practitioners, reaching 120+ professionals with recognised micro-credential standards.

A guidance toolkit for career counsellors, including the AI-CAN Matching Tool, self-assessment instruments, outreach strategy and career planning protocols.

What CAN will deliver

3. Training and skills for neurodivergent adults
A Training of Trainers package for educators and HR professionals, with a ready-to-use Trainer's Toolkit.

Modular up/re-skilling pathways aligned with EU frameworks (LifeComp, EntreComp, DigComp), piloted with 80+ adults, yielding 100+ micro-credentials.

4. Sharing what we learn
A Communication and Dissemination Plan guiding project-wide outreach.

The CAN Digital Hub - a multilingual, accessible website (valuingneurodiversity.eu) hosting resources, tools, recordings and interactive features.

The CAN Starter Pack - free resources (slides, templates, videos, FAQs, case studies) enabling any organisation to adopt the CAN approach, in English and all partner languages.

How to get involved

There are several ways to take part in CAN, whatever your role or organisation:

- Join the Community of Practice on LinkedIn and the CAN Digital Hub (**valuingneurodiversity.eu**) to connect with others in neuroinclusive career guidance.
- Take part in stakeholder consultations shaping the policy briefs and roadmap. Get in touch with your local CAN partner.
- Pilot the training - as a career counsellor, HR professional, adult educator, or neurodivergent adult upskilling.
- Become an associate partner to extend CAN's reach in your country or sector.
- Use the CAN Starter Pack to bring the CAN approach into your organisation.
- Follow CAN on LinkedIn, Instagram, Facebook and the Digital Hub for updates and resources.

Who is involved

CAN is delivered by a consortium of eight partners from four countries, with two European-level partners bringing specialist expertise in adult education and neurodiversity advocacy.

FORMA.Azione srl

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CATRO

Gi group

EDA European Dyslexia Association

die Berater bridges to europe

EAEA EUROPEAN ASSOCIATION FOR THE EDUCATION OF ADULTS

CAN is also supported by associate partners across Europe, spanning disability advocacy organisations, employer/HR networks, and education and public sector bodies.

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