



# A+plus program

Creating autism  
inclusive workplaces.

# A-Plus Employment Program

The A-Plus employment program works to support organisations to capture the opportunity and address some of the challenges around the participation of Autistic people in the workforce. Autistic people overwhelmingly want to work and are an asset to an organisation, and employers need skilled and committed workers that can contribute to their organisation's success and growth.

While the traditional supply-side approach to employment prioritises job placement that supports at the individual level, Amaze adopts a demand-side approach to ensure that organisations have the capability and confidence to implement autism friendly policies, procedures and practices that are practical, sustainable and scalable across the whole organisation. Working in partnership with organisations and businesses, the A-Plus Program focuses on equipping employers with the understanding, knowledge and tools to attract, develop and retain Autistic talent.

**“ You don't have to explain why you value innovation, resilience, or integrity. So why treat diversity any differently? ”**

Oriane Georgeac and Aneeta Rattan



## **Message from Amaze CEO**

Autistic people bring immense value and diversity to the Australian employment space, and in return, their inclusion in the workforce brings great economic benefits for employers and wider society. The way in which our society's working context and environment has shifted over the last few years has presented a real opportunity for the increased and improved participation and contribution of Autistic people to the workforce.

To achieve this, it's critical that employers are provided with the right supports and resources that enable them to create autism inclusive workplaces. While we acknowledge that some progress in the employment of Autistic people has been made, there is much more to be done. We are committed to working with willing partners in the corporate sector who are ready to seize the opportunities and benefits that employment of Autistic talent brings to the workplace.

**Jim Mullan, CEO**

# Our learning approach

The A-Plus employment program by Amaze creates an adaptive learning experience by blending methodologies and progressively layering theoretical and practical information. This leads to greater impact by enabling participants to immediately apply new understanding.

The program is designed to raise awareness, understanding and acceptance of the experiences of Autistic people, as well as equip participants with the required skills and knowledge to contribute to an inclusive workplace culture that values and supports broad neurodivergent talent.

## **Our program focuses on three key areas:**

### **Empowering action**

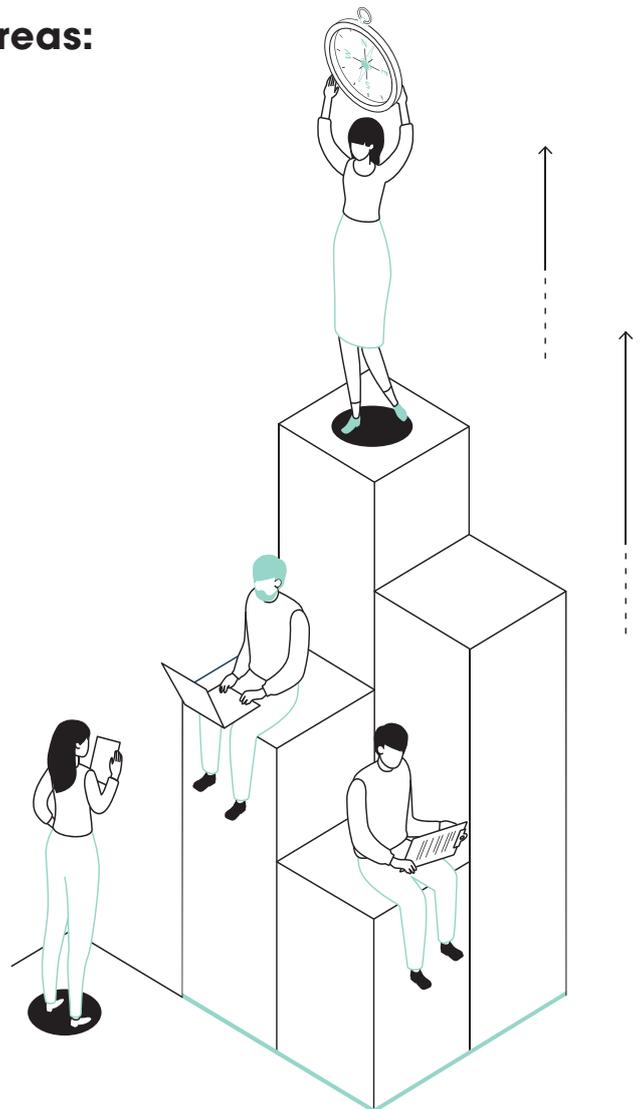
Enabling senior leadership to turn intention into reality through a holistic and proactive approach. Organisations can build diverse and inclusive workplace cultures by identifying key initiatives and developing action plans aligned to strategic priorities.

### **Building capacity**

Providing HR professionals and leaders with practical strategies and specialist training programs that support the success of Autistic employees through the employment lifecycle from recruitment through to the first 12 months in the role.

### **Creating a strong foundation**

Utilising the A-Plus principles, the program increases all employee's awareness, understanding and acceptance of autism through the lens of neurodiversity. This encourages an individual approach to supporting all employees to thrive.



## **Key Topics in the A-Plus Program**

- Exploring neurodivergent experiences
- Understanding Neurodiversity
- The principles of autism inclusive workplaces
- Onboarding and induction
- Recruitment and selection
- Managing neurodiverse teams
- Supporting performance
- Modifications and adjustments

# Ways of engaging with us

**We're curious,  
we want to  
gauge appetite  
in the business.**

## Instructor-led training



### What is it?

Online and face-to-face. Awareness and understanding.

### What's in for me/my organisation?

Create a baseline of knowledge.

**We need to  
know more, but  
in our own time.**

## Self-paced program



### What is it?

20–30 minute self-paced modules. Knowledge and self-reflection.

### What's in for me/my organisation?

Increase knowledge on an individual level. Self-paced, online, in my own time. Action plan and conversation guides. Ways of working assessment.

**We are on the  
journey but are  
a small team/  
business.  
I want to learn  
with others.**

## Cohort based



### What is it?

Streamlined based on function/cohort organisation. Open program – set times, sign up based on availability.

### What's in for me/my organisation?

Participation with other organisations (broadening my network). Community of practice.

**We are all in -  
either by team,  
department,  
division or  
organisation.**

## Whole organisation



### What is it?

Whole of organisation approach across employee lifecycle. Blended program. Covers HR, managers and employees.

### What's in for me/my organisation?

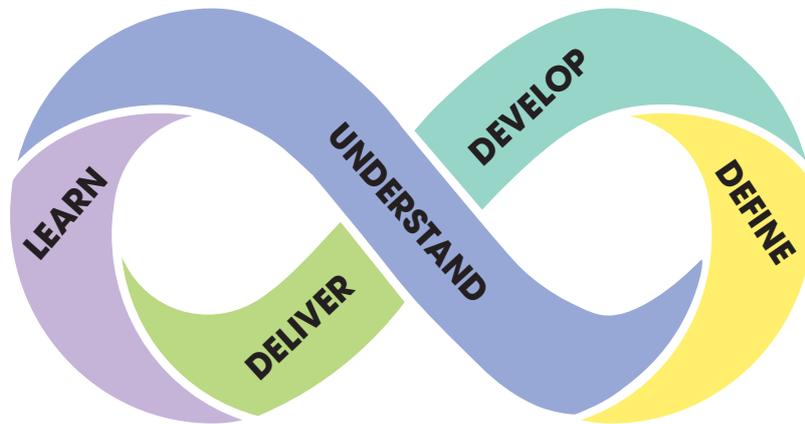
Practical guidance on existing policies and procedures. Ongoing support. Community of practice.

## Consulting and Advisory services include:

- Policy and procedure review
- Resources and toolkit creation
- Strategy support
- Environmental sensory mapping

# Working with us

This section provides an overview of our process when an organisation partners with us to drive positive change through the A-Plus Employment program. We recognise the diverse needs of our partners and are dedicated to delivering impactful learning experiences that empower organisations with the knowledge and tools to create autism inclusive workplaces.



## Understand

We work closely with you to understand your:

- organisational timelines to determine the best time to commence program onboarding.
- conduct a needs analysis to assess goals and outcomes.
- complete a culture pulse check for workplace inclusion and neurodiversity awareness.

## Define

We collaborate with you to define:

- clear objectives and desired outcomes for the specific A-Plus Program stream.
- the scope of work, pricing, and service level agreement through a comprehensive proposal.

## Develop

Organisations who onboard with the integrated A-Plus Program solution will have access to:

- A blended learning program that incorporates various methodologies such as workshops, e-learning modules, and specialised training programs for staff, HR professionals, and leaders.

- Engaging training materials, resources, and content tailored to resonate with your unique working context.

## Deliver

Participants of the A-Plus Employment Program can expect:

- a learning environment that encourages collaboration and embraces diversity and inclusion,
- self-paced digital learning opportunities delivered at scale,
- experienced facilitators delivering workshops to employees, managers and leaders, and
- active participation, knowledge retention and sharing of experiences and best practices.

## Learn

As part of our commitment to continuous improvement, we actively engage in the following practices:

- pre and post program evaluation of impact and to identify areas for improvement.
- provide ongoing support and resources for sustained behavioural change within your organisation to bring neuroinclusion to life.

Amaze is a leading autism organisation driving change so that Autistic people and their families can live their best lives. We have worked extensively with employers, individuals, families, educators, government and the wider community to create an Australia that is more inclusive of Autistic people and their supporters.

**Autism Connect helpline** 1300 308 699

**Free phone, email and web chat service**, providing information, support and referrals to services that can help individuals further.

### **A-Plus Employment Program**

Building the capacity, capability and confidence of organisations to become autism inclusive workplaces.

### **Online resources**

Quality, evidence-informed information and learning available 24x7 for individuals, families and professionals.

## **CONNECT WITH US**

We're here to support you in creating an autism inclusive workplace. If you're interested in partnering with the Amaze A-Plus Employment Program, please don't hesitate to get in contact.

We welcome enquiries and would be happy to discuss how we can assist you or your organisation to achieve your objectives in embedding an inclusive and diverse workplace culture.

To find out more about the A-Plus Employment Program or start your journey to becoming an A-Plus employer, simply send us an email to [inclusion@amaze.org.au](mailto:inclusion@amaze.org.au) and our team will respond promptly.

