

Acknowledgment of Country

I would like to respectfully acknowledge the traditional owners and custodians of country through Australia and their continuing connections to land, waters and community. I pay my respects to them and their cultures and Elders past, present and emerging.

The Department of Employment
and Workplace Relations presents



Hiring Outside the Box – Facilitating an Inclusive Workplace #Neurodivergent Talent

27 March 2024

Investing in diversity



Disability has an impact on **73%** of the world's population. That's over **\$13** trillion of disposable income just waiting to be tapped into *



For people who identify with a disability aged between 15 and 64, there are **48%** who are in employment. By comparison, the employment rate for those without a disability in Australia is **80%****

How can you help?

- ✓ Grow your workforce with neurodivergent workers
- ✓ Support neurodivergent workers
- ✓ Facilitate creativity, innovation and inclusivity



15-20% of the world's population exhibit some form of neurodivergence ***



Of these **48 %** - there is also **6.6%** who are underemployed*.



Inclusive workplaces lead to **higher employee satisfaction** and longer **tenure with employers******

*Australian Disability Network Webpage. [Why hire people with a disability? - Australian Disability Network](#)

** AHRI [The State of Diversity, Equity and Inclusion in Australian Workplaces Feb 2023 Australian Human Resources Institute DEI-Report-2023.pdf \(ahri.com.au\)](#)

*** [How to support neurodiversity in the workplace | this. \(deakin.edu.au\)](#)

**** Diversity Council [The Case for Inclusion@Work :Inclusion@Work Index 2023-2024](#)

PRESENTER

Amaze Inc
Jim Mullan
CEO



Creating an autism
inclusive Australia.

Myths and Misconceptions



Shaping the future
for Autism.

Jim Mullan
CEO, Amaze

- Peak body for Autism in Victoria
- Building awareness of autism in the community
- Influences policy change
- <https://www.amaze.org.au>

- Myth# Repetitive, task-based jobs are best for individuals with neurodivergence. People who are neurodivergent are all tech wizards and savants. 'RainMan'
- Myth# All individuals with autism are the same
- Myth# There are no benefits to hiring workers with autism.
- Myth# If an individual with neurodivergence does not maintain relationships easily in their personal lives, they will not be able to form good relationships at work
- Myth# Neurodivergent people require high-cost accommodations for job success



Shaping the future
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CEO, Amaze

Facts

“Employing neurodiverse individuals enriches teams with diverse perspectives, enhances creativity, and fosters a culture of acceptance and inclusion.”

- ✓ Brings unique strengths to various roles beyond repetitive tasks.
- ✓ Diverse and unique perspectives and communication styles foster a culture of acceptance and inclusion.
- ✓ Excel in building professional relationships.
- ✓ Simple accommodation e.g. flexible work schedules/ clear communication methods are often at minimal cost.
- ✓ All individuals bring unique set of strengths and challenges.
- ✓ Recognizing and embracing diversity fosters inclusive and understanding environment.

Why recruit and retain neurodivergent workers?



Tests workplace
thinking



Adds creativity



Refreshing approach



Think beyond a label



Navigate tasks from
a different lens



Draw connections
more efficiently



Remembering the
fine details

PRESENTER

Kristin Hay
Chief People Officer

Knight Frank Real Estate



Kristin Hay

Partner, Chief People Officer

- National Real Estate company established over 125 years ago
- Covering commercial and residential clients
- Spanning 384 offices and 16,000 individuals
- <https://www.knightfrank.com>

Why did we go on the journey?

- ✓ To embrace a diverse workforce
- ✓ Realisation of the untapped pool of diverse talent
- ✓ Important to have a workplace representative of society
- ✓ People want to work somewhere where they feel that they are making a difference

What have we learnt?

Collaborating with agencies can educate and assist

Past experience helps shape future decisions

Individuals will reach their potential

Rewarding for all staff

Diversity of thought adds to the business

Committed staff who have grown and learnt

PRESENTER

Alex Milosevic

Manager and Business Owner

Extraction Coffee Roasters





Alex Milosevic
Manager and Business Owner

- Wholesale coffee bean supplier and Café in Queensland
- Multiple Award winner – 2023 Winner of 'Best Customer Service' in the Queensland Community Service Awards
- <https://www.extractioncoffeeroasters.com.au>

Employing neurodivergent staff

- ✓ Focussing on tasks required, including willingness to learn and work ethics
- ✓ Work with people as individuals - Ask what supports are required
- ✓ Take time to understand your staff member
- ✓ Offer flexibility - gradually increasing tasks and responsibilities
- ✓ Allow for different communication preferences

Key Tips and Benefits

- ✓ Once that person has settled into their role, you might find they become one of your best employees.
- ✓ Utilising strengths of employees will lead to them to try and reach their potential
- ✓ To hire “people” . See the person first ! Don't judge
- ✓ Accepting that sometimes strategies work, sometimes they don't
- ✓ A business may need to review processes to enhance benefits for staff and customers – so everyone wins!

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Helpful tips for employers

Recruitment

- ✓ Being explicit and transparent
- ✓ Allow applicants to prepare
- ✓ Focus on Skills
- ✓ Open to non-traditional interview experience
- ✓ Offer support/adjustment options from first contact

In The Workplace

- ✓ Have an open mind
- ✓ Remove fear of disclosure
- ✓ Accommodate differing needs
- ✓ Allow time for workers to show their strengths without discrimination.
- ✓ Remove perception as “disability hire” or ticking off an “inclusivity” box

“A workplace that is designed to accommodate physical disabilities and neurodiverse conditions will be inclusive for everyone!” – Person who identifies as being neurodivergent

8 things you can do to create a neurodivergent friendly workplace



Inclusion management and staff training



Be open minded to change



Ensure recruitment practices are supportive from the outset – job design, ad, first contact, interview



Get support from disability/autism organisations



Make minor adjustments



Embrace the unique talents and perspectives that we all bring to the table



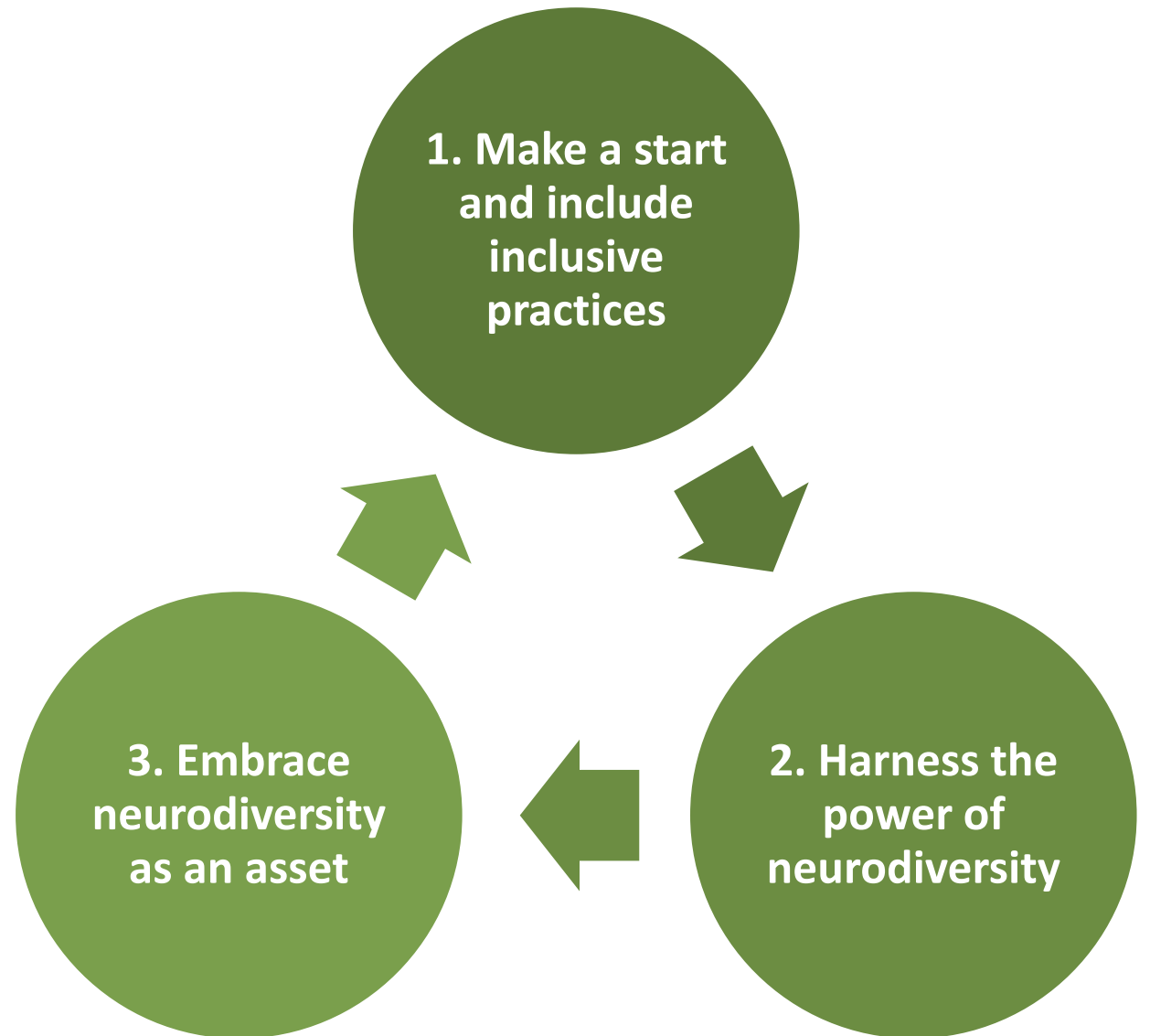
Create an environment where individuals feel safe to be themselves, where their strengths are celebrated, and where their challenges are listened to



Communicate and listen to staff - learn from their insights, adapt practices and policies accordingly

Takeaways

- ✓ *Best teams are **diverse and inclusive***
- ✓ *Neurodiversity is **human diversity***
- ✓ *Neurodiversity makes **good business sense***



Presentation resources

- <https://www.amaze.org.au/autism-friendly-workplaces/>
- <https://australiandisabilitynetwork.org.au/>
- https://www.autismcrc.com.au/access/register/inclusive-research-guides?gad_source=1&gclid=EAlaIQobChMI75WUqP26hAMVJKVmAh3M_ASwEAAAYASAAEgLOj_D_BwE
- <https://www.dca.org.au/>
- <https://www.jobaccess.gov.au/home>
- <https://www.ahri.com.au/wp-content/uploads/DEI-Report-2023.pdf>
- <https://www.thefield.jobs/Job/>



engagement@dewr.gov.au

Hiring Outside the Box resources

Department resources

- <https://www.dewr.gov.au/employment/supporting-staff-disability>

Workforce Australia for Business

- www.workforceaustralia.gov.au/businesses/
- www.dewr.gov.au/workforce-australia/resources/workforce-australia-business-factsheet

Local Jobs Program and Employment Facilitators

- www.dewr.gov.au/local-jobs/employment-facilitators

Hiring Outside the Box

- www.dewr.gov.au/employment/hiring-staff/hiring-outside-box

Factsheets

- <https://www.dewr.gov.au/employment/resources/hiring-outside-box-inclusive-recruitment>
- <https://www.dewr.gov.au/employment/resources/hiring-outside-box-inclusive-recruitment>

**HIRING
OUTSIDE
THE BOX**

