

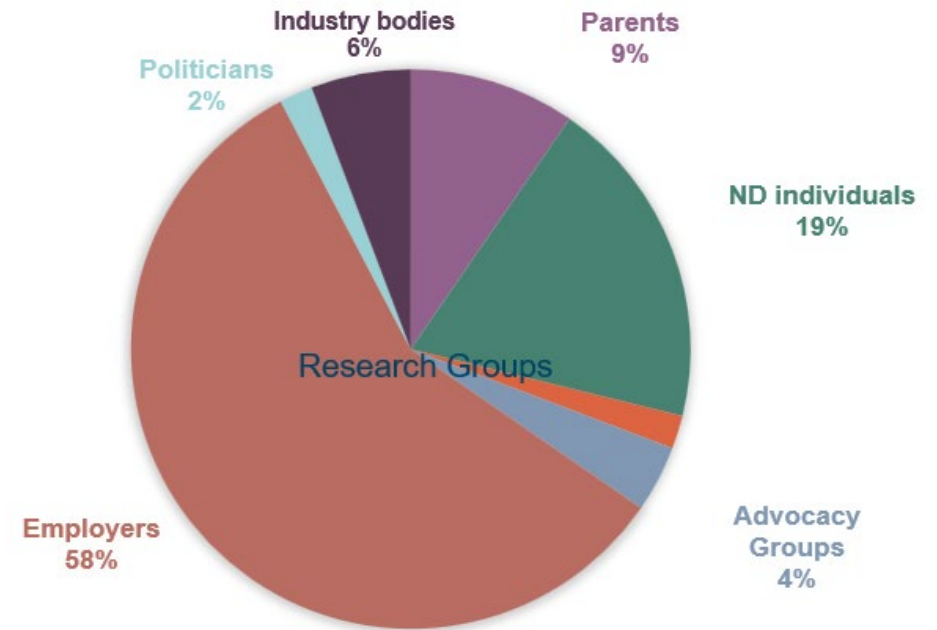
Enhancing the Food Production Workforce

Leading with Inclusion – and innovative solution to workforce shortages



Where we started

- In mid 2024 AMPC was engaged by Department of Agriculture, Fisheries and Forestry (DAFF) to research employment barriers and identify potential opportunities for neurodivergent people in the red meat industry.
- AMPC engaged Team Cohesion to undertake the research & consultation



Insights identified

Potential Barriers

- Stigma
- Misconceptions
- Sensory challenging environment
- Cultural and Social Challenges
- Safety
- Organisational capacity
- Need for a robust framework of support

Positive Outlook

- Engaged
- Forward thinking
- Commitment to inclusion
- Success-driven
- Future-ready
- Growth-focused
- Scalable
- Culture boost
- Community Connected
- Strong reputation
- Positive impact for meat processing and disadvantaged Australians

Potential Opportunities

- Data Collection
- Data Analysis
- Quality control
- IT
- Accounting/book-keeping
- Logistics & procurement
- Packing
- Cleaning
- Distribution
- Shadow robotics
- Animal care



Continued Momentum

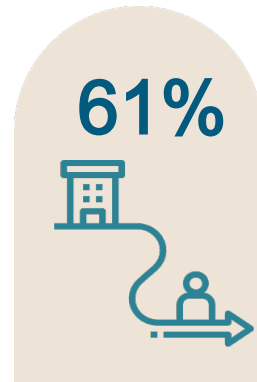
- Industry Working Group
- Autism Peak Bodies
- Autism Employment Experts
- Government engagement
- Grant opportunities
- Event Promotion



The Enhancing the Food Production Pilot comes to life

To address labour shortages in the red meat processing sector by equipping businesses to recruit, retain, and benefit from autistic job seekers.

- **For autistic job seekers, this pilot provides:** A pathway to meaningful, long-term employment with tailored support for success.
- **For businesses, the pilot offers:** A solution to workforce shortages and high turn over.



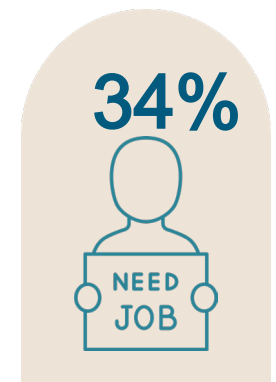
61% of employees do not maintain their employment to the one-year milestone

AMPC - Final Report
Employee Retention



In Australia approximately 1 in 91 people is autistic

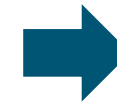
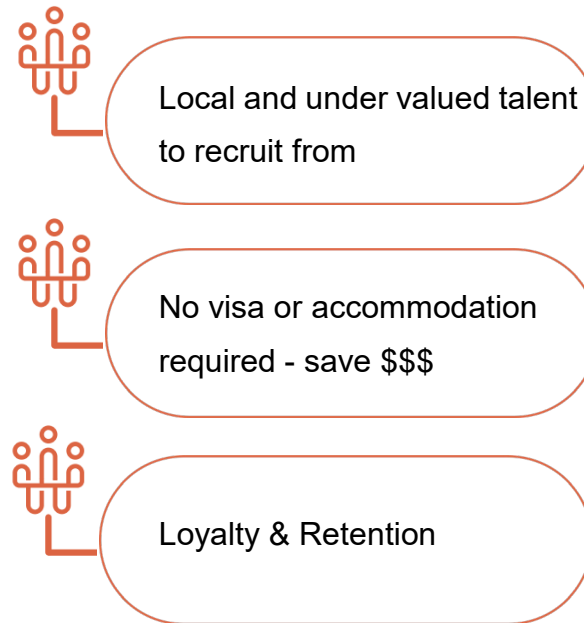
ABS



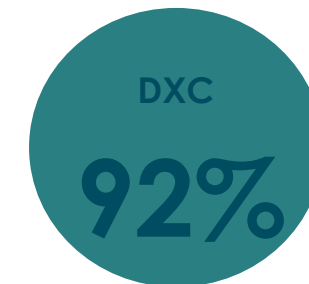
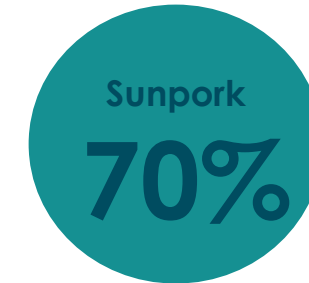
Autistic individuals face an unemployment rate of 34% - eight times that of people without disabilities

(Amaze, 2019)

The Benefits of Neuro-Inclusion in Red Meat Processing



Retention Rates



A Long-Term Strategy

✓ **Not a superficial inclusion initiative**, but a commitment to long-term systemic change

✓ **Success depends** on ongoing commitment & support at every level

✓ **Expanding current inclusion programs** for greater impact

✓ **Stronger Inclusion Culture** fosters growth ... for all employees

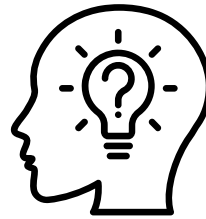
✓ **Social responsibility** increasing employment for autistic people creates broader economic benefit

✓ **Competitive advantage** tapping into an under-utilized talent pool

Common Strengths of Autism



- Attention to detail
- Excel at repetitive tasks



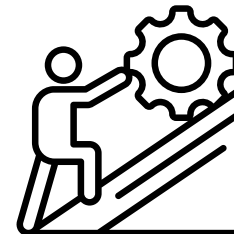
- Logical & analytical thinkers
- Creative solution finders



- High Task Focus
- Strong adherence to rules and procedures

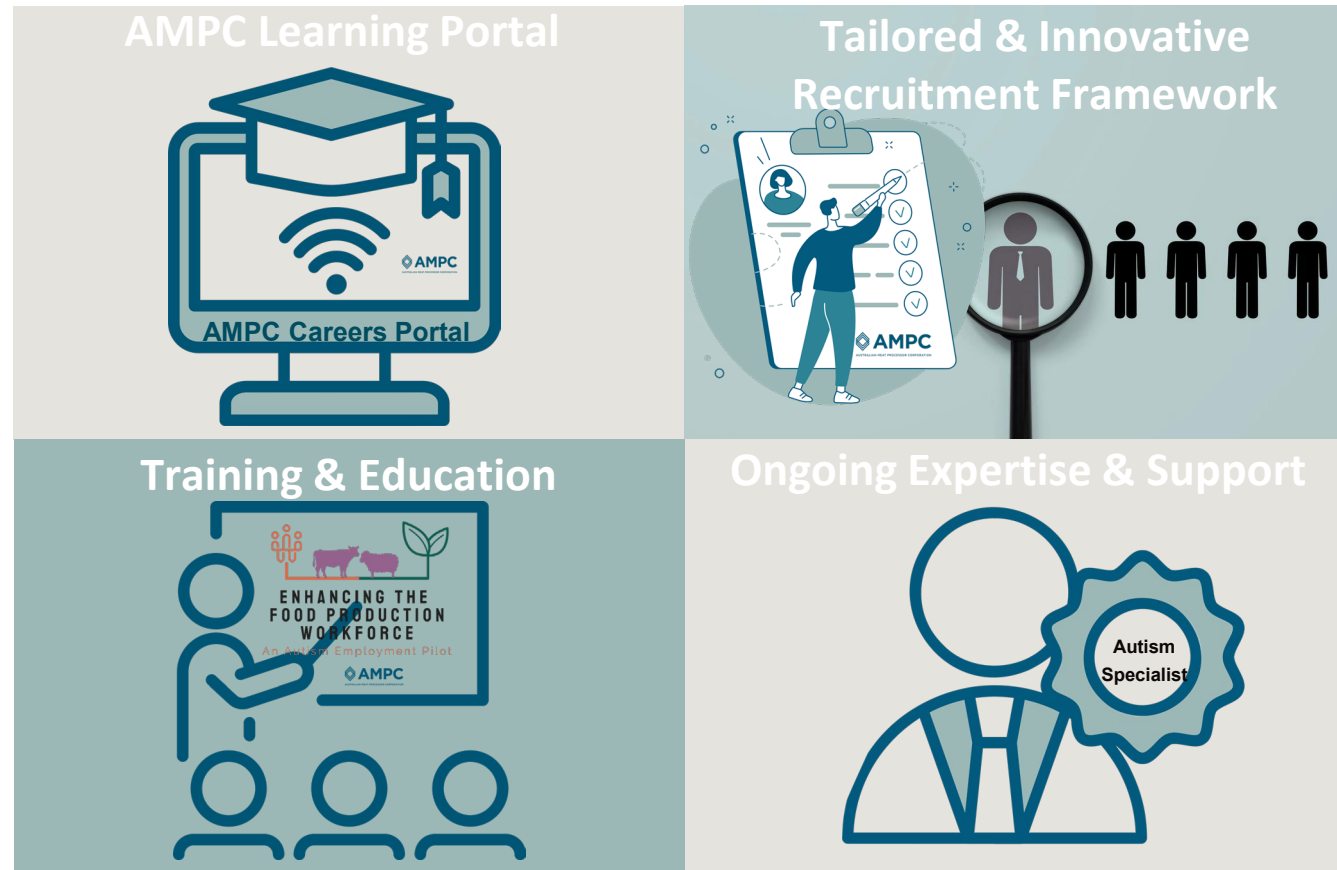


Honesty, Reliability, Integrity



Loyal and hard workers

There will be tailored support for all



Ongoing Autism Expertise & Support

A suitably qualified neurodiversity employment specialist, the Neurodiversity Cultural Liaison Officer (NCLO) will play a critical role in the success of a pilot embedding sustainable, strengths-based inclusion across participating workplaces.



Provide autism-specific training for all staff



Schedule regular check-ins



Job coaching respondent to need



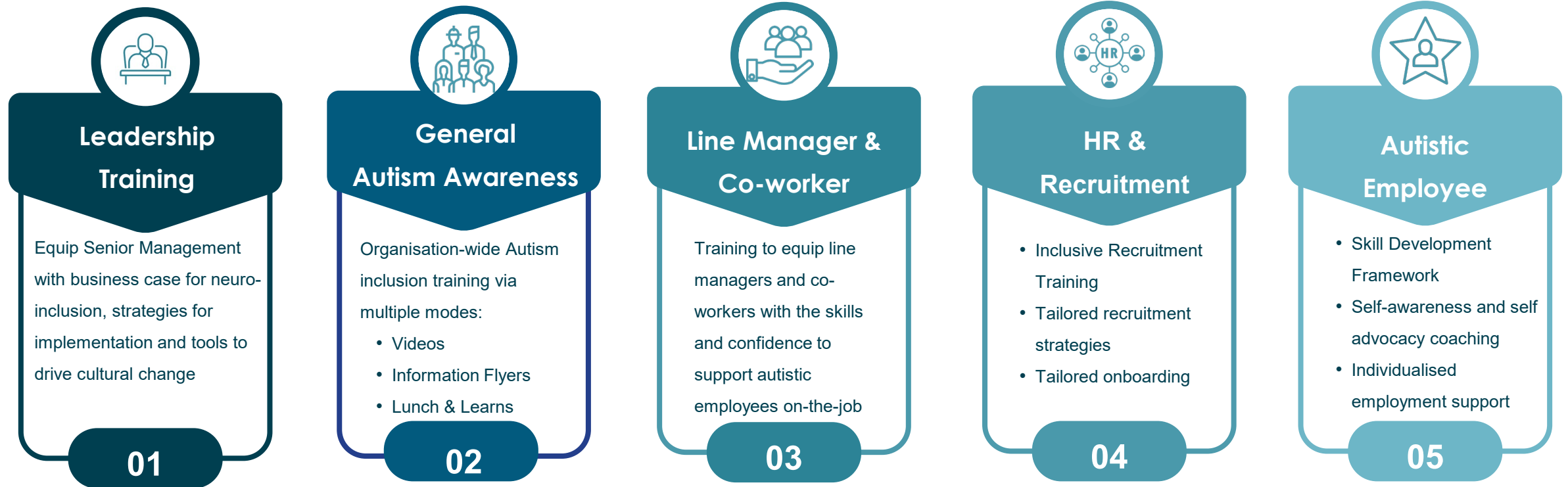
Develop and track skill development



Work with HR, wellness teams, all stakeholders

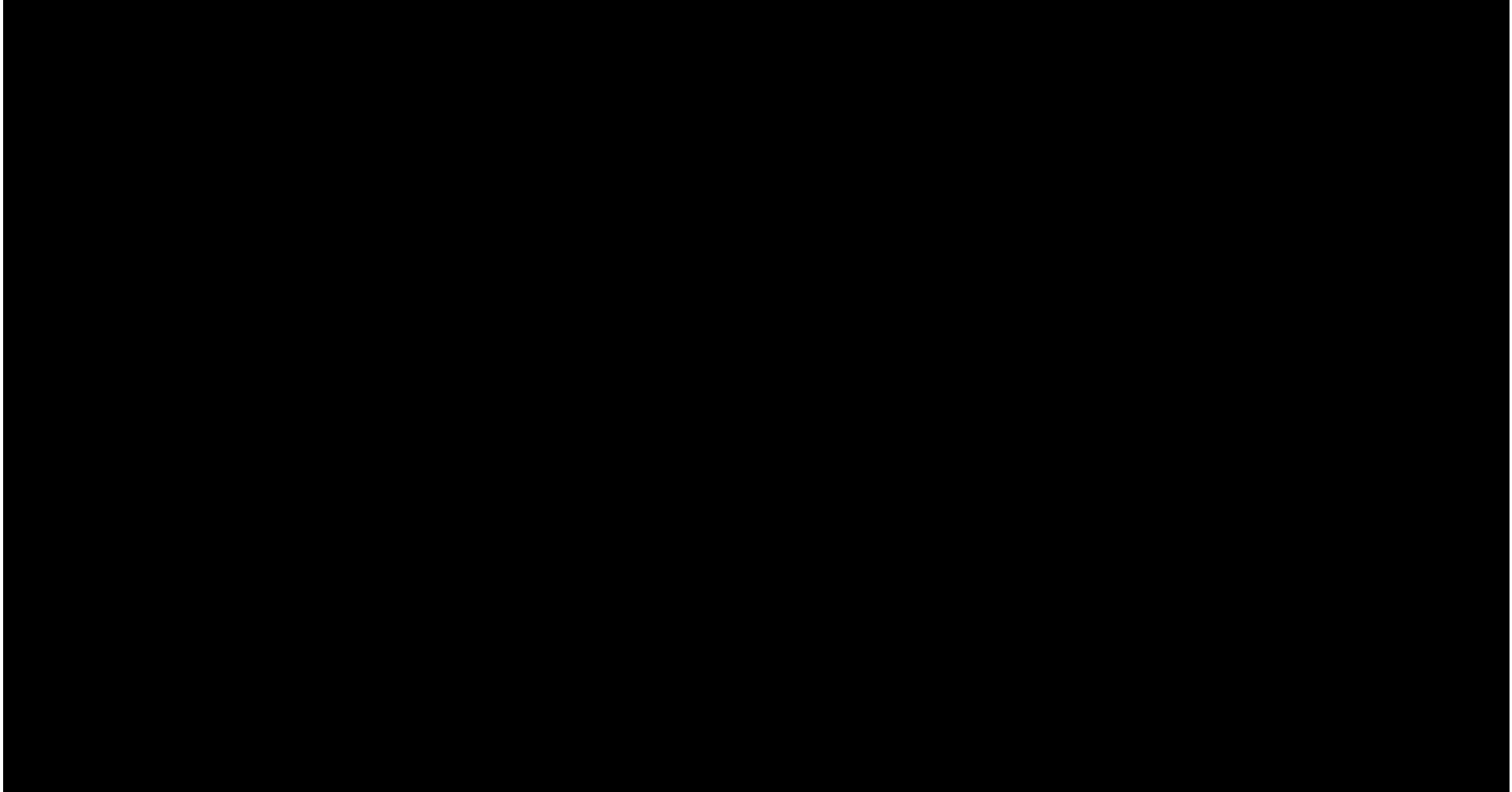
Education & Training Framework

✓ 5 pillars of training and education to develop capability of **ALL** staff



Knowledge and Understanding of the team underpin successful outcomes

“Success Factors Enabling Employment for Adults on the Autism Spectrum from Employers’ Perspective” by Jessica Dreaver et al.





Neurodiversity in the Workplace

How ASA enables neuroinclusive practices

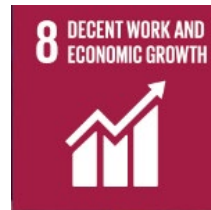
Geoffrey Smith
Chief Executive Officer
Australian Spatial Analytics
2025 QLD Australian of the Year



Australian Spatial Analytics

Work-integrated social enterprise

- Founded in 2020
- One of Australia's largest work-integrated social enterprises
- Have employed more than 200 neurodivergent people since 2020
- Provide Geospatial and Engineering data services
- Funding: (75% trade, 25% philanthropy/government)
- 80% of team neurodivergent
- Three offices: Brisbane, Melbourne, Adelaide



Our partner clients

All levels of government and multiple industries





Case study

Mapping for robotic machinery

Challenge

Limited and inaccurate data needed for robotic agricultural machinery

Solution

ASA analysts produced new accurate paddock mapping

Outcome

Swarmfarm uses mapping for efficient and sustainable agriculture

Social impact

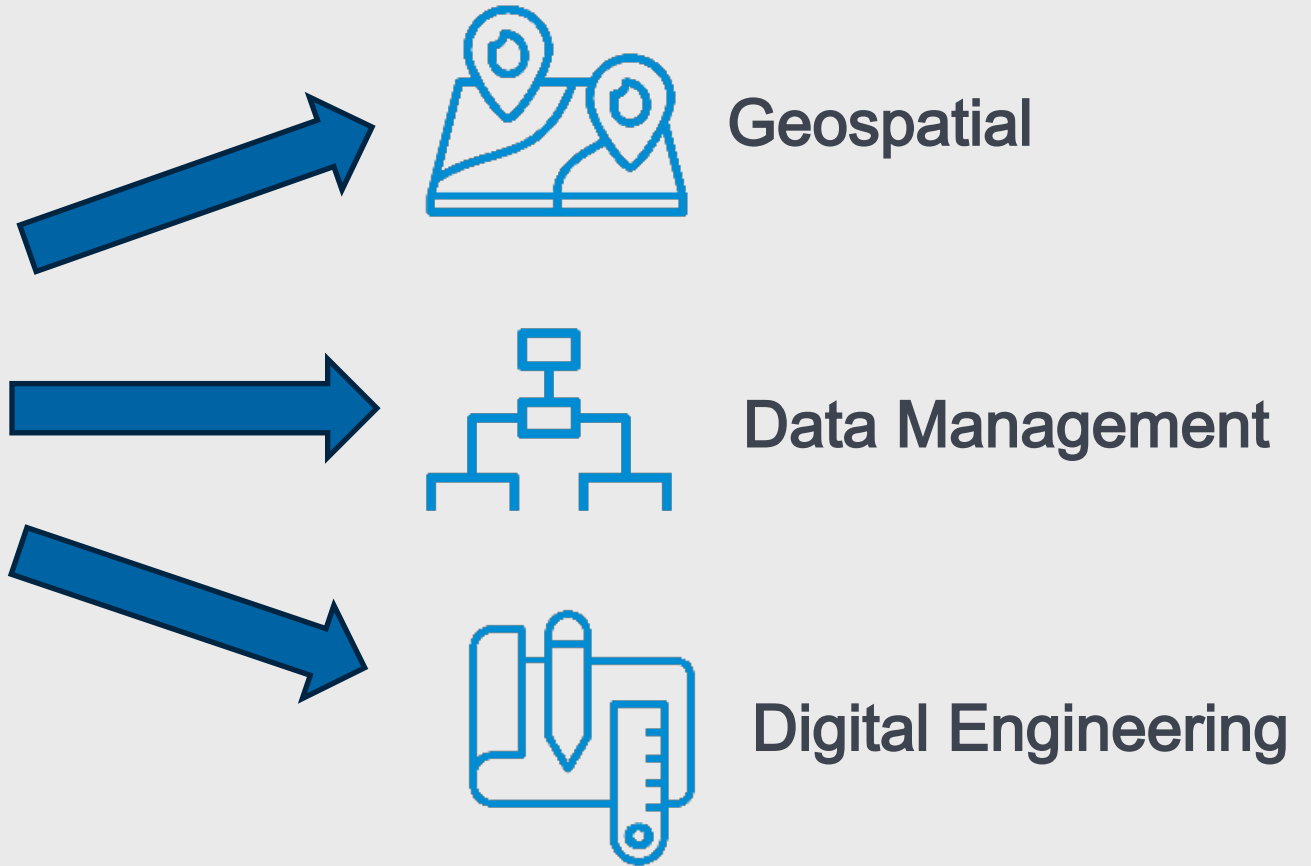
5 analysts trained, work for over a year



From 'disability' to capability

Transferable special interests

- Information and systems
- Sorting, categorising and organising
- Vehicles and transportation
- Construction and LEGO
- Technology and video games



What we recruit for



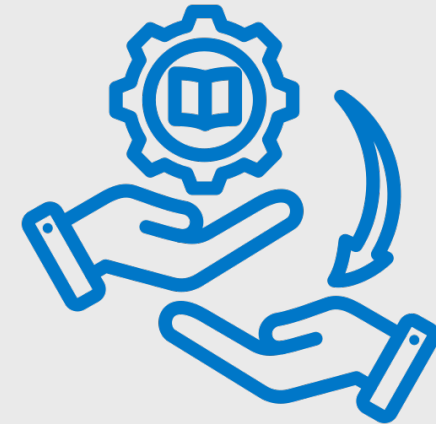
Cast the net wide: inclusivity in position description and advertisement



Transferable skills, interests
and qualifications



Attitude



Aptitude

Meet Harrison

GIS Analyst at ASA, then Wulguru Technical Services

- AuDHD: autism and ADHD
- Struggled to find stable work for years: cooking pizzas, data entry, call centres
- Learnt GIS skills on the job at ASA for 3 years
- Transitioned employment to Wulguru Technical Services in early 2025
- Working on resources projects
- Wulguru Technical Services want more of our analysts!

