



A+plus program

Creating autism
inclusive workplaces.

The A-Plus Program

The A-Plus Program is designed to raise awareness, understanding and acceptance of the experiences of Autistic and neurodivergent 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.

What is the A-Plus Open Program?

The A-Plus Open Program is one of 3 key modes of delivery of the A-Plus Program, and offers flexible learning opportunities throughout the year, allowing individuals to enroll based on personal availability. The program is designed to help leaders, People & Culture professionals, and employees better understand the Autistic experience at work. It focuses on equipping participants with the knowledge and strategies needed to create a more inclusive workplace environment.

Why choose the A-Plus Open Program?

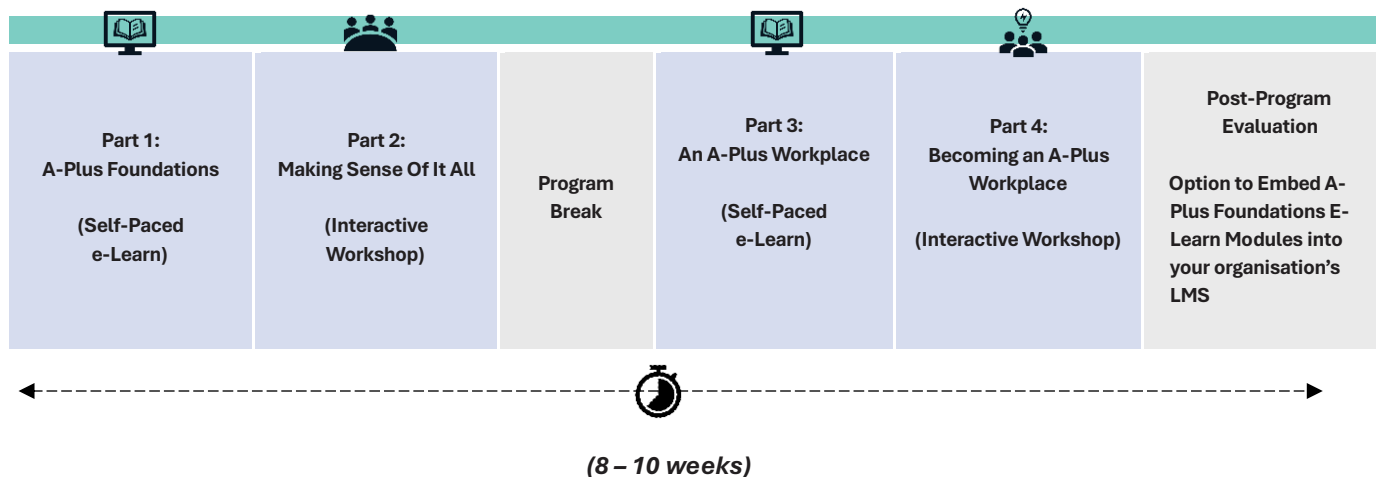
- **High-Quality Resources:** Access evidence-based learning resources that have been designed with Autistic people.
- **Practical Strategies:** Learn how to nurture a more inclusive workplace culture within the context of your organisational environment.
- **Enhanced Awareness:** Develop a deeper understanding of Autistic experiences in the workplace and learn to recognise and challenge misconceptions and assumptions.
- **Personalised Action Plans:** Receive tailored action plans to effectively apply the knowledge and strategies gained from the program effectively within your own workplace context.
- **Extended Access:** Upon completion of the program, integrate the A-Plus Foundations self-paced program into your organisation's Learning Management System until June 2025 at no additional cost.

Benefits of the A-Plus Open Program

- The A-Plus Open Program offers a flexible learning experience with self-paced digital modules and interactive workshops tailored to your preferred learning style.
- In our workshops, you'll engage with a diverse group of participants from various industries and backgrounds. This collaborative environment fosters the exchange of valuable insights and perspectives, enhancing your overall learning experience.
- By participating in the A-Plus Open Program, you'll gain practical knowledge that you can immediately apply to drive positive change within your workplace.

Program Overview and Learning Timeline

A-Plus Open Program learning journey –



The program begins with establishing a foundation of knowledge of workplace inclusion and its benefits for Autistic and neurodivergent employees. You'll then develop the skills and confidence to create and implement inclusive practices across the employee lifecycle, including attraction, recruitment, onboarding, and ongoing support for employee success.

The program is structured in 4 parts: two e-Learning modules, and two workshops.

- **Part 1: A-Plus Foundations (e-Learn)**
5x 20-minute modules to be completed over 2- 3 weeks.

In A-Plus Foundations, you will discover all the ways we are diverse in how we think, sense, communicate, and interact. In this module, you will explore different areas and functions of the brain – executive functions, attention, processing, senses, communication, and social interactions – and explore what can be done in the workplace to make it a more inclusive environment.

- **Part 2: Making Sense of It All (3-hour Online Workshop)**

Following on from Foundations – You will learn to identify what small changes you can make in the workplace. Understand how to normalise and support differences, challenge assumptions, and create an inclusive environment. Gain insights into self-accommodation, supporting colleagues, and the benefits of inclusive practices for everyone.

- **Part 3: A-Plus Workplace (E-Learn)**
5x 20-minute modules to be completed over 2- 3 weeks.

In A-Plus Workplace, we will introduce you to the A-Plus Approach and teach you strategies for creating an inclusive workplace environment and culture across the employee lifecycle, from attraction through to supporting ongoing success. In each stage, you will identify ways to better value, support, and normalise differences within individual's practices and processes.

- **Part 4: Becoming an A-Plus Workplace (3-hour Online Workshop)**

This workshop focuses on the practical application of the framework within the context of the organisation. Through facilitated discussions, participants will collaboratively explore the steps of what they have learnt, applying their learning to identify, prioritise, and commit to a future state of inclusion.

Cost and Funded Placements

Thanks to funding from the Australian Government aimed at building employer confidence and capability, the 2024 A-Plus Open Program will be offered at no cost to participants in 2024.

In addition, these fully funded positions will provide your organisation with access to the A-Plus Foundations self-paced module within your Learning Management System until June 2025 with no additional cost.

These fully funded placements are limited, so we encourage you to submit your expression of interest early to secure your place. *

**Submission of this expression of interest does not guarantee participation. Acceptance into the program will be confirmed by Amaze.*

How to Apply

You can submit your express of interest online via the Amaze website: www.amaze.org.au.

Privacy Information

Amaze respects the Privacy of all people and is committed to safeguarding the personal information that is provided to us.

- In the A-Plus program, we collect personal details such as your name and email address, learning data such as 'the percentage completed of the Foundational e-Learn', and evaluation data, including questions such as 'your feedback on whether the module has increased your understanding of neurodiversity'.
- Amaze adheres to the principles and obligations under the Privacy Act in the collection, retention, use and dissemination of data to ensure its integrity and confidentiality.
- As the A-Plus Program is a pilot program, we will use your data to track overall learning progress and gather feedback on trends, the effectiveness of the program, and areas for improvement. Data used in this manner will be deidentified and aggregated for analysis and reporting purposes.
- General information disclaimer: Please note that any Amaze resources, including training, are provided as general information only, and Amaze does not accept any liability for their contents or any consequences arising from their use.

If you have any questions or need more information about our privacy or information collection practices, please contact inclusion@amaze.org.au.