



Creating an autism  
inclusive Australia.



## COURSE GUIDE

# A-Plus Inclusion Program

## Open Pathway

March – April 2026 intake

The A-Plus Inclusion Program: Open Pathway is a professional development program for managers, People and Culture leaders, and diversity and inclusion professionals. It builds knowledge and practical tools to create sustainable and meaningful change for Autistic and neurodivergent people across the employee lifecycle.

The program uses a blended learning approach, combining self-paced modules with facilitated workshops that help participants build knowledge at their own pace while developing practical, actionable strategies.

The A-Plus Inclusion Program: Open Pathway includes:



self-paced e-learning modules



facilitated online workshops



real-world workplace scenarios



practical strategies you can apply immediately



the opportunity to choose a program focus that most aligns with your role and goals: **Neuroinclusive Workplace Practices** or **Leading Neuroinclusive Teams**.

## Why choose A-Plus Inclusion Program: Open Pathway?



### **Developed with Autistic people**

The program is co-designed with lived-experience expertise to ensure authenticity, depth and relevance.



### **Evidence-informed content**

Built on best practice, emerging research and real-world insights from Autistic people and inclusive workplaces.



### **Flexible and accessible format**

Includes self-paced learning and live, expert-facilitated workshops.



### **Guided by the A-Plus Framework**

A tested and practical framework to help you evaluate your current practice, identify opportunities and build sustainable change.



### **Personalised action plan**

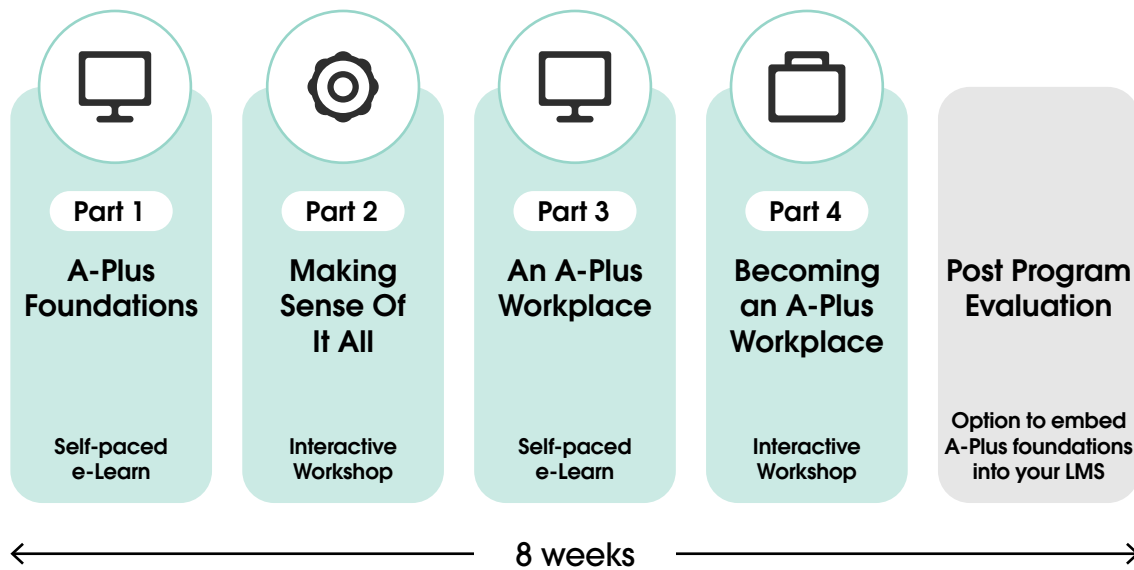
Walk away with a practical roadmap to apply what you've learned in your role, team or broader workplace.

## Your learning experience

Facilitator-led sessions are interactive. You'll get to engage and collaborate with participants from a range of industries and backgrounds and exchange insights and perspectives. You'll leave with practical knowledge you can immediately apply to drive positive change in your workplace.



## Program overview and timeline



### Part 1 A-Plus Foundations

approx. 2.5 hours over 3 weeks

A self-paced learning program that introduces the fundamentals of neurodiversity and the experiences of Autistic and neurodivergent people in the workplace.



### Part 2 Making Sense of It All

3 hours

A live, online facilitator-led workshop where participants reflect on their learning and begin applying key concepts in the context of their own role and workplace.



### Part 3 A-Plus Workplace

approx. 2.5 hours over 3 weeks

A self-paced program that shows how inclusive practice can be applied across the employee lifecycle. Participants are introduced to the A-Plus Framework and learn how to assess current practices, and identify opportunities for meaningful, sustainable change.



### Part 4 Becoming an A-Plus Workplace

3 hours

A final facilitated workshop where participants bring everything together and create a roadmap for inclusive and positive change.

## Program focus

## Focus your learning

To focus your training on what most aligns with your role and the skills you want to develop, participants of A-Plus Inclusion Program: Open Pathway choose one of two tailored streams of focus:

### A-Plus Inclusion Program: Open Pathway

#### Neuroinclusive Workplace Practices focus

##### Program period

16 March – 7 May  
2026 (8 weeks)

##### Delivery format

 Virtual



**Workshop 1**  
Tues 31st March



**Workshop 2**  
Thurs 7th May

This stream will focus on applying a neuroinclusive lens to workplace systems – policies, procedures and processes – and how current practices may be unintentionally excluding or marginalising neurodivergent people.

##### This stream focuses on:

- neuroinclusive recruitment and attraction practices
- interview and selection processes that support different communication styles
- onboarding approaches that support early success
- designing and reviewing processes using inclusive principles
- applying a neuroinclusive lens across the employee lifecycle.

##### Workshop scenarios may include:

- writing job descriptions
- assessing candidate experience
- interview environments
- onboarding processes.

##### This stream is suited to people who:

- influence or design people-related processes
- work in HR, People and Culture, diversity and inclusion, or organisational development roles
- support employee experience, systems or organisational capability
- want to embed neuroinclusive thinking into everyday practice.

##### Note:

Amaze's expertise is in neuroinclusive practice. This program does not provide technical HR, legal or compliance advice.

### A-Plus Inclusion Program: Open Pathway

#### Leading Neuroinclusive Teams focus

##### Program period

30 March – 21 May  
2026 (8 weeks)

##### Delivery format

 Virtual



**Workshop 1**  
Tues 21st April



**Workshop 2**  
Thurs 21st May

This stream will focus on understanding how your leadership practices, workflow management and communication style can support all neurotypes in your teams in day-to-day interactions.

##### This stream focuses on:

- recognising and supporting different communication styles
- encouraging and supporting different ways of working
- responding to sensory and environmental needs to support wellbeing and productivity.
- navigating social norms, expectations, and team dynamics
- providing clear feedback and ongoing support.

##### Workshop scenarios may include:

- team meetings and collaboration
- task management and delegation
- communication misunderstandings
- unspoken expectations and social norms.

##### This stream is suited to people who:

- work closely with staff or teams
- provide day-to-day supervision, leadership, coordination or support
- want practical strategies they can apply immediately.

Note: All participants will complete the same self-paced e-learning modules.

## Choosing your focus

Your focus will depend on:

- your role's current focus
- the skills you want to strengthen
- where you feel you can make the biggest impact.

### Find your focus

#### Where do you spend more of your time?

**A** – Designing or influencing people processes and employee experiences

**B** – Working directly with individuals or teams day-to-day

#### What feels most relevant to your role right now?

**A** – Improving systems so fewer people face barriers

**B** – Supporting people within existing systems

#### Which situations do you deal with most often?

**A** – Recruitment, interviews, onboarding or progression

**B** – Team communication, meetings, feedback or task management

#### What do people usually come to you for?

**A** – Process, structure or organisational guidance

**B** – Day-to-day people support

### How did I score?

#### Mostly As



#### Neuroinclusive Workplace Practices focus

You work in a role that shapes workplace processes and people practices, such as recruitment, onboarding, inclusion policy and process. You influence how these employee experiences are designed and how they operate across an organisation. You're interested in how systems and processes can either create barriers or support access, and you want to learn small, intentional changes that can lead to more sustainable, organisation-wide inclusion.

#### Mostly Bs



#### Leading Neuroinclusive Teams focus

You work in a role where you manage people or help others to manage people. This includes allocating and coordinating work, providing feedback and supporting individuals effectively to do their best work. You want practical ways to apply neuroinclusive thinking to management – from communication and task design to team dynamics – so everyday decisions are clearer, fairer and easier to work with.

## Costs

**\$295** + GST

The 2026 A-Plus Inclusion Program: Open Pathway for building employer confidence and capability is made possible by funding from the Australian Government.

**Expressions of interest for training programs are now open.  
Please note, places are limited and we will review EOIs as they are received.**

## PRIVACY INFORMATION

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

As part of your participation in the A-Plus Open Program, we collect limited personal data to support your learning experience and program evaluation. This may include:

- your name, email address, and professional role
- learning progress data (e.g. percentage completion of e-learning modules)
- evaluation responses (e.g. feedback on content and self-reported learning outcomes)

Amaze adheres to the principles and obligations under the Privacy Act 1988 (Cth) in the collection, retention, use and dissemination of data to ensure its integrity and confidentiality.

As this is a funded program, your data may be used to assess program impact, identify trends, and inform improvements. All data used for reporting or analysis will be de-identified and aggregated to ensure your privacy is protected.

General information disclaimer: Please note that any Amaze resources, including training, are provided as general information only and do not constitute professional or clinical advice. 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 how your information is collected or used, please contact us at [inclusion@amaze.org.au](mailto:inclusion@amaze.org.au).



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