



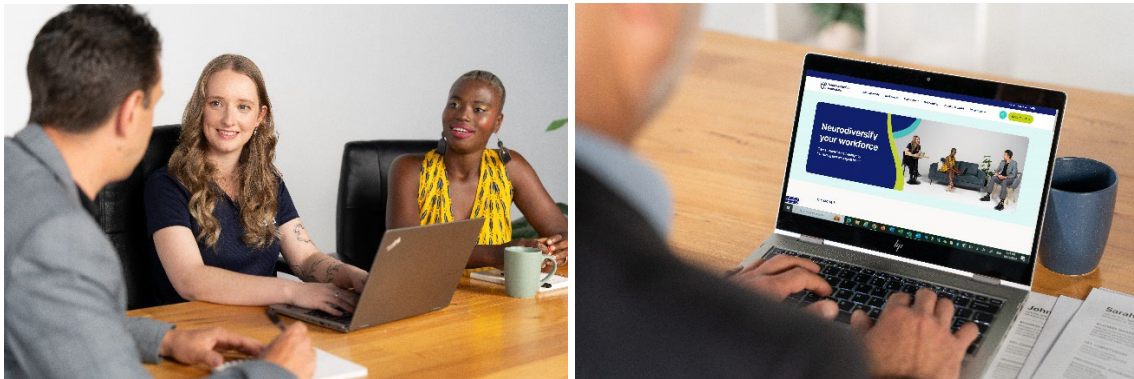
**Neuro-inclusive
Recruiting**



MEDIA RELEASE

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Stronger business starts with inclusive hiring: New resource empowers employers to harness the benefits of a neurodiverse workforce



From left to right: Neurodivergent employee Jamie, Australian Spacial Analytics representative Amelia and neurodivergent award-winning speaker, activist and Finalist South Australian Woman of the Year 2025 Khadija Gbla

A groundbreaking new resource is set to transform recruitment practices across Australia by empowering employers to adopt more inclusive hiring strategies equalling the playing field for neurodivergent jobseekers.

Despite the value neurodivergent individuals can bring to the workplace, traditional hiring methods often overlook their skills and capabilities, leaving autistic individuals with an unemployment rate of 18.2%, six times higher than the general population.

'[Neuro-inclusive Recruiting](#)' by Autism SA aims to close this gap, fostering a more inclusive and dynamic hiring process while providing employers with a competitive advantage.

"As an employer I believe and have seen that supporting neurodiversity isn't just about being inclusive, it's good for business. It attracts a wider talent pool, boosts innovation, improves employee well-being, and reduces costs. In short, it strengthens your employer brand and builds a successful work environment." says Chrissie, a National Advisory Group member of the project.

[Research](#) suggests that companies with neurodiverse teams see up to a 30% increase in productivity and a 20% rise in innovation, while organisations that embrace inclusivity are twice as likely to meet or exceed their financial targets.

“It’s not just for us who are neurodivergent, it’s actually for everyone, because accessibility benefits everyone,” says Khadija Gbla, a neurodivergent award-winning speaker and human rights activist. “Neuro-inclusive workplaces should be the default”.

Neuro-inclusive Recruiting is designed to help employers understand the barriers that traditional recruitment methods often create for neurodivergent individuals.

Many neurodivergent job seekers struggle with conventional recruitment, which may not effectively showcase their skills or work potential.

Zoran, a neurodivergent employee, explains, “I find the traditional recruitment process, in which you go in and present your resume, you answer a bunch of questions in an interview format, really doesn’t work for me. But demonstrating my work does and has got me employment repeatedly.”

The free online resource guides employers through every stage of recruitment, from hiring to ongoing support, providing tips and practical resources along the way.

“Neuro-inclusive recruiting marks an essential progression in the way hiring is approached. By changing traditional practices, organisations can drive greater innovation, performance, and a more inclusive workplace culture. At the same time, removing barriers for neurodivergent job seekers enables everyone to contribute to Australia’s vibrant workforce,” says Niki Welz, Project Manager.

The co-designed resource has been developed by a neurodiverse team at Autism SA, with support from three National Advisory Groups comprising of employers and neurodivergent individuals. It has been created with collaboration with national stakeholders and is informed by a comprehensive literature review.

For more information contact:

Niki Welz

Neuro-inclusive Recruiting Project Manager, Autism SA

Communications@autismsa.org.au

0401 784 404

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