Transcript Adrienne and Nina

Description: Adrienne is sitting with Robert, a co-worker with autism, at her desk. They are in front of the computer, working together. An on-screen graphic appears; “Adrienne, Autism Queensland”. The shot cuts to Adrienne sitting in an interview-style set up, in an office boardroom.

Adrienne: Autism Queensland are the peak body for autism in the state, and also Queensland's most experienced provider of services for people across a life span of living with autism.

Description: Robert and Adrienne continue to work together, pointing and referencing the computer screens in front of them. They are smiling and laughing. The shot cuts to Nina sitting in an interview-style set up, in an office boardroom.

Nina: The employABLE program is a grant-funded program. It's ILC funded, so information linkages

and capacity building. It looks to support autistic adults into employment.

Description: Nina sits an office desk, writing in a journal and then scrolling on her laptop.

Nina: It's a specialist service, so really having advisors that have a really good understanding of autism and are able to support and guide our participant with their job search, and also coming from a very strength-based approach.

Description: Robert is walking down a path surrounded by trees and shrubs, smiling. He passes a sign out the front of a building that reads ‘Autism Queensland’.

Adrienne: Robbie is my direct report. I’m his manager, and work very, very closely with him. I think it's really important, as with all staff here, that he's well supported and I really want to see him succeed.

Description: Robert sits at his desk working on his computer, whilst Adrienne stands behind him providing guidance.

Adrienne: Learning to communicate clearly and succinctly with Robbie will help in all aspects of dealing with anybody. So if anything, he's taught me a lot.

Description: Robert is sitting at his desk, in front of a computer. He is typing on his keyboard. He puts on a headset and joins a zoom call. The other participants of the call, including Nina, are on his screen.

Nina: I think it's important not just to have an inclusive workplace, but also an accessible workplace. And the two aren't necessarily mutually exclusive. And so I think having a workplace where there's an understanding of everybody's needs, and people feel able to ask for those needs, and to have those needs met, so that they're able to show up to work and be their true selves and have the opportunity to demonstrate the skills that they have.

Description: Robert is compiling information packs, putting pamphlets, flyers and other information leaflets into a series of colour-coded plastic document sleeves.

Nina: I think there's a huge misconception with employers that it's going to be really costly or time consuming to put some basic accommodations in place. And to be honest, it’s not rocket science. It's about communicating with the individual. It's finding out what the support needs are.

Description: Adrienne and Nina sitting in a meeting room, having a discussion. There is a laptop in front of Nina, which they gesture towards.

and a notepad and pen in front of Adrienne. Nina pointing to her laptop screen. Adrienne gesturing while speaking.

Nina: Nine times out of ten, it actually supports the entire team. It's not just for that individual. If you get the right job fit, and you create support networks around the individual, then you're going to have a really good outcome for everybody.

Description: Robert and a group of co-workers sit together around a table, sharing morning tea. They are laughing and talking with each other. A Queensland Government logo graphic appears, with text and URL underneath it. This reads: For more information visit qld.gov.au/qld-disability-plan