

Frequently Asked Questions (FAQs)

For autistic people interested in learning about the Enhancing the Food Production Workforce with Neuroinclusion Pilot

We understand that applying for jobs and starting work in new workplaces can feel stressful or overwhelming for some autistic people. This pilot has been designed to reduce uncertainty, provide support, and offer different ways for people to participate in recruitment and find meaningful employment.

What is this pilot program?

The Enhancing the Food Production Workforce with Neuroinclusion Pilot is an Australian Meat Processor Corporation (AMPC) supported initiative that connects autistic adults with employment opportunities in the red meat industry across south-east Queensland. The program has been designed to create more inclusive workplaces and provide support throughout recruitment, onboarding, and ongoing employment.

The red meat processing sector is a large, innovative, and essential industry with a wide range of employment opportunities across many different roles and work environments. You can explore examples of roles and career pathways across the industry by visiting the AMPC Careers Portal: <https://careers-portal.ampc.com.au/>.

Through this pilot, the industry is working to open up more employment opportunities for autistic Australians and build workplaces where neurodivergent employees can thrive.

What kinds of jobs are available?

A range of roles may be available depending on business needs. We also encourage individuals to express their interest by outlining their skills, interests and experience. Participating employers have advised that when an applicant demonstrates strong capability and relevant strengths, they may try and identify a role that is a good fit for the individual, where possible.

Roles may include quality control and packaging, data entry and data collection, IT and technology, administration and office roles, finance and bookkeeping, logistics and warehousing, meat processing (production), cleaning and laundry, cafeteria roles, machine operation support, and animal care.

The roles are structured, practical, and often involve clear routines and processes.



Most roles will start as part-time positions, with the opportunity to increase to full-time hours over time depending on your preferences and business requirements.

Will all of the roles be in meat processing?

Roles could involve meat processing (production) for people who are interested in those types of roles. However, there will also be a range of other opportunities available, including office-based roles, cafeteria and kitchen roles, laundry roles, logistics and warehousing, administration, technology, and other roles across the industry.

Where will the roles be located?

Initial roles in the pilot will be based South of Brisbane and Burleigh Heads. As the pilot grows, additional locations and opportunities may become available through participating employers.

Do I need experience in food production?

No. You do not need previous experience in food production - or previous work experience - to apply. What matters most is your interest in the role, your willingness to learn, and your motivation to participate in the workplace.

Do I need a formal autism diagnosis?

No. Proof of an autism diagnosis is not mandatory. We welcome people who are formally diagnosed or self-identify as autistic. However, if you would like to share information about your autism, support needs or workplace preferences, you are welcome to do so as part of the process.

What support will I receive?

You will not be expected to navigate the process alone. Support available includes:

- A dedicated Neurodiversity Cultural Liaison Officer (NCLO) – see next question for more information on the NCLO role
- Structured onboarding and workplace support
- Ongoing check-ins and wellbeing support
- Employers trained in neuroinclusive practices
- Support with ongoing workplace expectations, communication and adjustments if needed.

What is an NCLO?



NCLO stands for Neurodiversity Cultural Liaison Officer.

The NCLO works on-site to support autistic employees, supervisors, and workplaces throughout the pilot. They can help with understanding workplace expectations, communication, workplace adjustments, supervisor support, goal setting, problem solving, and wellbeing support.

Is this supported employment?

No. This pilot focuses on open employment and long-term career opportunities for autistic people within regular workplaces. Employees are employed directly by participating businesses and work independently as part of the workforce. Rather than external support workers attending the workplace, the pilot provides a Neurodiversity Cultural Liaison Officer (NCLO) to support both the employer and autistic employees with workplace communication, adjustments, onboarding, and ongoing support.

Can I see the workplace before I apply?

Yes. Virtual reality (VR) videos and the AMPC Careers Portal (<https://careers-portal.ampc.com.au/>) allow you to explore real workplace environments before deciding whether to apply. The VR experience highlights sensory aspects of the workplace to help you better understand the environment, daily tasks, and what to expect at work.

What happens after I submit an Expression of Interest?

Submitting an Expression of Interest does not commit you to a job or the program. It simply lets the team know you would like to learn more.

Team Cohesion will contact you within a week to explain the next steps, answer your questions, talk about what kinds of roles may suit you, and discuss any support or adjustments you may need.

What communication methods will be used during recruitment?

We understand that unexpected phone calls can be stressful for some people. Where possible, we will usually contact applicants by email or text message before making a phone call about their application. Applicants are also welcome to let us know their preferred communication method during the recruitment process.

Will I be judged on eye contact or social skills?

No. The recruitment process is designed not to penalise autistic communication styles or behaviours. Assessment will be based on a neuro-affirming approach, understanding various communication preferences. Employers will instead focus on your interest in the role, your strengths, your willingness to learn and whether the job is a good fit for you.



What are the steps in the recruitment process?

The recruitment process is designed to be fair, clear, and neuroinclusive. It focuses on practical skills and job fit and provides different ways for you to share your interests, skills, and experience.

The process will usually include the following steps:

1. Apply for an advertised role or submit an Expression of Interest to receive more information
2. Team Cohesion will contact you within 1 week by email to answer questions and talk about your interests, experience, and support needs. If you have not received an email from Team Cohesion within one week, please check your junk or spam folder.
3. If you wish to proceed, your application will go to the participating employer if there appears to be a suitable match.
4. You may meet with the employer to learn more about the role and discuss your skills, interests and experience. This may include structured questions, practical activities, or different ways of sharing information.
5. You may be offered an optional site tour so you can see the workplace and decide whether the role feels right for you.
6. Referee checks and any required pre-employment checks may be completed.
7. If successful, you may receive an offer of employment and support with onboarding and starting work.

The Neurodiversity Cultural Liaison Officer can support you throughout the process.

Can I apply or share my experience in different ways?

Yes. Some application questions can be answered in different formats depending on how you like to communicate.

We focus on practical skills and job fit rather than relying only on interviews. We also provide different ways for you to show your interest, skills, and experience in a way that works best for you.

- Application letter and resume
- Answering a set of structured questions
- Sharing your skills, interests and experience through a letter, photos, video, or portfolio
- Practical work sample activities, such as following a set of written instructions to complete a workplace task.

Will interview questions be provided in advance?

Yes. Structured interview questions are provided 24 hours before the interview to help reduce uncertainty and support preparation.



What can I expect during the interview process?

Interview questions are provided before the interview to help reduce uncertainty and support preparation. Interviews are usually conducted one-on-one, and the Neurodiversity Cultural Liaison Officer (NCLO) can also be present to provide support if requested. You can also ask for other adjustments if required.

Can I ask for adjustments during recruitment?

Yes. You are encouraged to let us know about any adjustments or supports that would help you participate fully in the recruitment process. Support may include detailed instructions, extra processing time, breaks, alternative ways to demonstrate skills, help with paperwork, or access to quiet spaces during recruitment activities. A Neurodiversity Cultural Liaison Officer will also be available to support both employers and autistic applicants throughout the process.

What if I do not have a work history or professional referee?

That is okay. If you do not have a professional referee, you may be able to provide a character referee instead, such as a teacher, university staff, volunteer coordinator, coach, community leader, or support worker.

Can I do a site tour before I make a decision?

Yes. Site tours may be offered when a person is being considered for, or offered, a position so they can better understand the workplace before deciding whether they would like to continue.

Before the tour, you will receive information about what to expect, including photos of the workplace, a site map, details about noise, temperature, PPE requirements, and the activities involved. The Neurodiversity Cultural Liaison Officer will also be available to support you during this process.

Will I need vaccinations or health checks?

Some roles in the food production industry may require vaccinations or health checks depending on the workplace and job duties. This may include Q Fever vaccination screening for certain site-based roles. The recruitment team and employer will explain any requirements during the recruitment process and support you to understand what is involved.

Will there be part-time roles?



Some roles may be part-time depending on the participating employer and operational requirements. Participating employers are committed to exploring arrangements that support both individual needs and business operations where possible.

What if I need help during employment?

Support continues after recruitment and onboarding. The pilot includes ongoing workplace support, well-being support, supervisor guidance, and adjustment support to help employees succeed long term.

Who can I contact for more information?

You can contact Team Cohesion for more information or questions about the program.

Email: enquiries@teamcohesion.com.au

The Enhancing the Food Production Workforce with Neuroinclusion Pilot is being delivered in partnership with Team Cohesion and participating employers, working together to create more inclusive employment opportunities for autistic job seekers.

