



Building careers, changing lives

Australian Spatial Analytics

**FY 2025/26
Annual Report**



From our Chair

Alex McDonald,
Chair

Australian Spatial Analytics (ASA) began its incredible journey in 2020 with a bold ambition: to prove that autistic Australians belong in the workplace as productive, inspiring professionals. Looking back, our impact has gone further and deeper than we ever imagined.

The founding belief hasn't changed. Our scale has. Since 2020, ASA has provided employment pathways for over 200 young neurodivergent adults who faced significant employment barriers. We've proven neurodiversity is a competitive advantage and the businesses employing our alumni hastily agree.

Our challenge is not over. Australia's 34% autistic unemployment rate remains one of our most pressing social and economic issues and it hasn't shifted as much as we would like. ASA proves a solution exists and our team will keep creating opportunities for autistic people. The opportunities are extraordinary and the timing couldn't be more urgent.

With Brisbane 2032 approaching and demand for skilled technical talent intensifying, ASA is uniquely positioned to meet it.

I want to thank outgoing founding Board Director George Curran, whose inspired belief that autistic people were the perfect match for data analytics gave ASA its start. Without him this incredible journey wouldn't exist. I welcome new Board Directors Jolie Baasch and Mudit Srivistav, who bring fresh insights, passion, and professionalism, and thank our continuing board members for their ongoing direction.

We have a dedicated executive team who have brought their whole selves into the business to ensure its success. Finally, for every team member and data analyst who has trusted ASA with their career: thank you for your hard work and for proving neurodiversity is a force for good. To our partners, supporters and advocates — your belief in us creates impact far beyond what we can measure.

I look forward to ASA's continued journey, building the workforce that will define Australia's data-driven future.

Alex



From our CEO

Geoffrey Smith,
Chief Executive Officer, 2025 QLD Australian of the Year

The last 12 months have been the most well-rounded year for our social enterprise since inception. I'm immensely proud to lead a team that delivered social outcomes and financial results ahead of plan. We can achieve great things when we are rowing in the same direction, and it's pleasing to report that ASA's neuroinclusive culture, connection to values and reputation have never been stronger.

ASA is on a path to transform what employment can mean for autistic people. When I see our talented data analysts stepping into team leader roles, presenting to packed conference rooms and mentoring others, I'm reminded that neurodiversity is our advantage.

Thank you to our incredible team for your dedication. Whether you are a Junior Data Analyst, a client, a funding partner or a community advocate, I am proud to know and work with you.

Geoff

In the last 12 months, we partnered with 72 clients to deliver high-quality professional services onshore. Our partners span all levels of government, critical infrastructure, energy, agriculture, engineering and more. We have delivered over \$27 million in essential projects since 2020, creating enormous social impact from supply chains and a more prosperous and inclusive Australia.

Our team delivered economic and social outcomes with fiscal discipline to ensure ASA's mission can thrive in the long term. Our key indicators show a social enterprise that has matured and learnt lessons from the past. Our advocacy measures show commitment to our mission and the strengthening of the social enterprise sector.

I look forward to a fantastic year ahead where ASA demonstrates that neurodiversity in the workplace is good for everyone.

FY 2025/26 highlights and impact since 2020



\$4.2m worth of projects delivered

\$27m total



64,000 hours worked

500,000 total



\$3m wages paid

\$21m total

12,800 hours invested in on-the-job training (100,000 total)

27 internal promotions (84 total)

12 employment transitions to industry (94 total)

Neurodiversity training for >1,000 people (>3,000 people total)



Our why



ASA is a not-for-profit social enterprise focused on training and employing young neurodivergent adults who experience barriers to employment.

We exist to reduce the staggering **34%** autistic unemployment rate in Australia. We do this by providing meaningful careers in high-demand technical professions which addresses Australia's STEM skills shortages.

Autistic unemployment is also a significant economic problem. If we reduced that unemployment rate by just one-third, Australia would add **\$43 billion** to the economy every year.

ASA is a real-world case study that shows neurodiversity in the workplace can happen anywhere. Since 2020, we've enabled over **270 careers** and facilitated **94 employment transitions** to other organisations.

We're also influencing the employment system by sharing our lived experience with corporations via our Neurodiversity in the Workplace Training Program; one person and organisation at a time.



ASA's Theory of Change shows how we'll make a difference for Australia's young neurodivergent adults. It outlines what we will do to achieve our desired outcomes of workforce participation, and ultimately, the long-term impact we aim for.

If we...

Harness the cognitive strengths of young autistic people by developing their skills in a supportive professional environment

by...

educating, training and employing young autistic adults in digital professions and supporting companies to become more inclusive

we can...

decrease the unemployment rate of young autistic adults and address digital skills shortages

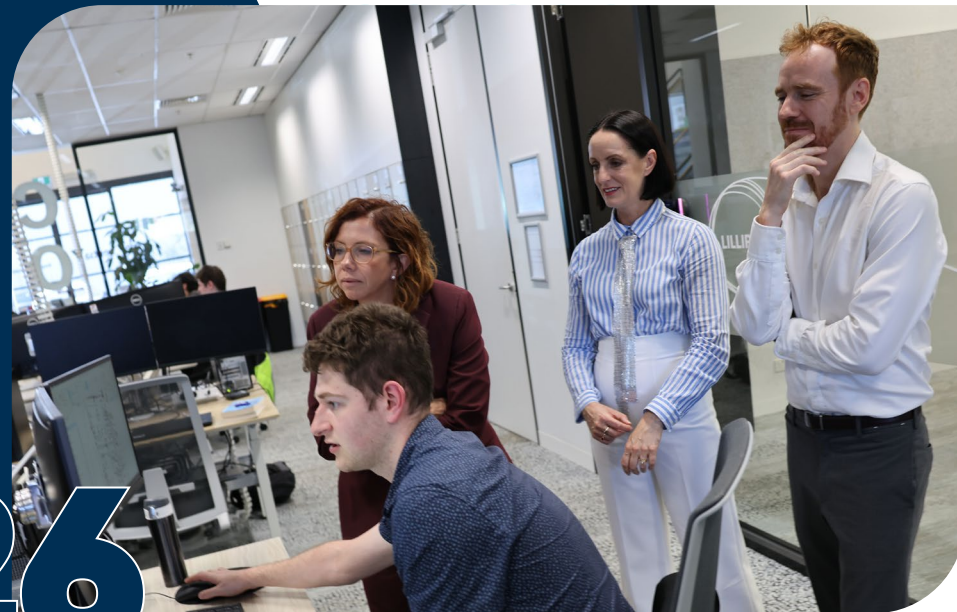
so that...

young autistic people have ongoing professional careers



FY 2025/26 outcomes

We continued delivering 'big data' services and undertook new employment programs like WorkFoundations. Outcomes include:



↑ From L-R: Data Analyst Ben Jarrett, Minister for Employment and Workplace Relations Hon Amanda Rishworth MP, Sarah Witty MP and ASA CEO Geoff Smith

1 Full-award wage employment at scale

ASA employs its young neurodivergent data analysts on full award wages rather than a reduced training-based rate, backing our team as genuine data professionals.

In 2025/2026, we paid our analysts over \$3 million in full award wages across more than 64,000 hours, facilitating social and economic impact.

2 Technical and personal skills from on-the-job training

ASA backs new staff with no prior industry experience and builds their capability entirely through on-the-job training. The team learn tools like Geographic Information Systems, Building Information Modelling and Drafting. We also help with personal development like building confidence, time management and workplace communication.

In 2025/2026, we employed 47 new starters, including 18 via the Australian Government's WorkFoundations Program and 4 via the Skilling Queenslanders for Work program.



3 Employment transitions to other inclusive organisations

ASA operates as a genuine career pathway into industry. After upskilling our people, we facilitate employment transitions with partner client organisations once analysts have built experience and confidence.

In 2025/2026, we did this with 12 employees to organisations including the Queensland Government and Yarra Valley Water.

4 Reduced welfare dependency

By moving people out of long-term unemployment and into stable, sustainable and tax-paying careers, ASA reduces our analysts' dependence on government income support. Many of our people describe the shift away from welfare dependency as one of their biggest life achievements.

← From L-R: Allan English AM Chair Queensland Social Impact Advisory Roundtable, Queensland Treasurer Hon David Janetzki MP, Queensland Social Enterprise Council CEO Adele Laughton and ASA CEO Geoff Smith

Employment tenure outcomes

	# Cohort	Retention Rate			
		6 wks	12 wks	26 wks	52 wks
FY25/26 Commenced	47	43 (91%)	39 (83%)	37 (79%)	35 (74%)
FY25/26 Employees	78	75 (96%)	71 (91%)	69 (88%)	68 (87%)
All time Employees	226	215 (95%)	204 (90%)	182 (81%)	149 (66%)



Our impact

We're enabling neurodiversity in the workplace, one career at a time.



"I can't possibly convey how important this job has been for my life and how grateful I am to every person who has helped me get to where I am now. I'm in the best headspace of my entire life."

Bridget, promoted to ASA Lead Data Analyst, Digital Engineering

Bridget

"The first thing ASA helped me with was improving my sense of self-worth, as finding work was very difficult. Being passed over for the most basic of jobs felt disheartening. But ASA was not just a job. I was learning new skills and getting better from it."

Angus Sutherland, now a Spatial Analyst at the Queensland Department of Natural Resources and Mines, Manufacturing and Regional and Rural Development

Angus



"I didn't have a clear career path until I started working at ASA. I'm proof that it's never too late to start a new career, even if you have some challenges or roadblocks in your way."

Courtney Anderson, now a Spatial Analyst at the Queensland Department of Natural Resources and Mines, Manufacturing and Regional and Rural Development

Courtney



Geospatial case study: Fulton Hogan

Fulton Hogan and ASA have partnered since 2023 to deliver essential critical infrastructure data services across Australia. This partnership ensures Fulton Hogan has their data needs met whilst creating social impact through their supply chains by supporting on-the-job training and upskilling.

ASA analysts have undertaken critical tasks, including digitising electricity, sewer and water networks so that construction crews know exactly where nearby infrastructure is located.

With all data work undertaken within Australia, this achieves data sovereignty, helping meet the *Security of Critical Infrastructure Act 2018*. Modern slavery risks are also eliminated as ASA's analysts are paid full award wages and subject to Australian laws and regulations.

The Fulton Hogan and ASA partnership shows how an inclusive approach to recruitment can unlock valuable capability for infrastructure delivery all across Australia.



ASA's Melbourne team inspecting their upcoming data work on-site with Fulton Hogan

Digital engineering case study: Brisbane Airport

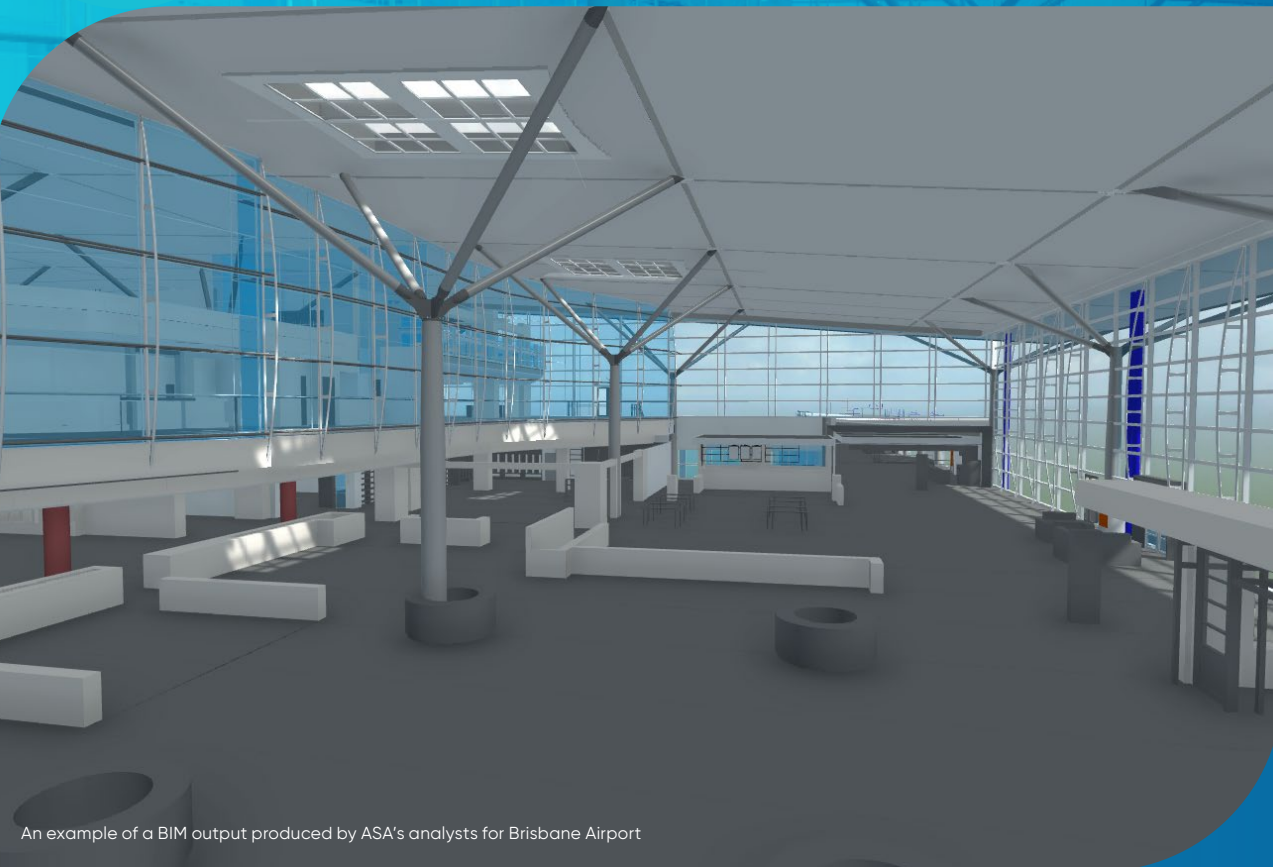


Brisbane Airport, one of Australia's most important aviation transport hubs, has partnered with ASA to deliver digital engineering services for multiple projects since 2023.

They initially engaged ASA to undertake a data quality uplift for a new warehouse. Based on the success of this project, larger tranches of work were awarded, including undertaking complex Building Information Modelling (BIM).

BIM work has included architectural, structural and hydraulic modelling for multiple asset classes, creating a 'single source of truth'. Other work has included digitising lease plans and other information that has been generated since the 1980s.

ASA now functions as part of Brisbane Airport's Digital Engineering team, supporting them to have accurate records, enabling better asset management and maintenance decisions well into the future. In FY 2025/26, 21 ASA analysts worked on 12 projects across 5,000 hours.



An example of a BIM output produced by ASA's analysts for Brisbane Airport

Partners + Supporters

ASA has been successful thanks to the many organisations who believe in our mission. We'd like to thank them for their support.

Grant Partners

Australian Government Department of Employment and Workplace Relations
WorkFoundations Employment Pathway Package

Lendlease Foundation
Community Grant

Queensland Government Department of Justice
Community Gambling Benefit Fund

Queensland Government Department of Trade, Employment and Training
Skilling Queenslanders for Work First Start Program

Westpac Foundation
Employment Partnership Grant

William Buckland Foundation
Pathways to Housing and Employment

Clients

Aboriginal & Torres Strait Islander
Community Health Service Brisbane
Agriwebb
Aurecon
Australian Research Data Commons
BAI Communications
Biarri Networks
Brisbane Airport
Cancer Council Queensland
Chartis Technology
City of Greater Geraldton
Country Fire Service South Australia
CR Date Consultancy
Crime and Corruption Commission
Department of Foreign Affairs and Trade

Fulton Hogan
Geoscience Australia
Happy Paws Happy Hearts
Heart Foundation
IZZA Group
John Holland
Laing O'Rourke
Liberator
Mental Health Professionals Network
Momentum Energy
MNG Land Partners
MPC Group
nxzen
Power and Water Corporation
Powerlink
PSA Consulting

Queensland Government
Queensland Hydro
Shell Energy
South Gippsland Water
Spates Solutions
Sterling Group
Student Experience Network
Suburban Connect
Taylors
Ventia
Webuild
Whitehorse Manningham Libraries
Wyndham City Council Libraries
Yarra Valley Water

Supporters

180 Degrees Consulting
Australian Apprenticeships
Acacia EAP
Axiom College
Equity Trustees
Global E-Training
GoodWolf
Greenpoint Media

Matchworks
MGI Audit
Paul Ramsay Foundation
Plastiras Lawyers
Queensland Department of Justice
Queensland Social Enterprise Council
SENVIC
Snow Foundation

Social Impact Hub
Social Traders
Team Cohesion
University of Queensland
Westpac Foundation
White Box Enterprises
William Buckland Foundation
Ventia



What's next for ASA?

Thanks to the work of our incredible team, supporters and partners, we exceeded the social outcomes and financial results we forecasted. This hard work enables our social enterprise to realise new strategic opportunities to further our mission.

Over the coming year, we will:

- Launch the 'Data Accelerator by ASA' – a pre-employment academy for young neurodivergent people
- Deliver new Payment by Outcomes employment programs
- Create employment and economic impact in Western Australia
- Scale our Neurodiversity in the Workplace Training Program to reach even more organisations and people
- Commence planning to create impact through education

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From L-R: Data Analysts Sean Sullivan, Jade Nielsen and Ali France MP, Federal Member for Dickson