



USE YOUR ENERGY
TO MAKE AN IMPACT.

of the energy sector's
ever transformation.

Unlocking enormous potential: the neurodiverse geospatial workforce revolution

Geoff Smith, Chief Executive Officer, Australian Spatial Analytics
2025 Queensland Australian of the Year

The most relevant SDGs related to the presentation and theme of this session

1st relevant
SDG



8 DECENT WORK AND
ECONOMIC GROWTH

2nd relevant
SDG



4 QUALITY
EDUCATION

3rd relevant
SDG



10 REDUCED
INEQUALITIES

SUSTAINABLE DEVELOPMENT GOALS

International Federation of Surveyors supports the Sustainable Development Goals



Australian
of the
Year

**Geoffrey
Smith**

*co-founder,
Australian Spatial Analytics*

1 in 5
Australians are
neurodivergent

1 in 20
Australians
are
ADHDers

80% of ASA's
workforce is
neurodivergent

80% at ASA
have a long-
term illness,
condition or
disability

10% of
Australians
are
dyslexic

1 in 70
Australians
are
autistic

~20% of the world's population is
neurodivergent—1.6 billion people!

The impact of autistic unemployment



“Decreasing the unemployment rate among individuals with ASD by one-third could lead to a substantial \$43 billion increase in the Australian Gross Domestic Product.”

Lee, E.A.; Black, M.H.; Tan, T.; Falkmer, T.; Girdler, S. “I’m destined to ace this”: Work experience placement during high school for individuals with autism spectrum disorder. *J. Autism Dev. Disord.* 2019, 49, 3089–3101.

Geospatial & Engineering Skills Shortage



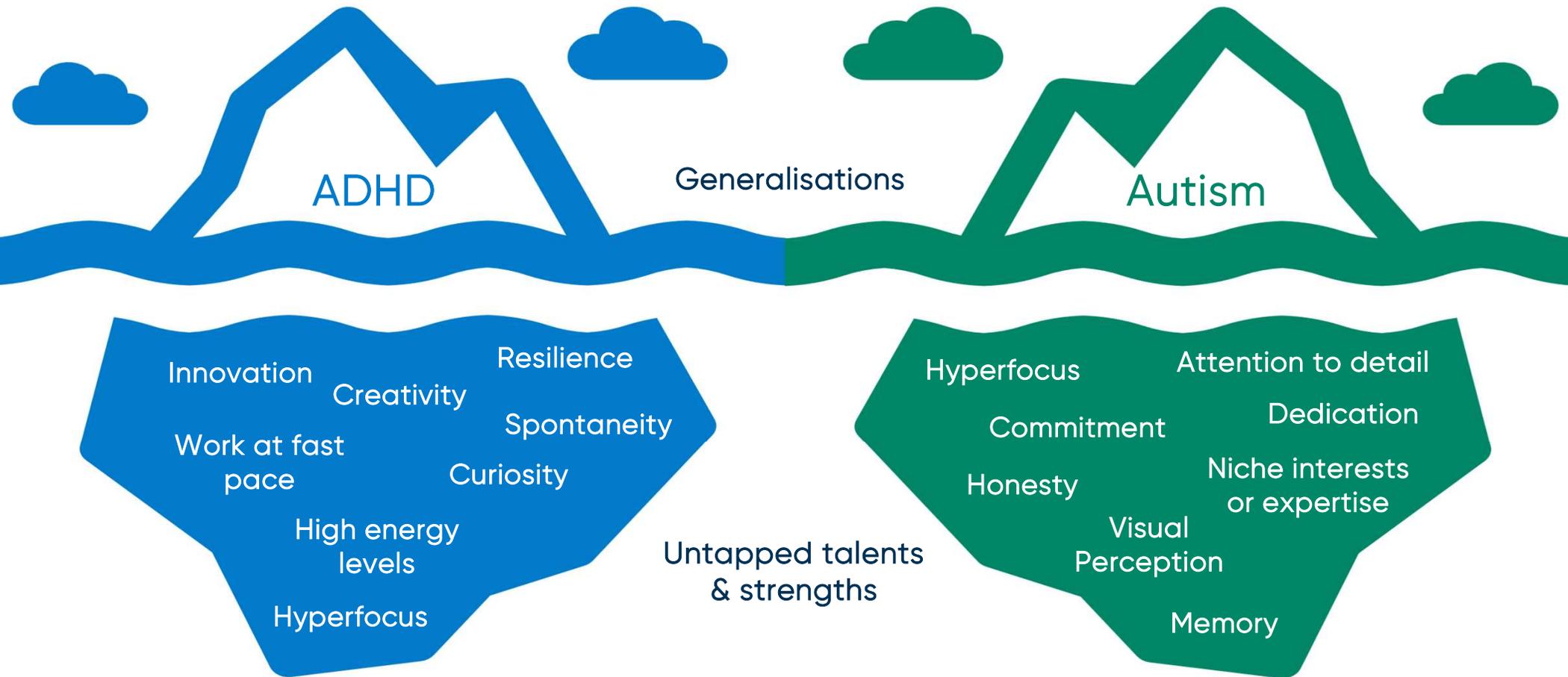
Where do we find this workforce?

"...an average of 1,500 extra surveyors and geospatial professionals needed each year to meet national demands"

"...more than 41,000 additional engineers estimated to fill the required engineering occupations including civil, geotechnical, structural and materials engineers."



Neurodivergence: untapped strengths



Australian Spatial Analytics

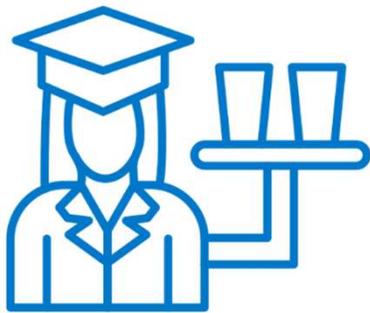
Work Integrated Social Enterprise

- Founded in 2020
- One of Australia's largest work-integrated social enterprises (not-for-profit)
- Geospatial and Engineering data services
- Team of 60+ (80% neurodivergent)
- Three offices: Brisbane, Melbourne, Adelaide

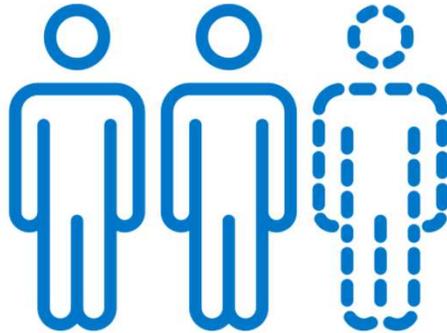


We pay full award wages to deliver real-world projects

Supply and Demand = Our opportunity



Under-employed
group of amazing
people



Engineering, Geospatial
and Surveying industry
skills shortages

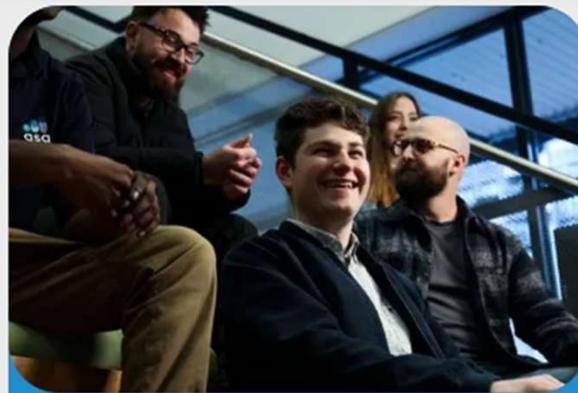


Social & Economic
benefits

Engaging ASA



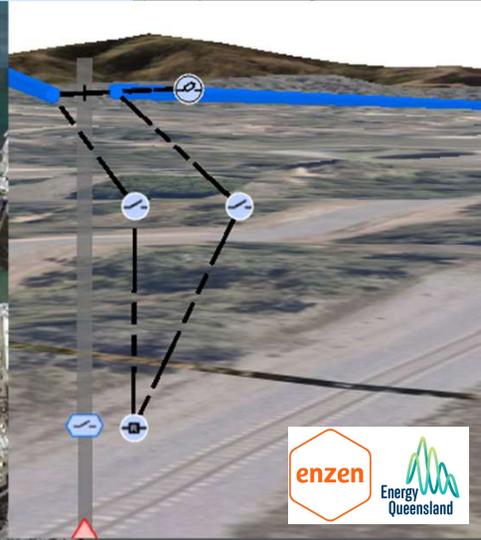
Data Services



Talent Services



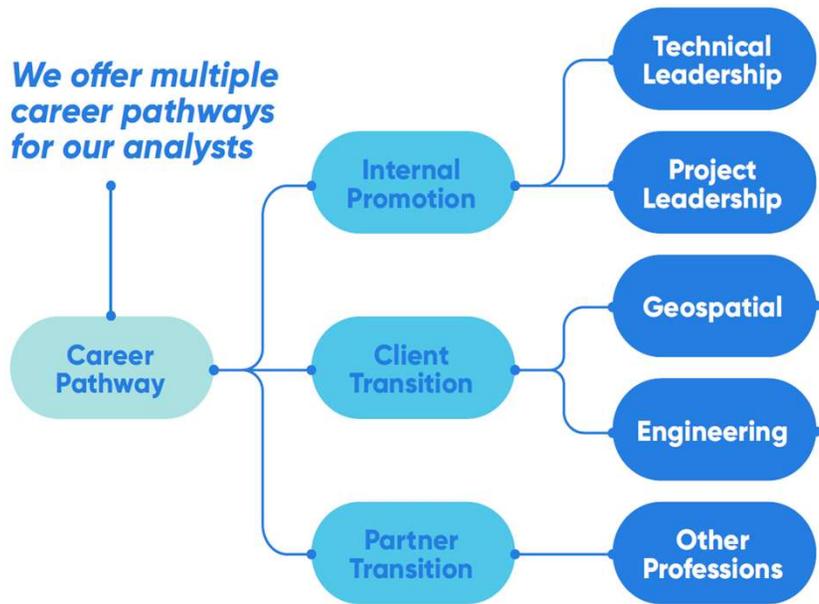
Neurodiversity Training



Employment Pathways

Identify a career pathway for everyone

We offer multiple career pathways for our analysts



Spatial analysts	Engineers	Data analysts
Project managers	CAD designers	Machine Learning analysts
Land and administration planners	Designers	Business intelligence
Surveyors	BIM Designers	3D Modellers



Neurodiversity works!



"Embracing diversity in the construction industry is not just essential; it's the cornerstone of building an inclusive and fair workplace. Our collaboration with ASA has not only deepened our relationship but has also empowered us to embed and **transition ASA staff into our team seamlessly**. This newfound approach has enabled our Digital Engineering Team to welcome new neurodiverse talent, igniting a positive transformation in our workforce. It's been an exhilarating and fulfilling journey for my team and me, and we're eagerly anticipating extending this partnership throughout our entire organisation."

Daniel Easter, Digital Engineering Manager, Acciona Engineering and Design



Award wins

— FINANCIAL REVIEW BOSS —
MOST INNOVATIVE COMPANIES

 **Geospatial** x 7
Council of Australia



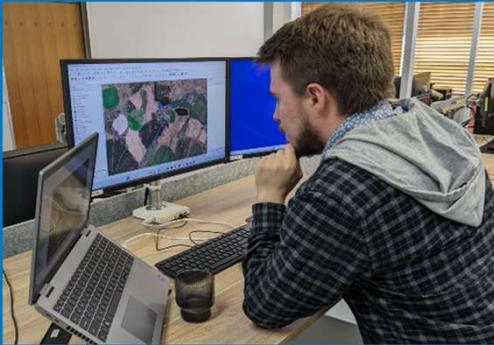
 **GEOVATION**



Summary: Australian Spatial Analytics



Workforce Shortages



Today

New Spatial Professionals



Tomorrow

Social & Economic Impact



Changing Lives

Find out more!



Brisbane Airport: embracing geospatial, digital engineering and neurodiversity



Quinton Cooper



Michael Krome

Gender and Land in Spatial Governance (C8)
Tuesday 8 April 11:30am-1:00pm

Neurodiversity as a strength: how NGIS innovates from inclusive recruitment practices



Alexandra Geer



Samantha Garbutt

Geospatial for Everyone: Diversity & Inclusion Paper Forum
Wednesday 9 April 11:30am-1:00pm



Geoff Smith
Chief Executive Officer
Australian Spatial Analytics
geoff.smith@asanalytics.com.au

Thank you

