

CAPABILITY STATEMENT

Professional Data Services Talent Services



About Australian Spatial Analytics

We use data to employ diversity.

Australian Spatial Analytics (ASA) is one of Australia's largest and fastest-growing work-integrated social enterprises. Since 2020, we've provided careers in the Geospatial and Engineering professions for young neurodivergent adults – who face a staggering 34% unemployment rate.

Our team use their unique cognitive talents to consistently deliver award-winning, high-quality professional data services for real-world projects across multiple industries.

We specialise in Geographic Information Systems (GIS), Survey, Computer Aided Design (CAD), Building Information Modelling (BIM) and Machine Learning technologies.

ASA also helps solve Australia's skills shortages and data sovereignty concerns by accessing an untapped pool of talented and motivated people who perform essential work that otherwise occurs offshore. We provide a supply chain workforce for our partner clients so they can deliver business outcomes.

Our goal is to upskill our people and provide career pathways within ASA and externally, including transitioning them to our partner clients – enabling their teams to harness neurodiverse strengths through support and training.

As a not-for-profit organisation, we are committed to creating enduring social impact by delivering an inclusive workplace—so everyone can reach their full potential.

Neuro(diversity) is our competitive advantage.

> Our commitments

- Solving skills shortages – today
- Producing the next generation of Engineering and Geospatial professionals – tomorrow
- Creating enduring social impact – changing lives forever



ASA aligns with the United Nations Sustainable Development Goal 8 – Decent Work and Economic Growth:



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

> Our values



Diverse.

Fairness through diversity of thought. We embrace neurodiversity and solve problems from different angles.



Comprehensive.

Our attention to detail contributes to high-quality service.



Compassionate.

We understand our employees are human and provide sophisticated support to ensure wellbeing at work.



Collaborative.

We work hard with partners to champion neurodiversity and human-centred technology.

A Diverse Workforce

Neurodiversity is our (and your) advantage

Using their distinct cognitive talents, neurodivergent individuals can excel as digital professionals and be part of your digital ecosystem.

Many of our staff are within the top 3% of people in areas such as spatial problem-solving, pattern recognition, thoroughness, and attention to detail. These skills are critical for the Geospatial and Digital Engineering professions, which are experiencing severe skills shortages.

ASA embraces this underutilised source of local talent for our clients across the government, infrastructure and resources sectors. We provide on-the-job training, including university-level microcredentials, through our Professional Data Services offering so our analysts learn real-world skills on real-world projects. Our aim is to be a launch pad to support each individual into their next career pathway.



> Why should you consider a neurodiverse workforce?



Pattern recognition

Our young people with Autism Spectrum Disorder (ASD) are up to 48% faster at tasks requiring visual problem-solving and pattern detection skills.



Concentration

With laser-sharp focus, our team is faster (92% more productive) and more precise at data processing. Our attention to detail means you receive the highest quality service from an Australian workforce.



Diverse problem solving

Thinking outside the box means we solve problems quickly from different angles. Harnessing diversity of thought allows our clients to experience better service.



Loyalty

ASA's staff rate of voluntary turnover is less than 8%. This aligns with research demonstrating loyalty is a valued trait amongst the neurodivergent population.

More than **6.5 million** big-data related tech jobs are required in Australia by 2030 to keep up with technological transformation.



Professional Data Services:

Solutions and capabilities



Digital Asset Management

Creating a single source of truth enabling efficient asset management.



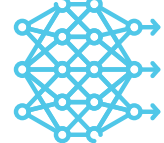
Digital Engineering

Supporting infrastructure design, As-built, and BIM/GIS convergence projects.



Digital Mapping

Base map creation, layer enrichment and maintenance.



Machine Learning

Supporting annotation, classification and quality control for AI/ML training data

> ASA works across the Geospatial and Digital Engineering professions, undertaking:

Geospatial



Cartography & mapping



Imagery processing



Feature extraction



Data classification and analysis



LiDAR processing

Data Management



Data cleansing



Data migration



ETL tools & processes

Digital Engineering



Data digitisation



Engineering drafting/design
CAD GIS BIM



Engineering as-built
CAD GIS BIM



Scan to BIM



3D Modelling



Common Data Environment
Maintenance

> Our team provides a one-stop shop for data services and is experienced with industry technologies:

Geospatial



Digital Engineering



Industries and partner clients

> We work across these industries:



Government



Energy



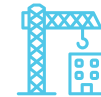
Resources



Telecommunications



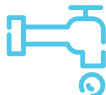
Agriculture



Engineering



Defence



Water & wastewater



Roads

> Our valued partner clients include:



Queensland Department of Resources: roads and address data validation

The Queensland Department of Resources is the data custodian of many datasets for Queensland. They engaged ASA to validate and update all roads and address data covering the Sunshine Coast Regional Council area. The project's aim was to improve data quality as well as create new datasets to inform end users of property accessibility.

- **Challenge** – inaccurate and incomplete road and address data used by multiple end users, including emergency services
- **Solution** – ASA conducted geometry and attribution updates for 21,000 roads and 43,000 addresses, as well as created over 100,000 new property access points using Geographic Information Systems
- **Outcome** – improved local and state road network and address data and creation of new access point data, delivered in 10 weeks with a <1% error rate
- **Social impact** – 10 analysts trained, most of whom were unemployed three months before the project commenced



Queensland Government



"It is fantastic to be working alongside such a dedicated team that not only values neurodiversity but also contributes significantly to projects that impact the daily lives of Queenslanders. It's exciting to see the collaboration between ASA and the Queensland Department of Resources as we advance in location data accuracy and data validation methods."

Steve Brown, Manager at Queensland Department of Resources.

Energy Queensland/ Enzen: Asset data cleansing



Enzen, on behalf of Energy Queensland, commissioned ASA to help merge legacy Energex and Ergon asset datasets into a unified GIS database by digitising a growing backlog of utility network plans and delivering high-quality network designs.

■ **Challenge** – merge legacy GIS databases into a unified system

■ **Solution** – ASA analysts undertook data checks, updates and built virtual network sections for 53,000 sites – 16,000 tasks over 68,000 hours

■ **Outcome** – GIS data accurately reflects real-world conditions

■ **Social impact** – ongoing work for 50 analysts using Esri Utility Network



"At the beginning of the project, the value ASA provided was the rapid mobilisation of delivery capacity, including the development and implementation of the relevant training program. The ongoing value provided is the continuity of delivery capacity and relevant training."

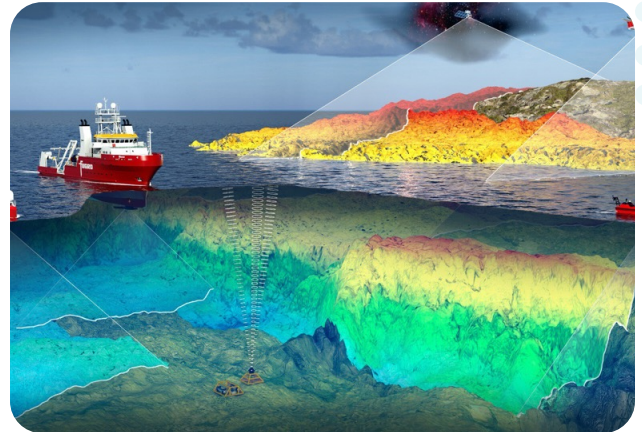
Matthew Coleman, Senior Principal Consultant
– Digital Strategy Centre of Excellence.

Fugro: coastal LiDAR processing

Fugro is the world's leading geo-data specialist and is currently engaged by many Australian clients to provide airborne and bathymetric survey data capture and processing services for both the private and public sectors.

Fugro engaged ASA to undertake LiDAR point cloud processing to remove noise and classify raw point clouds into usable Digital Terrain Model inputs, focusing on bathymetric and coastal terrestrial data.

- **Challenge** – accurate processing of bathymetric and hydrographic point cloud data to identify features, e.g. waves, rocks
- **Solution** – innovative point cloud cleansing of seafloor, land, and surface water modelling
- **Outcome** – timely delivery of data processing
- **Social impact** – 5 people trained



"ASA is a highly regarded and trusted partner to our business. The team are highly engaged, professional and a delight to work with. We hold them in the highest regard and consider them a critical element of our future growth plans."

Paul Seaton, Director – Hydrography and Coastal Resilience at Fugro.

Ventia: NBN design and As-builts

Ventia is one of Australia's largest essential services providers, helping roll out the National Broadband Network (NBN) across Australia. Ventia and ASA have a long-term partnership where ASA undertakes numerous As-built work across multiple states.

The project began with SD2 As-Built jobs, and quickly expanded to include working on BDOD As-Builts for both the Queensland and Victoria/Tasmania divisions of Ventia. The VIC/TAS division in particular had a great deal of backlog, which ASA was able to reduce significantly.

The work ASA has completed so far includes:

- SD2 As-Builts for HFC (Hybrid Fibre Coax), FTTP (Fibre to the Premise) and FTTN (Fibre to the Node) for QLD.
- BDOD As-Builts for EE (Enterprise Ethernet) and GPON (Gigabit Passive Optical Network) services for QLD and VIC/TAS.
- BDOD Pre Survey Designs for EE (Enterprise Ethernet) and GPON (Gigabit Passive Optical Network) services for QLD and VIC/TAS.

■ **Challenge** – geo-mapping required for NBN fibreoptic cable rollout

■ **Solution** – ASA analysts worked on telco design and documentation for over 2,000 work orders and 26,000 hours

■ **Outcome** – service provision 30% faster on average, significantly reduced backlog of work

■ **Social impact** – 20 analysts trained on the project, ongoing work



"ASA brings a great set of skills to our team, and we've seen great benefits of having them embedded into our completions process."

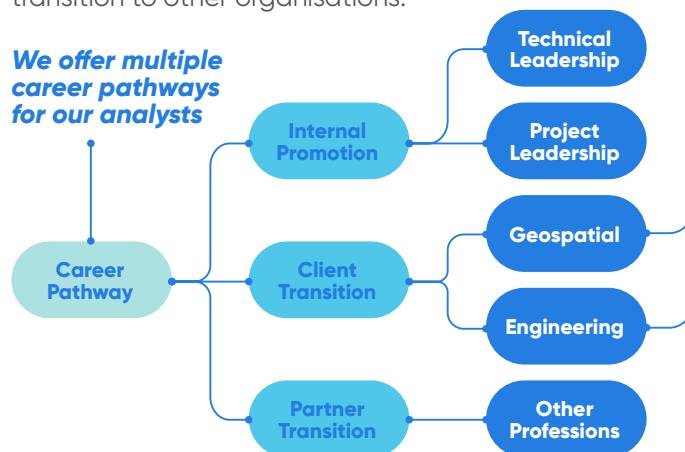
Matthew Swan, Senior Project Director, NBN QLD

Talent Services

As a not-for-profit organisation focused on creating social impact, our goal is to create long term, stable employment for our team in the growing digital economy.

ASA helps to personally and professionally grow our people by providing the right support for both the individuals and our partner clients. We want our team to either advance within ASA or successfully transition to other organisations.

We offer multiple career pathways for our analysts



Neurodivergent employees are valuable assets to any team, boosting organisational culture and productivity. When our people transition to another organisation, we want them to integrate easily and continue doing great work.

To ensure that both our transition candidates and partners are supported along their journeys, a core component of our Talent Services is offering training and ongoing support. This means our partners can confidently engage with and employ a neurodiverse workforce.

As an entry point, you can engage our Professional Data Services to reduce your data pain points and skills shortages. From there, you can embed our analysts into your organisation and encourage them to apply for a relevant position. Both parties have the opportunity to 'try before you buy', ensuring our people are ready and you have the best talent available.

> For the analysts who transition, they undertake the following roles:



Spatial analysts



Engineers



Data analysts



Project managers



CAD designers



Machine Learning analysts



Land and administration planners



Designers



Business intelligence



Surveyors



BIM Designers



3D Modellers

Our transition partners secure a guaranteed skillset from our staff, which ASA has heavily invested in.

We also enable their new employers to harness their neurodiverse strengths through support and training.

Coaching modules cover neurodiversity in the workplace, neuro-inclusive communication, managing neurodivergent employees and workplace accommodations.

Talent Services

Case study

BLAKE MORRISON

Spatial Analyst for University of New England's
Applied Agricultural Remote Sensing Centre



Before ASA, Blake Morrison struggled to find supportive and long-term work.

At ASA Blake grew along the journey, developing his GIS skills and becoming one of the greatest supports for his colleagues. January 2022 marked Blake's 1 year work anniversary with ASA and his attainment of a 6 month contract as a GIS analyst with the Applied Agricultural Remote Sensing Centre at the University of New England. This has now transitioned to long term employment working on major research projects.

Blake's manager and team couldn't be more impressed by his commitment to delivering the National Protected Cropping Map involving spatial mapping and field work. They are incredibly excited to support his career progression in the industry, recently extending his contract for another three years.

"ASA helped grasp opportunity. They contributed to my financial stability to free me from the shame-cycle of Centrelink. I feel like a valuable member of society. I want to pursue a career, not just employment. Thank you for your support and inspiration along the way. I still consider myself the luckiest person in the world and so much of it is because of ASA."



Let's connect

Partner with a powerful social enterprise
and experience fast, precise spatial
data and talent services.

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