

providing
hope,
joy and
inclusion



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MAKING THE DREAM WORK

Since 2008, Abacus Learning Centre has made a life-changing difference for hundreds of autistic children and their families. Our inspirational and talented staff consistently deliver best practice therapy services, making a profound impact on the lives of autistic children, their families and the wider community.

The team of over 60 staff come from a variety of backgrounds, including university students studying psychology and education, the disability sector, teaching and childcare.

It takes their big hearts to help shape young minds and we are so proud of the work they do and the difference they make.

As Abacus Learning Centre continues to grow and establish new services, we value the people who have chosen to develop their careers with us. Their loyalty, compassion and commitment to our cause are the reason for our ongoing success.

Many of our passionate team say it's the best job they've ever had.

OUR MISSION



Helping autistic children connect, communicate and learn.

OUR VISION



Striving to provide autistic children and their families with the highest quality autism services through tailored programs, community partnerships and research.

OUR VALUES

CREATIVE



turning new and
imaginative
ideas into reality

- Always exploring what's possible
- Looking to continuously improve
- Passionate and reflective

CONNECTED



everyone
belongs

- Caring, kind, respectful and collaborative
- Understand that together we make a difference
- Connecting to place, space and people

PLAYFUL



play with
purpose

- Finding things to celebrate about others
- Enjoying your work and play
- Showing positive energy and a can do attitude

THRIVING



feeling good and
functioning well

- Always learning
- Seeing people's strengths and appreciating difference
- Focussed on wellbeing

ACHIEVING WITH AUTISM

Abacus Learning Centre is the epitome of a grass roots organisation that was built for the people, by the people.

Starting with an inspired vision to provide one of Australia's first centre-based early intervention services, a group of parents and supporters made this dream a reality in 2008.

Since then, we have helped families access life-changing one-to-one therapy for their children. This is an intensive process that seems a lot like play for our students, who love Abacus.

The work we do not only impacts the student but it enables families to see a future of education, employment and community participation that they couldn't have imagined before. In fact, the majority of our students attend mainstream schools upon completion of our programs and need less supports across their lifetime.

In essence, we provide the platform for our students to achieve and there can be no better measure of success than that.

2008

Founding year

Centre-based early intervention services commence in Mornington



2011

Abacus moves to Victoria Street, Hastings

The Hon. Greg Hunt MP undertakes a 500km Walk for Autism to help raise funds for Abacus

Inaugural Abacus family participation in the Run Melbourne fundraiser

2012

Name change from Mornington Peninsula Autism School Ltd to Abacus Learning Centre Ltd



2013

Inaugural 'Achieving with Autism' Gala Dinner fundraiser

2014

In-school program commences

2015

The Hon. Greg Hunt MP second 500km Walk for Autism to help Abacus

2016

Abacus moves to High Street site at Western Port Secondary College

Awarded CareNavigator NDIS Provider of the Year

Introduction of Educator Workshops

2017

Awarded CareNavigator Victorian NDIS Provider of the Year

Count on Abacus tutoring support program commences



2020

NDIS Quality and Safeguarding Audit complete

Staff registered for Board Certificate Behaviour Analyst (BCBA) Certification

2019

Australian Government commitment of \$1.2 million to construct a purpose-built facility

NDIS registered for Therapeutic Supports

Collaboration with the Turner Institute for Brain and Mental Health to secure \$2.5 million in funding for Autism research

Victorian Government supports long-term lease for Abacus at Western Port Secondary College

2018

10 Year Anniversary

Partnered Interior Design Studio with RMIT University

Hon. Greg Hunt MP undertakes a third 500km Walk for Autism to raise funds for our centre



2021

NDIS registered for Early Childhood Supports

Finalist in the Victorian Early Years Awards

2022

Construction of purpose-built centre complete

New branding unveiled at seventh 'Achieving with Autism' Gala Dinner to better reflect current programs and services

2023

Collaboration with the Turner Institute on the Monash Autism & ADHD Genetics and Neurodevelopment (MAGNET) project

Exploring future projects with RMIT University to continue research into the design of learning environments for autistic children





WHERE THE MAGIC HAPPENS

Hundreds of families have found their way to our centre-based service through many different paths - a referral from a child's psychologist, paediatrician, GP, NDIS support co-ordinator, online search, or word-of-mouth.

Travelling from all-over Melbourne, our families often commute long distances to access life-changing therapy for their children.

In 2022, with government and community support, we opened our new Discovery Centre and commenced renovations on our existing Foundation Centre.

We can now enrol up to 70 students in our service and hope to continue expanding our facilities.

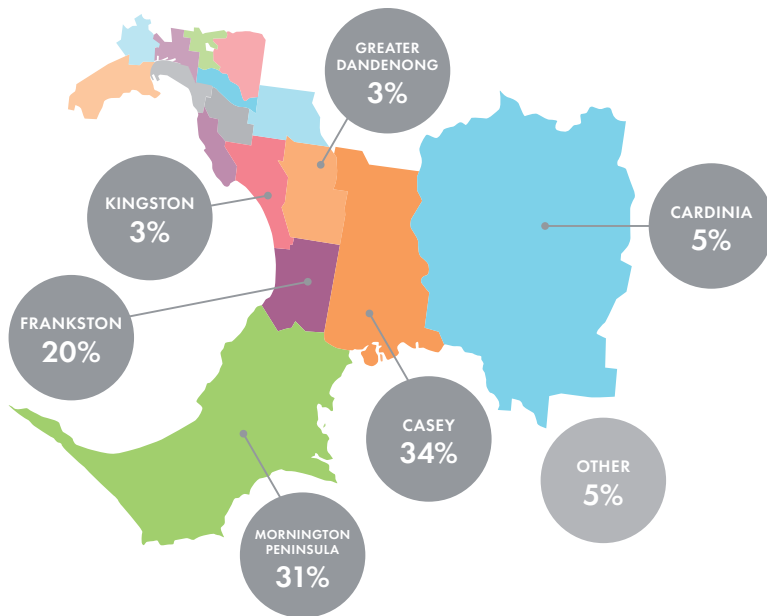
Abacus Learning Centre is located 75km south of Melbourne CBD, in Hastings on the Mornington Peninsula in Victoria. Known for its unique townships, village atmosphere and a diverse local economy including tourism, agriculture, retail, manufacturing, construction and business services.

Our families come from a range of socio-economic groups and over 50% are from culturally and linguistically diverse backgrounds.

All Abacus services and supports are provided in a flexible manner to ensure all cultural considerations, including ethnicity and language, are incorporated into planning and programming.

STUDENT ENROLMENTS BY LOCAL GOVERNMENT AREA

Source: Abacus Enrolment Data, April 2022



Discover Our Purpose-Built Centre

Together with funding from the Australian Government we completed construction of our new Discovery Centre in 2022.

This is no ordinary building. Abacus worked with students at RMIT University on an Interior Design Studio addressing learning environments from a non neuro-typical position.

Design considerations included managing sensory inputs from lights and sounds, ensuring easy circulation so people can move between activities as seamlessly as possible, providing disability access and organising spaces into 'high stimulus' and 'low stimulus' areas.

Our centre has many features unique for providing early intervention including individual therapy rooms, sensory play areas, gross motor playrooms and all of the amenities for a working education centre.



KEY TO OUR SUCCESS

We know it is important to develop a team culture that is focussed on continual improvement, remains respectful of individual differences, and values the contribution of all Team Members.

Staff understand and value the rights of people with a disability and aim to provide families with the opportunity to exercise choice.

We engage with staff and our community to ensure everyone is aware of the initiatives and progress we are making.

As Abacus Learning Centre continues to grow and establish new services, we fully understand the importance of every Team Member to the success of the business in meeting the needs of our clients and achieving our Mission and Vision.

Boundless Energy and Positivity

An applicant does not need to have special credentials or previous experience to become a good therapist. Abacus therapy programs are best learnt on the job, with clinical professionals providing training and support.

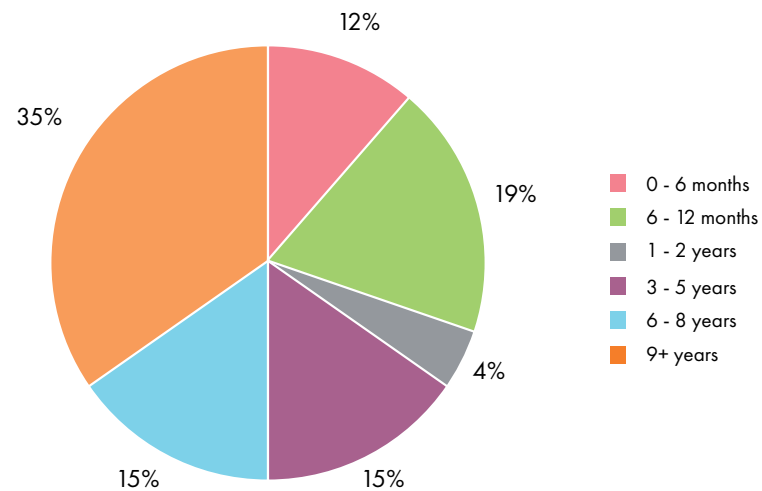
Many continue their studies whilst working for us and enjoy collaborating, sharing their ideas and learning from each other.

Our team are happy people who love a challenge and they have a wonderfully supportive culture focused on continual improvement, respectful of individual differences and the contribution of all members.

Abacus staff love coming to work, they feel valued, empowered, and a part of something special.

LENGTH OF EMPLOYMENT

Source: Abacus Employee Feedback Survey, May 2021





No Experience Needed

The collaborative Abacus team provide full on-the-job training and ongoing professional development.



Flexible Working Arrangements

Abacus recognises the benefits of providing flexible working arrangements that will assist employees with balancing the demands of work with their family and/or personal responsibilities.

Full-time or part-time positions are available.



Ongoing Professional Development

Abacus encourages personal and career growth for all team members by offering different pathways of professional development during their employment.



Salary Packaging

As a registered charity, Abacus employees can receive a range of salary packaging products through CBB (Community Business Bureau).

Full-time, part-time and casual employees are all eligible for salary packaging.



“The kids laughter and energy when we learn and play together is so much fun”
Shanae



“I enjoy seeing the kids from where they start through to thriving in school”
Daniel



“Everyone is so welcoming at Abacus, you can be yourself and work to your strengths”
Sarah



“I have learnt so much since joining the Abacus team. The training, coaching and creative approach makes it a vibrant place to work”
Liz

BECOMING AN ABACUS THERAPIST

Our therapists deliver individual therapy programs developed and monitored by the senior Clinical Team.

Each therapist works directly with students in one-to-one sessions and play breaks, documenting and recording the student's programs and providing necessary feedback.



Key Responsibilities

- Conduct one-on-one therapy session at Abacus Learning Centre or in a client's home or education setting
- Follow Abacus Learning Centre's specific techniques and methodology
- Maintain and develop a positive approach to learning and behaviour change
- Ensure adequate data collection on student's programs and targets during therapy sessions
- Take comprehensive behavioural data
- Conduct therapy during a student's Clinical meeting, answering questions and following directions from the Early Childhood Educator (ECE) and/or Clinical Director
- Be actively involved in ongoing professional and clinical learning and training
- Attend whole Staff meetings
- Attend lunch and learn, lunch and crunch, and Training Express as scheduled
- Make positive changes in response to clinical and professional feedback via ongoing training, clipboard reviews, and Professional Reviews
- Support a culture of teamwork and positivity
- Communicate regularly with senior clinicians to ensure quality and clarity of therapy programs and an excellent service to our Clients
- Other duties as reasonably directed



Experience / Skills

- Excellent written and verbal communication skills
- Experience working with children - desirable but not essential
- Experience working with people with a disability - desirable but not essential
- Ability to work effectively and efficiently in a team setting
- Demonstrated ability to follow direction and adapt to training and feedback



Professional Conduct

All employees of Abacus Learning Centre are expected to:

- Maintain and demonstrate a professional approach to work which reflects the Abacus Learning Centre policies and procedures and ensures confidentiality;
- Maintain current professional knowledge and awareness of contemporary practice to inform quality service delivery;
- Actively participate in performance appraisal process;
- Actively support the organisation's mission, vision and values and positively represent the organisation to external contacts at all opportunities;
- Ensure a safe and healthy work environment at all times;
- Ensure the service's duty of care to children and their families is strictly maintained.



Conditions of Employment

All candidates must be eligible to work in Australia. In accordance with the Victorian Safety Screening Policy for registered NDIS providers, Abacus Learning Centre requires all prospective employees to hold an NDIS Worker Screening Check and Working with Children Check.

Successful candidates will be provided with information on applying for these checks.

JOIN TEAM ABACUS

We'd love to hear from you if you:

- Are a continuous learner who wants to help children reach their goals
- Have high energy and a sense of fun
- Can commit to two or more days per week

We offer extensive training for all our therapists and you will feel supported and challenged at the same time.

No day is ever the same, but you'll always leave smiling.



How to Apply

To apply, send us a copy of your resume to admin@abacuslearning.org.au.

Feel free to add a short video (maximum two minutes) explaining why you'd like to join the Abacus team

Abacus appreciates the time and effort taken to apply for a position with us. We assure candidates that all recruitment processes are fair, efficient and transparent and we are committed to equal opportunity and diversity in the workplace.

All information received will be handled in accordance with the Privacy Act 1988.



Abacus Website

The Abacus Learning Centre website contains further information on Abacus services, programs and activities.

<https://www.abacuslearning.org.au>



NDIS Worker Screening Check

Detailed information about the NDIS Worker Screening Check including when it occurs and what is required of the applicant as part of the process can be viewed on the NDIS Quality and Safeguards Commission and Victorian Government websites.

<https://www.ndiscommission.gov.au/workers/worker-screening-workers>

<https://www.vic.gov.au/ndis-worker-screening-check>





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Registered NDIS Provider