

DXC Dandelion Program

An award-winning program connecting neurodiverse people with meaningful employment, and helping workplaces fill IT skills gaps





Putting diverse skills at the forefront



Workplaces gain highly intelligent, dedicated and innovative team members

Neurodiverse people, such as those on the autism spectrum, or who have dyslexia or ADHD, often have an extraordinary capacity for visual thinking, accuracy and attention to detail. These are invaluable skills in the IT industry, particularly in areas such as cybersecurity or data analytics where there are known talent gaps.

That's why we established the DXC Dandelion Program in Australia and New Zealand in 2014, to embrace, support and expand the skills of neurodiverse people, and help them secure long-term, fulfilling IT careers.

The program recruits neurodiverse people, provides training across various technologies and matches their skills to unique placements within DXC's customer organisations.

Throughout the program, DXC offers comprehensive career guidance, onsite support and training to give neurodiverse people the confidence to flourish in the workplace.

The DXC Dandelion Program helps our customers meet their IT needs by harnessing the unique talents of neurodiverse people and providing highly skilled and dedicated team members.

92%+

retention rate of employed program participants

30-40%

increase in productivity reported by customers since recruiting neurodiverse people into teams

75%

job satisfaction reported by neurodiverse people

80%

co-workers say the program doesn't add any additional overhead work

100%

of participating workplaces offer permanent positions to neurodiverse people at program conclusion

92%+

workplaces report a competitive advantage since developing a neurodiverse workforce



Innovation is about bringing new ways of thinking



Neurodiverse people secure fulfilling long-term IT careers in supportive and inclusive workplaces

Did you know 50% of neurodiverse individuals have above average to very high intelligence, yet 80% of people with autism for example, are unemployed or underemployed?

The DXC Dandelion Program harnesses and extends the talents of neurodiverse people and gives our customers access to their strong technical capability. Together, we are creating a more diverse and socially responsible IT industry.

Backed by global academic and research support and designed in collaboration with neurodiverse people, the DXC Dandelion Program provides:

- A unique selection and recruitment process
- Work experience programs
- Organisational change programs (including workplace awareness training)
- Tailored employment programs and
- On-site holistic support frameworks

The DXC Dandelion Program has already assisted more than 200 neurodiverse people in the private and public sectors in roles such as software testing, cyber security, data analytics, automation and monitoring.

Some of our technology, industry and research partners:



Cornell University



untapped

Google



lifesherpa™



Olga Tennison
Autism Research Centre



JPMORGAN
CHASE & CO

pymetrics



“After a successful first year and transitioning four people to permanent employees we added an additional seven trainees for year two. Autistic people at ANZ are bringing significant value, in particular, valuable problem-solving capability. The program is one way we’re responding to the need to recruit the right people for in-demand capabilities like cyber security and data.”



Andrew Baird
ANZ, Spectrum Program
Manager



The DXC Dandelion Program was implemented in 2018 as the foundation of ANZ's Spectrum Program.

\$2.5M

invested into neurodiversity and mental health research

500+

global organisations accessing our open-sourced tools

12+

Neurodiversity Hubs established with universities and research partners

200+

neurodiverse people assisted across Australia

The DXC Dandelion Program is part of DXC’s Social Impact Practice, improving the lives of people from neurodiverse, First Nations and veteran backgrounds.

Learn more at
dxc.com/au/dxcdandelion

Get the insights that matter.

dxc.com/optin



About DXC Technology

DXC Technology (NYSE: DXC) helps global companies run their mission-critical systems and operations while modernizing IT, optimizing data architectures, and ensuring security and scalability across public, private and hybrid clouds. The world’s largest companies and public sector organizations trust DXC to deploy services across the Enterprise Technology Stack to drive new levels of performance, competitiveness, and customer experience. Learn more about how we deliver excellence for our customers and colleagues at DXC.com.

Oracle and Java are registered trademarks of Oracle and/or its affiliates. Other names may be trademarks of their respective owners.