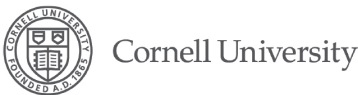


The Dandelion Program



The Dandelion Program is an initiative to build valuable Information Technology skills and careers for people on the autism spectrum. The program encompasses a period of three years, where we focus on building and developing technical, life, and executive functioning skills within the individuals.



Partnership History

The Dandelion Program first began in 2014 with former Minister for Human Services, Senator the Hon. Marise Payne, announcing the pilot program, providing 11 candidates with employment in Adelaide. “The department is proud to be working with such progressive organisations to provide people with Autism Spectrum Disorder (ASD) an opportunity to work in a field that allows them to harness their unique skills and abilities,” Minister Payne said.

The Dandelion Program was initially established through a partnership between DXC Technology Australia and the Australian Department of Human Services.

The program now has 55 people on the autism spectrum employed in the areas of cyber security, data analytics, and software testing, delivering to customers such as Department of Defence, the Australian Department Human Services, and Department of Immigration and Border Protection.

The Dandelion Program is not just about employment, it about building employability for the trainees. Australian disability employment participation rates are 53%, compared to 60% within partner nations of the Organisation for Economic Co-operation and Development (OECD), and within Australia people on the autism spectrum only have a 34% participation rate. The Dandelion Program has seen a 96% retention rate, far above what is typical for people with ASD, helping people on the spectrum to gain and retain employment, while also developing critical technical and life skills.

Dandelion Building Blocks



“Our main objective is to enhance capability.”

Australian Department of Defence, Rear Admiral Peter Quinn, Head Joint Capability Management and Integration

Quotes and Commendations

“This program is unique because it attacks the problem of employment for people with an ASD, not simply by pushing harder the peg into the square hole, but instead by addressing the supports needed on both ends...”

Professor Cheryl Dissanayake
Director, Olga Tennison Autism Research Centre

“What is important isn’t the money, it’s giving something back to society that’s important. I can get by on a little bit of money, I’m ok, that’s not important. Without a job, I feel like I’m a drain on society... I feel like I’m not giving anything back, I feel it’s my duty – it’s the right thing to do... we have an understanding of how society works, even if we don’t fit in. Logically we understand how it works, this is something we do understand; even if we don’t understand people’s emotions, we do understand how society functions.”

Dandelion Program Candidate

Project Contacts
Michael Fieldhouse,
Dandelion Executive
Adam Easterbrook,
Dandelion Delivery
Executive

For more information:
www.dxc.technology/dandelion

“He has always been an outstanding student - Dux of both Primary and High School, all the top prizes for every subject, OP1, University scholarship - which is the “positive” side of autism. He got his Science Degree (Physics) but then hit the wall in a big way in his honours year, and it was looking very bleak - not just for him, but me also as a parent who had been struggling to deal with all the challenges autism brings. It was clear that he wasn’t able to continue with his University studies, but the problem was he was unable to job search effectively, even with me having 16 years as an Employment Consultant assisting him. It once took him four hours to pick up the phone and talk to a prospective employer, even with me having made a resume for him and having written a script of what he could/should say. That’s precisely why I believe this program is excellent.”

Dandelion Program Candidate Parent



Morning Scrum, Adelaide

About DXC

DXC Technology (NYSE: DXC) is the world’s leading independent, end-to-end IT services company, helping clients harness the power of innovation to thrive on change. Created by the merger of CSC and the Enterprise Services business of Hewlett Packard Enterprise, DXC Technology serves nearly 6,000 private and public sector clients across 70 countries. The company’s technology independence, global talent and extensive partner alliance combine to deliver powerful next-generation IT services and solutions. DXC Technology is recognized among the best corporate citizens globally. For more information, visit www.dxc.technology.