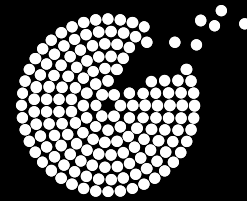


# DXC Dandelion Program Objectives and Key Concepts



## DXC Dandelion Program – Objective

The DXC Dandelion Program provides people on the autism spectrum with the support, technical training and work experience needed to begin careers in IT.

## DXC Dandelion Program – Key Concepts

The following concepts are fundamental to the DXC Dandelion Program:

- **Suitability** – Not everyone on the autism spectrum is suited to a career in IT. Candidates need an aptitude for IT and a willingness to work in the field. Candidate suitability is established during the assessment stage and reviewed throughout the program.
- **Responsibility** – DXC and Dandelion Program participants have a relationship of mutual responsibility. DXC is responsible for providing training, support and opportunities to program participants. DXC Dandelion Program participants are responsible for making the best possible use of these resources.
- **Assessment Stage** – The DXC Dandelion Program begins with candidates attending a three week paid IT training workshop. Candidates are assessed against selection criteria and offered placements where successful. This selection process is better suited to the needs of people on the autism spectrum as it is based on aptitude and motivation, rather than experience.
- **Clearance** – DXC Dandelion Program participants will work at offices of DXC's customers and will require the same security clearances and background checks as the client's other contractors. DXC will support program participants in applying for and acquiring the necessary clearances.
- **Employment Relationships** – DXC Dandelion Program participants are employees (or contractors) of DXC working on a client site. They are not employees of the client.
- **DXC Dandelion Program Support Team** – DXC will provide a team to support DXC Dandelion Program participants in the workplace. At a minimum, this will comprise of:
  - **Autism Spectrum Consultant (ASC)** – Each DXC Dandelion Program team is supported by an ASC with a background in supporting adults on the autism spectrum. ASCs are responsible for understanding the autism-related needs of each DXC Dandelion Program participant and developing strategies to address them. The ASC works closely with the client to manage people with autism, and to build autism awareness and a more inclusive workplace culture.
  - **DXC Dandelion Program Team Lead** – Each DXC Dandelion Program team is also supported by a Dandelion Program team lead with a background in team management. They are responsible for managing the team, in collaboration with the ASC. They also work with the client to obtain appropriate work for the team, and report to the customer and DXC on the team's progress.



- **Curriculum** – The DXC Dandelion Program is based on a three-year curriculum that teaches the technical and social skills needed in the workplace. In their first year, DXC Dandelion Program participants will build job awareness as they settle into their new work environment. In their second year, participants will practice self-determination and develop their self-advocacy skills. In their third year, participants will prepare for the transition to regular employment. The curriculum will adapt to each participant’s capabilities and available work.
- **Training** – A DXC Dandelion Program support team will develop a training plan for each Dandelion Program participant, in conjunction with a pipeline of work that reinforces this training. This ensures that Dandelion Program participants have meaningful work in an environment that understands and supports their needs.
- **Industry Certification** – DXC Dandelion Program participants are encouraged to obtain certification in their field of work. This validates the skills and experience acquired during the program. Certain people on the autism spectrum may find it particularly challenging to study for and sit an exam. The DXC Dandelion Program provides participants with strategies needed to overcome these challenges.
- **Outplacement** – The DXC Dandelion Program commences with all participants working in a dedicated Dandelion Pod with their support team. As their technical and workplace skills develop, Dandelion Program participants transition to work directly in other client teams with associated staff. This broadens each participants’ work experience and independence and builds diversity and inclusion in the client’s organisation.
- **Program Building** – The DXC Dandelion Program is the first of its kind for people on the autism spectrum. The research and innovation undertaken by the program will be shared with the global autism community through Cornell University. This will help build other programs to improve the lives of people with autism around the world. DXC Dandelion Program participants can contribute to the accumulation of knowledge by participating in workshops and surveys.

### **DXC Dandelion Program – Outcome**

The DXC Dandelion Program provides the necessary technical training in a supportive environment. DXC Dandelion Program training also covers life skills such as financial management, nutrition and job hunting. This does not guarantee that an individual will succeed in acquiring an IT role. The DXC Dandelion Program is a joint endeavour. It provides the support and skills needed to succeed in a career. Participants need to work to make best use of these opportunities for themselves.

