

Dandelion Program Charter

Version 1.0





Dandelion Program Charter

The Dandelion Program is an employment and work experience program that builds careers for people on the autism spectrum.

The program uses a two pronged approach:

- 1) Assisting individuals to build the necessary skills to enable them to succeed in the workplace
- 2) Educating people in the workplace to help them make the necessary changes to support the success of the program.

Goals of the program:

- Assisting individuals to build the necessary skills – technical, life, and executive functioning
- Focusing on building careers for individuals, not just jobs
- Educating the workplace in neurodiversity
- Training team leads and managers in leading and managing people with autism.

Principles of the program:

- Empowering individuals to control their work life and build resilience
- Supporting teams in focusing on individuals
- Working closely with program clients to create and maintain an inclusive environment
- Respecting the autism community, including carers
- Valuing neurodiversity and leveraging it to add capability.

The Dandelion Program will:

- Provide access to open sourced Dandelion Program methodology and tools through Cornell University – at no cost
- Develop a ‘Dandelion Roadmap’ for your organization
- Assist in educating and training your human resource / talent management staff
- Provide access to university students that participate in the Dandelion work experience program.

Within the Dandelion Program Global Alliance, active involvement will include:

- Promoting neurodiversity and inclusion in the workplace
- Feeding learnings back to the open sourced program materials, via Cornell University – so that the greater community can share in those learnings
- Assisting with running the work experience program for autistic university students, as in-kind support.