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.