



Neurodiversity & Employment (Autism, Dyspraxia, Dyslexia, ADHD, similar challenges)

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What is Specialisterne Ireland

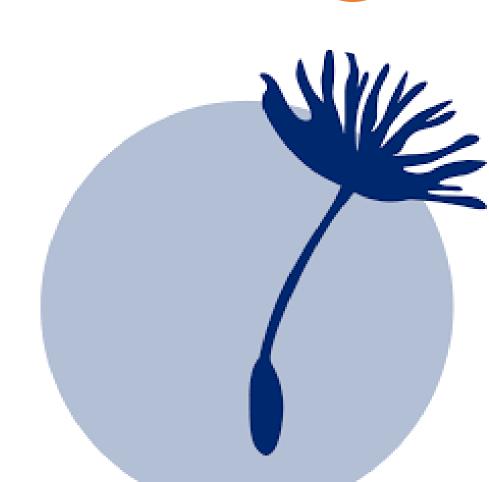
- Established in 2013 by Peter Brabazon CEO
- Became aware of unemployment gap among individuals with autism
- Specialisterne Ireland is specialist recruitment consultancy for neurodivergent graduates.
- We match neurodivergent graduates to jobs with our Partner companies.



Our Logo - The Dandelion. The "Dandelion Philosophy."

- Dandelion... Weed or Herb?
- A dandelion is a weed in an environment where it is not welcomed. If the dandelion is in an environment where it is welcomed, valued, and nurtured, it is a herb.
- A person of ability in the wrong place Unemployed!
- A person of ability who is valued and nurtured
 Employed!

"The value of what you see depends on who you are." 1



1. Source: <u>Autism Spectrum Disorder: A Global Perspective</u> by Alisha S. Richmond

Specialisterne Ireland Interview Skills Programme What we do for students

- Diagnosis of autism, dyspraxia, dyslexia, ADHD or similar challenges.
- Referred from University Placement Office or Disability Service.
- SPI operates in 13 campuses across the country supporting neurodivergent individuals to prepare for placement interviews and opportunities on graduation.



CV Review

- CV review
- Edited to meet professional standards
- Cover letter review and tailor to roles (as needed)







Interview skills programme

- 6-8 weeks
- Free of charge
- We work to support you to identify the best parts of your education & work experience.
- Support you to communicate this experience in an interview setting.
- Prepare competency based interview content based on your specific experience & skillset
- Mock interviews









What we do for Graduates The Specialisterne Process

- SPI will support graduates to apply for opportunities in their area of interest
- Where possible, a neurodiverse friendly interviews for an open position in one of our 40 partner companies
- Buddy and/or Mentor identified in company
- Specialisterne provides ongoing support in the form of meetings with candidate, supervisors and buddy
- Specialisterne team available to assist in the event of any issue arising (e.g., working from home during Covid)



Specialisterne Ireland Partners

Employers









Colleges









Other Charities and Organisations











Reasonable Accommodations

- Not costly
- Quiet time at lunch
- Clear language
- Clear expectations







Any questions?



