

# DXC Dandelion Program

2018 in Review



# Welcome to DXC Technology



**Seelan Nayagam**  
Managing Director  
DXC Technology  
Australia & New Zealand

The DXC Dandelion Program continues to go from strength to strength. Launched five years ago, our goal has been to offer neurodiverse individuals the ability to gain critical technical work experience while improving their confidence and team-building skills.

The Dandelion Program has been instrumental in enabling us to learn more about how autism and neurodiversity can be integrated into our workforce. Most importantly this has been a partnership with our clients including the Australian Federal Government, ANZ bank and most recently NAB. Together, we have been able to scale our impact, offering more employment for people on the spectrum and better understanding what is necessary to create this level of diversity and inclusion.

We have also been able to continue and expand the Autism@Work summits this year to New Zealand and introduce neurodiversity hubs in every state in Australia. We also continue to open source our research and background on the program to allow other organisations to benefit from our knowledge and experience.

DXC recently announced the Dandelion Assessment Centre in Canberra, co-located with our Digital Transformation Centre, which is aimed to assist Federal Government Departments and agencies, attract, source and assess talent on the spectrum.

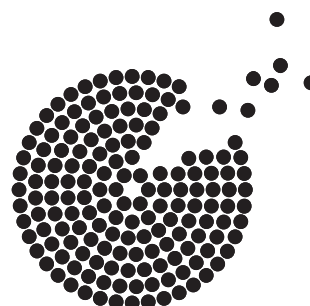
As part of our growth, DXC have also announced the DXC Social Impact Practice which focuses on expanding the impact of the DXC Dandelion Program. We look forward to scaling the program both locally and globally – leveraging best practices from around the globe.

Organisations are increasingly recognising the importance of integrating people with autism into the workforce and the competitive advantages that a neurodiverse workforce brings. Now is the right time to support these individuals and make a real difference to our community. By including everyone, we get the best of everyone.

## Vision

Our vision is to build valuable information technology, life, and executive functioning skills to help establish careers for people on the autism spectrum.

Through ongoing evidence based research, along with our experiences and learnings, we have designed a sustainable program, to create the right environment, with the right support structure, to ensure that individuals are able to learn and grow as employees and as individuals.



# Executive summary



**Michael Fieldhouse**  
DXC Dandelion Program Executive

2018 was another very successful year for the DXC Dandelion Program. DXC established a number of new, critical partnerships that continue to propel autism at work programs to the forefront of workplace inclusion. This has resulted in the program growing significantly throughout the year. DXC has now successfully established seven teams across four states in Australia, employing over 80 people on the autism spectrum.

In recognition of our innovation and impact to the community, the DXC Dandelion Program was honoured to be the recipient of an award at the 2018 Information Services Group (ISG) Paragon Awards which celebrate the evolution of the sourcing industry and recognise the achievements of industry leaders. The Dandelion Program was also featured in the ABC television documentary, *Employable Me*, which followed individuals with neurodiverse variations during their search for meaningful employment.

The DXC Dandelion Program continues to focus on the issue of sustainable employment by providing participants in the program with technical, life and executive functioning skills to increase employability and pursue a career in information technology. We continue to source the best of breed practices and tools from across the globe to assist us to provide greater support and independence for people within the program. The program continued to expand in ANZ bank, Australian Department of Human Services, Department of Home Affairs and a new partnership with NAB.

DXC has focused on creating a greater impact through open sourcing the DXC Dandelion Program via Cornell University which now has had over 290 organisations across 77 countries download material. We have also been committed to developing evidence-based research to ensure that we are better able to understand the benefits and challenges of employing people on the spectrum. This year we announced a research focus on mental health and autism where there is very little known in this area, particularly how it impacts individuals in the workplace.

We also continued to modify and enhance our program through a number of key partnerships including Cornell University, Stanford University, La Trobe University, University Haifa, Ono Academic College, Ro'im Rachok Israel Defence Force program, Autism CRC, Autism New Zealand, Uptimize, Pymetrics and Life Sherpa.

DXC announced its community of practice called the "neurodiversity hubs" in Australia and the United States to improve pathways to employment for

students on the spectrum. This involves Curtin University, University of South Australia, Macquarie University, The University of Queensland, Australia National University, Swinburne University, Landmark College and City University of New York. Through this community of practice, our vision is obtained from the best practices from across the globe and is shared with our local Australian universities, with the primary focus on improving the employability of students on the spectrum.

DXC and the Autism CRC partnered again to host the second Autism@Work summit in Melbourne, Australia. Held at the ANZ bank in Docklands, the summit featured a guest speaker from Google who runs the Autism@Work program for Google's autism womens' community group. DXC also participated in hosting the third Autism@Work summit in Seattle, USA, at Microsoft's campus and launched its first Autism@Work Leaders Summit in Auckland, New Zealand.

The DXC Dandelion Work Experience Program continues to expand across the region, associated with our continuous talent pool strategy and neurodiversity hubs.

# Awards won in 2018

On Thursday 22 March 2018, the DXC Dandelion Program won the Impact category at the 2018 ISG ANZ Paragon Awards held at the Westin Hotel in Sydney. The award was accepted by DXC Dandelion Program Executive, Michael Fieldhouse.

The Paragon Awards, conducted by ISG (Information Services Group) a leading global technology research and advisory firm, celebrate the evolution of the IT sourcing industry. The awards recognise and reward the achievements of IT leaders by highlighting the innovative approaches and behaviours that drive success and reflect the evolving nature of technology and business today. Winners in each category were selected by a panel of independent industry experts. The ISG Paragon Impact Award recognises the impact of a client/service provider(s) relationship on a community.



## Key areas of focus in 2018

- Establish the DXC Dandelion Program as a standalone practice
- Build relationships with organisations in local communities, schools, and universities in Australia and globally
- Pursue establishment of teams in other organisations and introduce additional teams in existing organisations
- Develop options to modify establishment phase and assessment phase to ensure scalability, sustainability and quality
- Package all artefacts from existing implementations for use in future ones

## Focus for 2019

- Collaborate with our new partner NAB to establish a DXC Dandelion team in Melbourne
- Expand the program within ANZ bank to establish a second cohort
- Pursue the establishment of teams in other organisations and introduce additional teams in existing organisations
- Establish the DXC Social Impact Practice
- Ongoing innovation and development to ensure scalability, sustainability and quality
- Continue to establish and strengthen relationships with key industry organisations
- Build a continuous talent pool in each state through our work experience programs and neurodiversity hubs

## ABC documentary: Employable Me

As leaders in the field of neuro-diverse employment, in late-2017 the Australian Broadcasting Commission (ABC) approached DXC to participate in their upcoming documentary, Employable Me. The program which premiered on the ABC on Tuesday 3 April 2018, follows people with neurodiverse conditions such as autism and Tourette Syndrome as they search for meaningful employment.

This uplifting, warm and insightful series drew on experts – such as DXC – to uncover people’s hidden skills and to match jobseekers to roles that could harness their strengths.

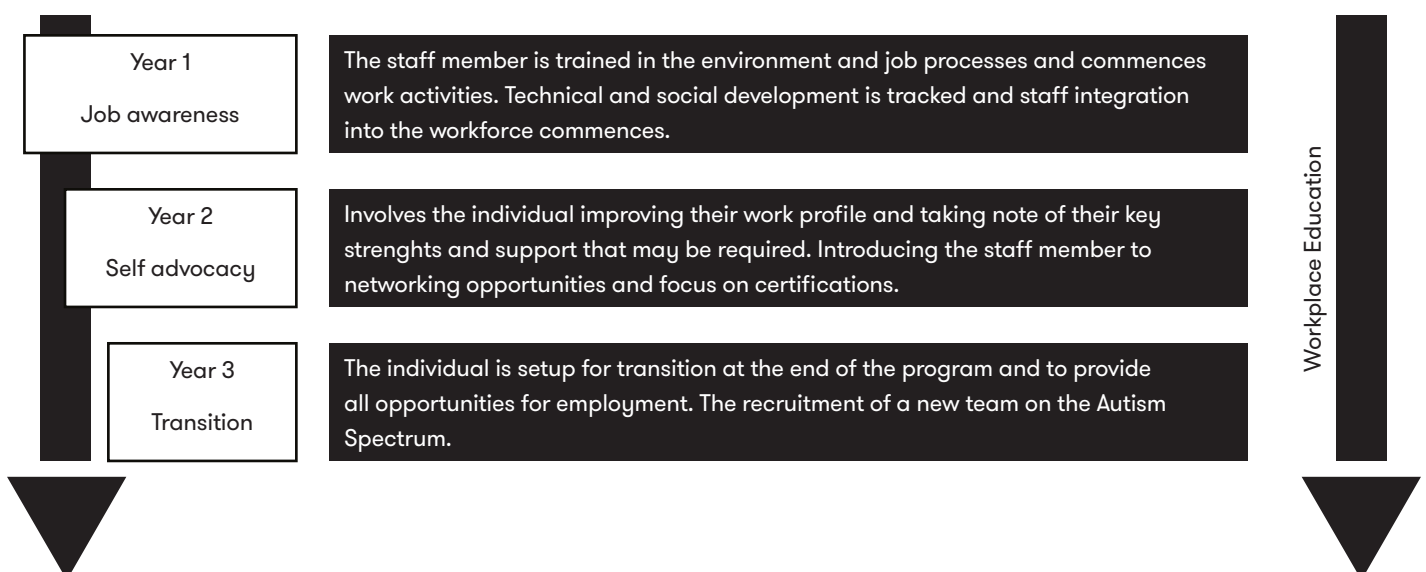
DXC was proud to be offered the opportunity to demonstrate our ongoing commitment to diversity and leadership in this area as part of this factual, three-part series. DXC’s Dandelion Program featured in the 3rd episode that aired initially on 17 April 2018.

## DXC Dandelion Program three-year structure

The Dandelion Program is a three-year structured roadmap of transformation initiatives based on business and IT priorities, effort, and learnings. It seeks to improve the comfort and abilities of Dandelion team members in a number of key areas.

This structure integrates feedback from the trainees, autism spectrum consultants, support employees, and new evidence-based research.

- **Year one** focuses on job awareness and consists of on-boarding, introduction to the role, internal training modules, and establishing a pipeline of work with stakeholders
- **Year two** focuses on self-advocacy, intending to cultivate independence and confidence. Team members complete certifications and training relevant to their role. To build a strong IT resume, they keep a record of systems and projects in which they engage. 'Self-determination' is developed, encouraging an understanding of one's own strengths, weaknesses, preferences, learning styles, and needs. Work Experience Programs (WEPs) are held to create a talent pool that can be mobilised for Dandelion team positions at various employers
- **Year three** focuses on transition, with team members developing to be career-ready. Members may transition out of the team when ready, as numbers can be replenished with successful WEP participants. This third and final year prepares the trainee to be capable of holding a career outside the Dandelion team support structure



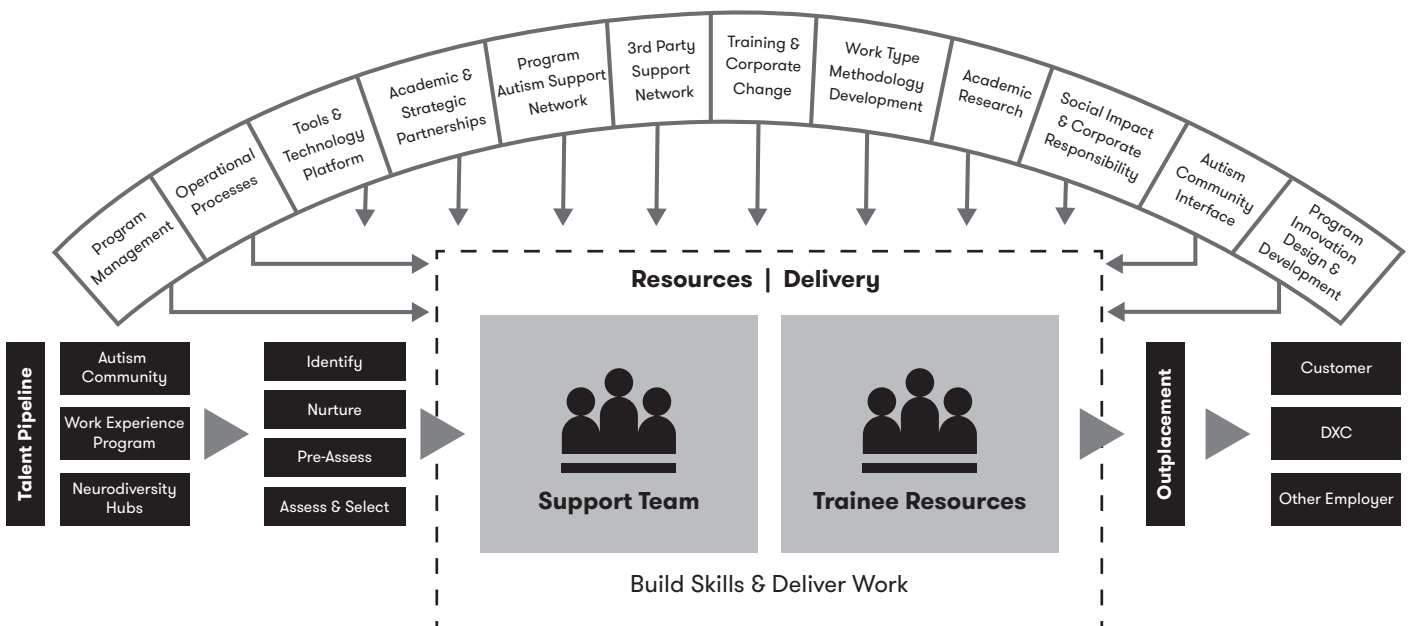
# DXC Dandelion Program sustainable model

Since its inception in 2014, the DXC Dandelion Program had been offered as a fully managed service delivering all of the skills and resources required to manage and train teams on behalf of DXC Dandelion Program customers. In consultation with our customers and research partners, we determined a need to develop an additional model to enable the transition of responsibility for the team management and training by the customer. This helps to embed inclusion into the client business culture and provides a wider range of management training and experience, truly making the program the customer's own.

In 2018, we developed and implemented the Dandelion Sustainable Model which we offered and implemented with ANZ bank in February 2018. The new model provides flexibility for trainees that have been suitably trained and assessed to become direct employees of the customer and also for the customer to take on the team training and management responsibilities in years two and three of the program while retaining DXC Dandelion Program guidance and autism support throughout the whole three years of the curriculum.

Our customers have recognised this as an excellent model that helps them build technical capability and also the training skills to make autism employment and diversity and inclusion an everyday part of their organisation and culture.

This model enables DXC to continue to iterate and innovate the program. Through this approach customers will continue to gain the collected benefit of DXC's deep autism employment experience, world first research from our research partners, new support tools and the employment experiences of other DXC Dandelion Program customers to enable the best outcomes for their programs, trainees and the autism community.



# **DXC Dandelion Establishment and Work Experience Programs**

Since the successful pilot of the Work Experience Program (WEP) in Adelaide in 2016, we have now run several programs across Australia and one in Auckland, New Zealand.

In 2016, five participants in the pilot Work Experience Program (WEP) based in Adelaide created “Dandy” a robot designed to inspire and maintain classroom engagement for children who would otherwise be uninvolved.

In 2017, DXC extended the WEP to Canberra via partnerships with Australian National University, University of Canberra, and Canberra Institute of Technology. WEP participants worked with Caroline Chisholm School to develop a robot programmed to assist autistic students with their needs. In addition to applying their own experiences to determine how to program the robot, the interns worked with students to determine the robot’s key features. The final product was “Leo” a fun, toy-like robot that helped the students learn, manage emotions, relieve stress, and have fun in the process.

In 2018, DXC introduced similar programs with the aim of establishing a continuous talent pool in various locations:

- Melbourne – ANZ bank implementation
- Canberra – pre-assessment workshops
- Brisbane – Work Experience Program
- Auckland – implementation
- Brisbane – DHS implementation
- Canberra – assessment program

## **January 2018**

The year began with the second and final part of the assessment for the ANZ bank implementation in Melbourne, Victoria, where a total of nine roles were filled by the participating candidates (four in cyber security, five in software testing). The assessment consisted of a four-week program which included a three-week software project and one week of deep-dive activities into cyber security and software testing. The three-week project had the candidates program the NAO robot to be a concierge assisting visitors to the ANZ building.

## **June/July 2018**

In June we ran another Work Experience Program, this time in Brisbane, Queensland. It was hosted at the Autism Hub in Woolloongabba which is run by the Queensland Department of Education, a fantastic facility which supports educators to include, retain and engage students with autism. DXC partnered with the Sycamore School, a school for children with autism, to have the participants program the NAO robot as an engaging teaching aid to be used in the school. There were 10 participants in the three-week program, four of which were later hired in November by DXC for a new team in the Australian Department of Human Services.

## **July/August 2018**

July saw the opening of the DXC Dandelion Program Assessment Centre located at the DXC offices in Brindabella Business Park, Canberra, Australian Capital Territory. The Assessment

Centre was created to enable a more continuous recruitment model. A series of four pre-assessment workshops were conducted involving a total of 30 participants. The pre-assessment workshops ran for two days each and were designed to identify potential talent early, ready for any upcoming formal assessment programs without the normal lead time associated with an assessment program.

## **October/November 2018**

The Australian Department of Human Services in Brisbane were looking to implement a new team of ten testing analysts. This led to holding a three-week assessment program to hire six people along with the four already selected from the Work Experience Program held earlier in the year. It was again conducted at the Autism Hub and included 12 participants who took part in a project to program the NAO robot as an engaging teacher’s aide for primary school students on the autism spectrum.

## **November/December 2018**

The final assessment program for the year was held in the Canberra Assessment Centre and sought to find candidates to backfill existing teams in the Department of Human Services and Department of Home Affairs. Fifteen candidates were pre-selected from the pre-assessment workshops held earlier in the year, and from that, seven candidates were selected for the backfill positions. The assessment program was a three-week project again programming the NAO robot to be a teaching aid for primary school students on the autism spectrum.

# DXC launches Dandelion Program Assessment Centre

In May 2018, The Hon Michael Keenan MP, Minister for Human Services and Minister Assisting the Prime Minister for Digital Transformation, joined DXC employees, clients and partners in an opening ceremony to celebrate DXC's new office at Brindabella Business Park in Canberra, and the company's growth and commitment to the Australian capital's ICT sector.

The new DXC Dandelion Program Assessment Centre will enable a more continuous recruitment model, leveraging evidence-based research and global innovators in the autism area, making assessment and recruitment of people on the spectrum more available for all organisations.

Speaking at the office opening, Seelan Nayagam, Managing Director, DXC Technology Australia & New Zealand, said, "The opening of our new facility in Canberra is an opportune time to announce the DXC Dandelion Program Assessment Centre. Through our focus on innovation and digital transformation, we look forward to helping businesses and government in the ACT contribute to a more diverse economy."

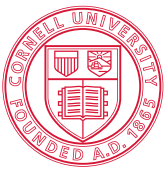
"The consolidation of our offices provides DXC a single new place of business in Canberra, allowing for better workplace collaboration and efficiencies. The new office space, being fit for purpose, will encourage greater collaboration amongst our 900 employees and enable the consolidated team to take advantage of emerging technologies in the new environment for the benefit of our clients," added Nayagam.

The opening of DXC Dandelion Program Assessment Centre follows the recent opening of DXC's Digital Transformation Centre in partnership with The Australian National University (ANU), with a focus on education, research and innovation contributing to Australia's digital agenda.



# Research partnerships

## Partnership with Cornell University



The Dandelion Program methodology is being open-sourced through Cornell University's K Lisa Yang and Hock E Tan Institute on Employment and Disability (Yang-Tan Institute) in the ILR (Industrial and Labor Relations) School – to allow other organisations to leverage our knowledge and organisational management tools to further breakdown the employment barriers for people with autism. To date and since inception of the repository in February 2017, there have been 3,180 downloads of 37 materials posted, 1,925 page hits, from 275 institutions, from 75 countries around the world. Cornell University regularly receives new material from DXC Technology to add to this repository.

In summer 2017, Michael Fieldhouse and Susanne Bruyère worked collaboratively to create a semester-long credit internship opportunity for ILR School

students. In spring 2018, two students worked in DXC Dandelion (Autism at Work) programs at ANZ bank in Melbourne helping to co-design the Neurodiversity Hub Model.

In spring 2018, Michael Fieldhouse visited Cornell University, participated in many meetings across the Yang-Tan Institute and at Cornell University giving presentations on the Neurodiversity Hub model.

In summer 2018, Susanne Bruyère, Director, Yang-Tan Institute in the ILR School at Cornell University worked with two ILR undergraduate students, DXC, The City University of New York (CUNY), and the Untapped Group on the development of a gap analysis of the “neurodiversity hub”, to support autistic students to transition to successful employment, that had been developed in autumn 2018 in Melbourne with DXC and Swinburne University. ILR School students will be again working in the DXC Dandelion Program at DXC Technology in Melbourne to further expand the Neurodiversity Hub model for adoption both in Australia and the US.

Representatives from Cornell University, DXC, City University of New York (CUNY), Swinburne University and Untapped Group partnered on a panel presentation proposal on the Neurodiversity Hub model and the related development and implementation partnership to the Council for Exceptional Children Division on Autism and Development Disability Conference in Maui which was accepted. Michael Fieldhouse, Barbara Bookman (CUNY), Nicholas Martin (ILR undergraduate intern at DXC) and Susanne Bruyère (Cornell University) will be representing the group for an in-person presentation in January 2019.

**Professor Susanne Bruyère**  
**Director, K Lisa Yang and**  
**Hock E Tan Institute on Employment**  
**and Disability**  
**Industrial Relations School**  
**Cornell University**

**To learn more visit:**  
**<https://digitalcommons.ilr.cornell.edu/dandelionprogram/>**

## Partnership with La Trobe University



At the Olga Tennison Autism Research Centre (OTARC) at La Trobe University we are at the forefront of autism employment research, with our research findings from the DXC Dandelion Employment Program published in leading international academic research (autism and business) journals, and included through Cornell University's Digital Commons. In addition, we continue to disseminate our research findings both nationally and internationally through invited addresses and conference presentations. In 2018 we continued our research tracking the employment and well-being outcomes of employees within the DXC Dandelion Program. We also worked collaboratively with the University of Haifa and Ono Academic College (Israel) to develop an autism focused work performance assessment tool, the Work Performance Questionnaire (WPQ), a computerized version of which has been trialled within the Dandelion Program; this work will continue through to the end of 2019. The data from this trial will help to validate the instrument for use in other organisations. We have also worked closely with DXC to utilize our research findings to develop better and more sustainable workplace practices. This will be a feature of our research through 2019, which will have a focus on improving mental health outcomes for autistic employees.

During 2018 we were engaged by DXC to develop better and more efficient screening processes for incoming autistic employees. We developed a new assessment protocol incorporating a revised version of a tool developed by our colleagues in Israel (the Autism Work Skills Questionnaire; AWSQ) which we applied in face-to-face interviews with candidates. The aim of our assessment was to build a detailed employment history and work profile of candidates, including the identification of their strengths as well as their support needs. We conducted candidate assessments with DXC for ANZ in Melbourne, SAP in New Zealand, and DHS in Queensland.

In 2018, we published 5 academic research articles associated with the Dandelion Program, focussing on the transition to work and the mental health challenges faced by autistic employees. Our research article tracking the mental health and well-being of Dandelion Program participants was selected as a featured article by publisher Wiley resulting in it being provided as free access on line. The article was subsequently picked up and featured by news outlets worldwide. In publishing a second article (a commentary) which emphasised the importance of identifying both the strengths and support needs of autistic workers, and of avoiding stereotypes, we received a personal note from the Editor of the journal 'Autism' which published the paper, stating how much she appreciated and resonated with the article.

During 2018 we presented research findings at:

- The Autism@Work summit in Seattle (April)
- The International Society for Autism Research meeting in Rotterdam (May, 4 presentations)
- Two workshops and an invited plenary presentation at the Autism Initiatives Malaysia (AIM) symposium (July)
- The La Trobe University Research Showcase (August)
- The Autism@Work summit in Melbourne (October)
- A symposium on mental health in autism at the Society for Mental Health Research (SMHR) conference in Noosa (November, 2 presentations)
- The 4th Australasian Society for Autism Research (ASfAR) meeting (December, Gold Coast, 2 presentations)
- The Australian and New Zealand Academy of Management (ANZAM) conference in Auckland (December).

Research on autistic employment is a key focus at the Olga Tennison Autism Research Centre, which has been incorporated as part of our 10-year Strategic Plan.

**Professor Cheryl Dissanayake**  
**Director and Chair**  
**Olga Tennison Autism Research Centre**  
**School of Psychology and Public Health**  
**College of Science, Health & Engineering**  
**La Trobe University**

# Neurodiversity hub partnerships



NEURODIVERSITYHUB



DXC neurodiversity hubs (NDH) focus on improving employability and creating opportunities for neurodiverse students by assisting them in obtaining work experience and internships with DXC and its partner organisations. Co-curricular programs are created to assist neurodiverse students become more work-ready and increase their chances of obtaining a job. Neurodiversity hubs are also an opportunity for employers who understand the opportunity of a neurodiverse workforce to align closely with a pipeline of talent for their neurodiverse employment programs, and leverage DXC's expertise in this area to drive research and derive further insights.

## Initiation and co-design process

Between late January and early May 2018, two student interns from Cornell University in the USA were in Australia to work on a co-design process to develop the model for the neurodiversity hub. During their 14-week assignment, they worked with:

- 75 individual contacts (students, advocates, professionals, academics)
- 21 organisations (employers, peak bodies, service providers, universities)

This included a co-design workshop held at Swinburne University of Technology on 30 January.

The outcome of this process was a high-level Model Program of Activities. Through extensive consultation with stakeholders, an 'umbrella' website was also created for the NDH, with links to the various universities, employer organisations and service providers involved. Go to: <https://www.neurodiversityhub.org>

## Further development

During the balance of 2018, the Model Program of Activities was defined in greater detail and a process undertaken with various university partners to compare the Model Program to their existing programs and activities. The purpose of this was to identify pre-existing materials or programs relevant to neurodiverse students that could be contributed to or adapted for the hub for use by member universities.

In addition, a gap analysis was conducted to identify gaps in a university's existing programs where they could benefit from having access to relevant programs and materials through the hub. This work was undertaken with Curtin University, University of South Australia and Macquarie University, as well as US institutions Landmark College in Vermont and Rochester Institute in New York State.

## 'Be Your Best' program

During 2018, work commenced on the development of life skills and work-ready skills materials for the hub. This was led by Untapped Group's Instructional Designer, Autumn O'Connor, and involved a number of neurodiverse writers. The initial subjects being developed include "Be Organised", "Eat Well", "Mindfulness" "My Career", "Presenting Me", "Money Matters" and "Study Success".

## Community of Practice Event

A Community of Practice event for the hub was kindly hosted by Swinburne University of Technology in Melbourne on 23 August. The event was well attended in person and via video conference by a range of personnel from partner universities, research universities, employer partners and service providers. The intent of the event was to share good practice examples of various elements of the NDH Model Program of Activities.

The day started with a video link presentation from Rochester Institute of Technology and Landmark College on good practice elements from their programs. Cornell University also participated in this session.





This was followed with good practice examples from Curtin University and La Trobe University Olga Tennison Autism Research Centre. The Autism Co-operative Research Centre provided an outline of future research plans. Then there were presentations from a number of employers about their employment programs – ANZ bank Spectrum Program, DXC Dandelion Program and Westpac’s Tailored Talent Program. ICAN then provided a student perspective.

These presentations were followed in the afternoon by a number of workshop breakout sessions on topics related to the NDH Model Program:

- Transition to university
- Peer coaching
- Industry mentoring
- Transition to employment

A second workshop considered a set of draft KPIs to be adopted by the NDH to measure its progress and achievement.

### Feasibility study at CUNY

CUNY (The City University of New York) serves approximately 500,000 students, with 274,000 of them seeking degrees, across 25 campuses located on Manhattan Island in the United States.

Through a further internship with Cornell from June to August, two students undertook a gap analysis and feasibility study for the establishment of a neurodiversity hub at CUNY.

To complete the gap analysis, compile recommendations for next steps, and develop an implementation plan, an intensive qualitative analysis was performed at CUNY. This analysis was composed of interviews with key stakeholders, reviews of CUNY materials, and the first-hand experiences of the interns while on-site at CUNY’s central office of Student Affairs in New York city.

The interviewed individuals consisted of five REACH program directors, six LEADS advisors, seven CUNY students, nine employers and several personnel at the CUNY central offices. Additional interviews were conducted with parents of CUNY students, autism awareness advocates in New York city, and the Mayor’s Office for People with Disabilities (MOPD).

The outcome was very positive, and CUNY senior management are now considering next steps. CUNY will be involved in the NDH Phase 2 project in the first half of 2019.

### Guest lecture to students

During her visit to Melbourne for the Autism@Work Summit, Paulette Penzvalto, autism advocate and Engineering Program Manager at Google, paid a visit to Swinburne University of Technology for a NDH event organised for students at which she delivered a sneak preview of her keynote speech. This was extremely well received by students.

### National Autistic Society (NAS) project

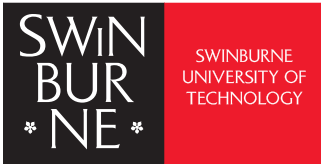
At the end of 2018, the NAS entered into an MOU with DXC and Untapped Group to establish a hub in the UK during 2019. Planning has now commenced for this project.

### NDH Phase 2 project

At the end of 2018, planning was undertaken to scope out and arrange a further internship with some Cornell interns to support the NDH Phase 2 project. This project is designed to develop and finalise the Model Program of Activities and to then assist with implementation at a few hub member universities that have the resources available to participate. There will also be interaction with a number of employer partner organisations.

The internship will run from the end of January 2019 to the end of April 2019 and the universities involved will include Curtin University, University of South Australia, Macquarie University, Swinburne, Landmark College in Vermont, Rochester Institute in New York state and CUNY in New York city.

## **Neurodiversity Hub at Swinburne University of Technology**



In November 2017, DXC signed a memorandum of understanding with Swinburne University to establish the first neurodiversity hub for students in Australia.

On 30 January 2018, Swinburne hosted a co-design workshop of students, universities, employers, researchers and service providers. This was the start of the process for the development of the neurodiversity hub model – a project taken forward by two interns from Cornell University ILR School in the United States.

On 23 August 2018, Swinburne University hosted the first Community of Practice Event at the hub.

Swinburne University also plans to open an AccessAbility Careers Hub.

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## **Neurodiversity Hub at University of Queensland**



During 2018, the University of Queensland Business School (UQBS) introduced Queensland's first neurodiversity hub at the University of Queensland (UQ) Student Employability Centre to facilitate internships and employability training for UQ students on the autism spectrum. The cross-faculty hub is an important aspect of DXC's strategy to establish at least one neurodiversity hub in New Zealand and each major state in Australia to build a pipeline of candidates for DXC and its clients.

In June/July, the DXC Dandelion Program ran a three-week Work Experience Program in Brisbane. A number of University of Queensland students participated in this program.

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## **Neurodiversity Hub at University of South Australia**

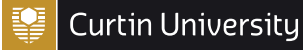


**University of  
South Australia**

Following on from the DXC Dandelion Work Experience Program in June 2017, the University of South Australia (UniSA) took the next step in its neurodiversity journey. In September 2018, UniSA and DXC Technology signed an agreement to establish a neurodiversity hub to help prepare autistic students for careers and work environments suited to their personalities. The hub will focus on UniSA students on the autism spectrum and those with post-traumatic stress disorder, dyslexia, anxiety and other related conditions, finding them work experience and internships in a range of IT organisations.

In October 2018, the Student Engagement Unit commenced work with Untapped Group on reviewing the application of the NDH Model Program of Activities and completing a gap analysis of how this compared to the university's existing student and employer engagement programs. This will drive a process of identifying areas of opportunity to focus on during 2019.

## Neurodiversity Hub at Curtin University



In June 2018, Curtin University and DXC Technology established a neurodiversity hub in Perth. The hub is run by the Curtin-based Autism Academy for Software Quality Assurance (AASQA) and the Curtin Autism Research Group (CARG) in partnership with DXC Technology.

Following the launch, various members of AASQA and CARG commenced work with Untapped Group on reviewing the NDH Model Program of Activities and assisted in its further development, including the use of their peer coaching program developed for autistic students during their initial period at university. A gap analysis against the NDH Model Program was also completed to identify other potential areas of collaboration.

In August 2018, managers from the Curtin Specialist Mentoring Program presented at the NDH Community of Practice event held at Swinburne University in Melbourne.

## Neurodiversity Hub at Macquarie University



In August 2018, Macquarie University announced a partnership with DXC Technology to establish the first university-based neurodiversity hub in New South Wales. Associate Professor Krzeminska and her research team received funding from DXC and the Autism Cooperative Research Centre (CRC) to investigate the challenges and develop best practice frameworks for large organisations to recruit, hire and retain adult employees on the autism spectrum.

The Campus Wellbeing Service also commenced work with Untapped Group on reviewing the NDH Model Program of Activities, completing a gap analysis of how this compared to the university's existing programs and identifying areas of potential collaboration.

## Australia National University



A number of discussions took place with the Australian National University (ANU) in 2018, regarding their potential involvement in the neurodiversity hub initiative. In September 2018, ANU participated in the NDH Community of Practice event at Swinburne University in Melbourne. Funding was subsequently sought for a Senior Project Officer and this was approved by the Vice Chancellor to commence in 2019.



# Autism at Work Summits in Australia, New Zealand and the US

In 2018, DXC hosted or partnered with various organisations to deliver the following Autism@Work summits:

- Third Autism@Work summit in Seattle, USA
- Second Autism@Work summit in Melbourne, Australia
- First Autism@University summit at Drexel University in Philadelphia, USA
- First Autism@Work Leadership summit in Auckland, New Zealand

## Autism@Work summit in US

The third Autism@Work summit in the US was hosted by Microsoft at its campus in Redmond, Washington. The event brought together companies with existing hiring programs and those companies looking to learn more, with social agencies, government officials, and academia to share best practices and discuss how community can further collaborate to make an impact on changing the unemployment rate.

## Australian Autism@Work summit

In October 2018, DXC, in partnership with ANZ bank and the Autism Cooperative Research Centre (CRC), hosted the second annual Autism@Work Summit Australia, in Melbourne. Inspired by the inaugural summit and those held in the US, the theme was “Accessing the Neurodiversity Advantage”. The event featured a number of keynote speakers and activities:

- The broadly accomplished **Paulette Penzvalto** from Google, shared her journey as an autistic person, through university, beauty pageants, the Julliard School of Music and software engineering at Google, as an autistic person
- **Matt Ormiston**, the former Program Director of the Spectrum Program at ANZ bank, and now an autism employment advocate who inspires

people to look deeper at the talents of autistic people, shared valuable learnings encouraging other organisations to establish programs

- **Jeanette Perkis**, autism author, presenter and advocate, gave an autistic perspective to what the workplace is like, and provided practical tips on how we can all be more inclusive in our support of autistic employment

The event included a number of panels enabling deeper discussion of some of the themes from the inaugural summit with expertise provided by government, industry, researchers and advocates.

Most exciting was a panel of autistic participants speaking on their experiences and how meaningful employment in a career context has changed their lives. Personal stories and raw honest responses from DXC Autism@Work team members at the ANZ Spectrum program in Melbourne shared messages such as:

- ‘I just couldn’t get a job until this special program’
- ‘I can come home now at the end of a work day and feel like I have some value’

The summit focused on the topic “Enablement – How to get started and what are the challenges in sustainment”. The theme: “The Neurodiversity Advantage”, reflected the learnings from organisations like DXC which has developed and implemented sustainable employment programs where embracing different kinds of thinking are the norm and not the exception. The employer managers and autistic adult attendees learnt about best practices for engaging and sustaining successful programs, internship models, and financial awareness for autistic people.

As a result of the event, representatives from various government departments, private enterprises and 250 autistic

individuals, were inspired to make the employment world a place of diversity and inclusion.

An executive breakfast was organised before the summit which involved a panel of speakers including representatives from the Australian Department of Defence, Home Affairs, ANZ bank, Google and DXC.

An employment careers fair, designed to provide opportunities for autistic individuals and their families to interact with employers, employees and service providers, was held at the completion of the summit. Many individuals registered their interest with DXC to be assessed for a number of new DXC Dandelion teams being established in 2019.

## Autism@University Summit

The first Autism@University summit at Drexel University in Philadelphia, USA, brought together a large contingent of universities that have programs around autism or researchers in the field. DXC presented the work undertaken over the last two years around our neurodiversity hubs which focus on support structures, industry mentoring and internships at universities.

## Autism@Work Leadership Summit

Towards the end of 2018, DXC partnered with Autism New Zealand to launch the inaugural Autism@Work leadership summit in Auckland. The event focused on ability, rather than disability, and the advantage of neurodiversity to organisations, and featured the work being undertaken by DXC in the region and globally to make a positive impact on the unemployment rate of neurodiverse individuals.

Following the event, DXC announced it would be initiating DXC Dandelion Autism@Work programs throughout New Zealand during 2019.

# Client partnerships

## DXC partners with ANZ bank



In February 2018, DXC implemented the Dandelion Program at ANZ bank as the foundation of a new Autism@Work initiative in cyber security and software testing, called the Spectrum Program. ANZ was DXC's first corporate partner, reflecting the DXC Dandelion Program's expanding reach. As part of the inaugural Spectrum Program, ANZ has selected and welcomed nine individuals to join its Group Technology function within cyber security and software testing.

The program's inaugural year achieved its objective with the ANZ creating an environment where autistic people are celebrated and supported. The nine selected individuals have grown personally and demonstrated their untapped talent, achieving efficiencies for the ANZ of unforeseen magnitudes. All trainees were proficient four months earlier than planned. Candidates returned 12 months value in five months and over 50% increase in productivity.

The cyber security team developed and managed business as usual (BAU) phishing capability, a critical at-risk area that was untapped due to capability and capacity issues. ANZ weren't expecting to have a mature phishing capability before January 2019, however the Spectrum team completed the 10,000 email backlog by mid December 2018.

Split into two project teams, the five testers were introduced to various areas of software testing and, once proficient, identified defects faster than offshore coders could fix. They were then introduced to an automated testing tool (TOSCA) and continue to build their skills in automation.

As a reflection of performance and capability, ANZ have offered to transition four of the team to permanent roles as ANZ employees. In addition, due to the success of the first team, ANZ have also agreed to grow the program and introduce a second team of seven autism spectrum trainees, commencing in early 2019 across two domains: cyber security and data services.



## DXC partners with SAP

SAP's global Autism@Work initiative was launched in 2013 and now employs over 140 people across 12 countries. In 2018, New Zealand became the 13th country in which SAP has implemented its Autism@Work initiative.

DXC Technology, in collaboration with Autism New Zealand and Untapped Group, supported SAP in the identification, selection and recruitment of four autistic employees into SAP's Auckland office. The four employees will commence their roles in early 2019.



## **DXC partners with the National Australia Bank**

At the end of 2018, National Australia Bank (NAB) and DXC entered into a partnership to implement a three year Autism@Work program in Melbourne. The program's key objective is to help NAB with their diversity objectives by building a permanent workforce with a core intent of embedding diversity and inclusion through the employment of people on the autism spectrum into the culture and fabric of the bank.

In 2019 DXC will establish a team of six cyber security autism spectrum trainees, supported by a cyber security lead, autism support consultant and a part-time DXC Dandelion Program manager.

The aim of the program is to address the unacceptably high rate of unemployment in the autistic community by building an environment that supports and celebrates the talents and skills of people on the autism spectrum, giving individuals the opportunity to build thriving careers.

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## **DXC partners with the Australian Department of Social Services**



**Australian Government**  
**Department of Social Services**

On the 18 February 2018, the Hon Paul Fletcher MP, Minister for Families and Social Services, issued the following media release:

The Australian Department of Social Services has joined the DXC Technology Dandelion Program to design specific roles within the Department that build on the skills of people with autism.

Minister for Families and Social Services, Paul Fletcher said he is thrilled to announce his Department will be part of the program.

“The Dandelion Program is a win-win. We get to employ people with a set of unique skills and abilities that benefit our business while providing opportunities for those in our community who are sometimes overlooked in employment situations,” Mr Fletcher said.

“Employment for every Australian is critical. It brings economic security and independence, as well as a sense of responsibility and self-worth.

“Over the coming months, my Department will work with DXC Technology, who run the Dandelion Program, to identify and assign roles within the Department.

“The roles will be developed in consultation with people with autism and we expect will range from data management and problem solving to delivering government programs and policies.”

The DXC Dandelion Program has worked in partnership with government and non government workplaces since 2014, providing long term employment outcomes for close to 100 people with autism.

“It's an honour to be able to extend the DXC Dandelion Program to DSS and enable more people on the autism spectrum to build careers in technology and data science,” said Michael Fieldhouse, Social Impact Practice Leader and DXC Dandelion Program Executive.

“This opportunity aligns with the Australian Government's ongoing commitment to improving wellbeing of people with disability.”



**Australian Government**  
Department of Human Services

# DXC Dandelion Program teams at the Australian Department of Human Services

## Adelaide Team

Following completion of the three year program, in 2018 the very first Dandelion Program team that commenced the program in January 2015, were re-engaged to continue providing important software testing services to the Department of Human Services (DHS) in Adelaide for a further 12 months. They were engaged to work independently in DHS teams under DHS team supervision. At the end of 2018 the team were again re-engaged by DHS for a further year into 2019. This re-engagement demonstrates the skills and experience the team have acquired is continuing to deliver value for DHS.

We have seen some diversification of roles in 2018 for people from the Dandelion teams. This diversification recognises the types of skills particularly suited to individuals. We have placed people in DXC account teams working on various projects for the Bank of Queensland, federal government, the Australian Department of Agriculture and Water Resources, and Defence Force Recruiting for the Australian Department of Defence.

## Brisbane

2018 was significant year for the Dandelion team at DHS Brisbane. September 2018 was the end of the first three year traineeship. A graduation ceremony was held with presentation of certificates and the ten trainees received a report outlining their achievements throughout their three year traineeship.

All ten team members transitioned successfully out of the Dandelion supported program and into independent contractor roles. Seven are working independently as DXC contractors across a range of DHS accounts

including the Department's Centrelink Delivery Modernisation program. They create server-side systems that allow for automated trigger-based tasks and health check activities that are staff facing. Utilising modern toolsets such as Jenkins, Unified Functional Testing and Google's Puppeteer, the team develop interconnected systems for data creation tasks to alleviate workload across the Brisbane campus.

One of the team members designed a Kanban board for the team demonstrating his adaptation of agile methodologies.

Three of the individuals moved to the Bank of Queensland account at the DXC Brisbane office. Whilst they were unsure of the move at first, they are now excelling in their roles and have been able to quickly clear client loan centre backlogs.

In June/July 2018 DXC ran the first Work Experience Program in Brisbane in collaboration with the University of Queensland Neurodiversity Hub. Ten candidates participated in the three week paid program, held at the Autism Hub. In October, we ran another three week recruitment program with 12 participants at the Autism Hub.

In November 2018, ten new trainees were selected from both the Work Experience Program and the Recruitment program and commenced a three year contract with DHS. These new trainees are already demonstrating incredible technical capabilities and looking at process improvement ideas. Three new trainees have sat the ISTQB Foundation Level Accreditation despite only working in software testing for three months.

This has been an important phase of the program as it's the first time we have had a second team commence on the same

client site. The first team are working collaboratively alongside the second team providing mentorship and training. The Hon Michael Keenan MP, Minister for Human Services and Minister Assisting the Prime Minister for Digital Transformation, welcomed the new team to the program and acknowledged the hard work done by the first Dandelion team.

A number of team members achieved further software testing accreditations, awards and training:

- 2 × ISTQB Foundation Level Agile Tester
- 1 × ISTQB Advanced Test Analyst Certification
- 1 × ISTQB/ASTQB Certified Mobile Tester
- For coming seventh out of 250 participants in the Secure Coding Challenge, one team member was flown to Canberra to attend the awards ceremony
- Two members attended the DHS SAFE Agile Framework training

In 2018, the Dandelion team at Brisbane DHS completed its third and final year, with astounding progress technically and socially since inception. Members worked on projects of various sizes, providing test analysis and execution to deliver quality products to customers. Five members now work independently from the team, and all participants are doing ground-breaking work for the WPIT project. More members passed ISTQB professional qualification for software testing, and others are studying for advanced qualifications. One member has purchased a house, and another was admitted to DHS' STEM Program.



In 2016, two DXC Dandelion teams were established in Canberra:

- Business Intelligence and Reporting team
- Monitoring and Automation team

## Business Intelligence and Reporting Team

The Business Intelligence and Reporting team are part of Business Information and Data Services (BIDS), where the core business is testing.

During 2018, the Dandelion team changed roles and have taken up new roles as application testers within the Shared Service Application Delivery (SSAD) branch. In this new role, the team has undertaken testing of the department's deployment of an updated service management tooling and most recently, in the regression testing of the NDIS application suite.

The team currently consists of three members from the original intake, and with the recently successful contract extension, will soon backfill three further positions. With regards to the remaining team members:

- One team member has gone on to pursue studies
- One team member (who remains at DXC) has plans to pursue studies after travelling to Europe for an extended holiday
- One team member has been assigned to work as a data modeller in the DHS EDW environment

The sub team that was engaged in the Service Operations Branch at DHS has completed its three year engagement with DHS, and team members are currently being redeployed into new roles as they become available.

## Monitoring and Automation Team

2018 was a busy year for the DHS Monitoring and Automation team, conducting day-to-day business for the client, training to further technical expertise and preparing for graduation and transition to new opportunities. The team are very proud that one of their members left the team to take up a permanent, full-time position in the public service at DHS. DXC staff supported him in this transition and he is now well embedded in his new area. Another member successfully transitioned from the monitoring to automation teams, excelling in the new environment. Other team members have worked diligently to develop a DHS team intranet site, and developed numerous monitoring specifications and dashboards, to support the significant monitoring work performed by the DHS 24/7 monitoring centre and other core systems providers throughout DHS.

At the beginning of the year, a number of workshops were run that focussed on the development of independent living skills, workplace resilience, improving professional communication, organisational and prioritisation skills. Throughout the year, to expand their employment experience, team members also engaged in short-term projects with the DXC Digital Transformation Centre (DTC), including testing separate phone apps for Army and Airforce. Being in the final year of their apprenticeship, team members have been exploring project and employment opportunities within DXC, such as with the DTC and DXC Security, as well as with external organisations.

To promote the development of advocacy skills and independence, the team's members have hosted and presented in a number of forums this year. Some members presented at the DHS International Day of People with Disability, which included hosting a donation-based BBQ and homemade teddy bear raffle, raising over \$600 for the Ricky Stuart (autism) Foundation.

Team members also participated in the DXC Dandelion Assessment Centre "Pre-Assessment" Information Sessions, providing their experiences to prospective participants. In yet another important DXC event, the team presented the inaugural DXC Autism Awareness "Lunch & Learn" seminar, to the DXC Canberra community and a wider DXC Australia and New Zealand online audience. As a key objective of the DXC Dandelion Program, these events bolster the skills and confidence of team members. At the same time, they promote neurodiversity-awareness, literacy, and inclusion within DXC, DHS, and the wider community.



## 2018 tools and technology platform

This year DXC has further stepped up its commitment to assistive tools and technologies, to better support the program participants and staff. Initiatives include a phone app, an electronic version of the previous WPQ tool, a game-based model for better understanding and to ensure great success of participants, and a leveraged, part-time technical platform manager.

### New partnerships with technology providers



Life Sherpa is a versatile, configurable phone app platform, developed by a father for his autistic son. The SaaS platform turns smart devices into virtual coaches, which assists neurodiverse individuals in overcoming executive functioning challenges. By delivering reminders, check lists and coping strategies, without the need for human intervention, Life Sherpa creates comprehensive analytics that can be used by administrators to track each participants' progress.

DXC Technology is partnering to co-design the tool, supporting standard and individualised routines, with notifications and reminder functions for both support staff and participants.

After two pilot phases of agile development and testing, the initial production implementation continues with the Brisbane and Canberra teams.

The tool can include participants' extended support networks, and the future roadmap includes end-user

statistics so participants can witness their own progress. One key routine captures participants' well-being status, and reports anomalies to support staff, which is a differentiator for "out-placed" or remote individuals. Future possible modules will support and further develop theory of mind, emotional regulation, and mindfulness.

#### Work Performance Questionnaire (eWPQ)

The electronic Work Performance Questionnaire (eWPQ) – a joint collaboration between DXC, Haifa and La Trobe Universities – was released in 2018 to enable a more effective capture of data compared to the previous WPQ. The purpose of the WPQ is to support participants and their supervisors by regularly capturing the status and progress across five categories of workplace-related task and behaviours. On a voluntary basis, DXC submits de-identified participant data to research the effectiveness of the tool in improving participant outcomes over time.

#### Pymetrics

DXC has been exploring ways to further optimise candidate success and minimise points of difficulty during the assessment phase. To augment our existing vocation and aptitude profile, which includes an autism work-skills questionnaire, we have also been trialling a machine learning tool called Pymetrics, to develop a model that identifies a defining set of success traits of program participants. Through a series of short online games, existing DXC Dandelion Program trainees have volunteered their data to provide a baseline, from which the model is being developed and calibrated. Once completed, the games and model will be used with new candidates, and refined over time, to assist in suggesting the appropriate candidates for available roles in a team.

#### Balanced Scorecard

The Balanced Scorecard is a tool for analysing and presenting overall program, cohort and team health and progress. We are currently automating the ingestion process of this to enable data sourced from aggregated team-based assessment processes, including the eWPQ, as well as from other corporate systems data such as average days of leave for both support staff and participants.

The above tools have broader utility, which is important as the technical platform looks to support not just the existing DXC Dandelion Program, but also the establishment of the new Social Impact Practice, launched in late 2018. A draft roadmap of aligned and newly required tools and technologies is being drafted to enable this burgeoning practice.



**Australian Government**  
**Department of Defence**

The DXC Dandelion team at the Australian Department of Defence (DOD) was established in 2016. This team, consisting of 13 people, is driving major capability change via enhancements to client systems and services. The team are now a trusted key strategic partner with its clients and, moreover, achieved a wealth of personal accomplishments in 2018.

This Dandelion team has seven months remaining of the three year program, where the team's primary focus continues to be supporting strategic outcomes and cultural change initiatives.

## DXC Dandelion team at the Australian Department of Defence

Work this year has included major project-based delivery to support Defence's cyber capabilities. This work is a foundational component of a larger program of work, of which the Dandelion@Defence team will be contributing to in the future.

Four members are working full-time, six are in outplacement roles with operational teams, with one staff member located and working in a different division within Defence. In 2019, team training will continue to focus on professional and emotional quotient (EQ) development with less emphasis on technical skill

development. This approach has been taken with a view to preparing staff for completion of this program and to prepare staff for the commencement of full time work.



**Australian Government**  
**Department of Home Affairs**

In February 2017, the Australian Department of Home Affairs (DHA) started its first DXC Dandelion Program with 11 team members in their Enterprise Testing and Quality Assurance section. January 2018 heralded the commencement of the second year of the program with a focus on training, development and outplacement.

In line with the 2017 plan to explore outplacement opportunities for best-fit occupations based on an individual's skill and attributes, one team member has moved from the DHA to the Department of Water, Agriculture and Resources (DWAR) undertaking standard builds (SOE) on departmental notebooks and desktops. Further to this the DHA team has increased

## DXC Dandelion team at the Australian Department of Home Affairs

its numbers to 12, continuing to work in the Department's Enterprise Testing and Quality Assurance section.

### Other achievements:

- Nine team members have been able to attain ISTQB test foundation certifications, up from six the previous year, with one team member achieving their ISTQB certification in agile testing and Test Manager
- Three team members applied for Australian Public Service (APS) positions with one offered a position, which she accepted at an APS Level 4. Another was placed on the APS Level 4 'merit list' and we await the outcome of the third applicant's success
- Two team members over the past year have placed deposits on new apartments
- One team member studying computer science at the Australian National University (ANU) is excelling in his first year achieving high distinctions in all his subjects
- One support staff and three team members were recognised by the Australian National Security Portfolio for outstanding contributions to the Department and the DXC Dandelion Program



## Partnership with Uptimize



Uptimize is an eLearning training suite to support organisations become more autism aware.

In early 2018, Uptimize launched the latest version of its online training, which is specifically tailored to Australian employers. These eLearning modules support an organisation's neurodiverse employment program by helping neurotypical employees become more aware and accepting of their neurodiverse co-workers. The modules contain nearly 1½ hours of content to cover a range of roles within an organisation; including recruiter, manager, co-worker, coach, etc. It is provided in bite-size chunks which can be viewed on an on-demand, just-in-time basis and can be made available via a dedicated training portal or loaded into an organisation's learning management system.

The modules were used to support ANZ's Spectrum Program which went live in February 2018. Uptimize will be used in future DXC Dandelion Program implementations during 2019.

In late 2018, Uptimize began developing the next version of their training suite which will include an "Autism 101" module that can be used to raise general awareness across an entire organisation. This will be launched in the first quarter of 2019.

"Organisations globally will be able to leverage our experience and knowledge via an electronic platform that will provide employers 'just in time' training to assist with building the skills and capabilities needed to hire people on the Autism spectrum and retain them. We are looking at this scalable and sustainable solution to not only provide ongoing education and training but to improve integration and inclusivity in the workplace."

**Michael Fieldhouse, Dandelion Program Executive  
DXC Technology Australia & New Zealand**

"From the beginning we have set out to build training tools collaboratively, with global thought leaders, our own focus groups, and leading employers. Working with DXC – along with Cornell University, La Trobe University and Integrate Autism Advisors – allows us to incorporate and scale the distribution of better and better practices in neurodiversity inclusion globally. We look forward to continuing to work with DXC and Untapped in Australia to support other Australian employers in becoming neurodiversity smart'.

**Ed Thompson, CEO, Uptimize**

## Ro'im Rachok

In 2016, through our relationships with the University of Haifa and Ono Academic College, DXC commenced a collaboration with Ro'im Rachok, the Israel Defence Force Autism@Work program. As one of the oldest autism at work programs in the world, the collaboration with Ro'im Rachok, has enabled DXC to add valuable learnings and knowledge to the DXC Dandelion Program, including assessment and performance management tools, and PTSD/trauma, in relation to autism, mental health and environmental assessment tools.

### Testimonial from a Dandelion team member

"I am very grateful that the DXC Dandelion Program exists. Before I applied for the DXC Dandelion Program, I had applied for an ICT apprenticeship. I got an interview but I didn't get the position because I spoke with very low confidence and I was unable to articulate my strengths or achievements (if any) clearly.

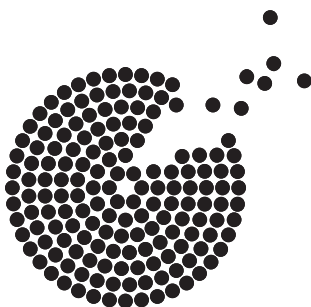
I did not have much work experience so it was difficult to get into a full-fledged job. I wanted to go for a training program where I could learn the skills required to do a job in a safe and supportive environment. I was fortunate enough that I was eligible to apply for the DXC Dandelion Program.

The interview for the program was an observation and analysis of our capabilities in problem solving while we worked on a robotics project, and I was able to demonstrate my thoroughness and thinking through action rather than only words.

This program has provided me the opportunity to work and provide for myself; to make dear friends with similar minded people; to find what I am good at and reinforce that; to be able to speak a little louder and with pride of my ability; to work with kind and sincere people who truly care about me and are willing to go out of their way to help me; and the confidence to leap towards my dreams and goals. I knew that if nowhere else accepts me, I would still be a permanent and valued employee of DXC and I would still be surrounded by all the kind people I have grown fond of.

Nearly two years into the program I was offered a position as a tester in an APS Department and have been able to transition across into a permanent role where I feel comfortable, valued and able to contribute my skills to my team. I have made lifelong friends in the DXC Dandelion Program and we continue to meet at the monthly social group for Dandelions and their friends.

I am indebted to this program and DXC, never have I been treated with so much kindness, and I doubt there would be many a company that helps their employees to apply for jobs elsewhere and support them during the transition period."



**For further information about the DXC Dandelion Program, go to:  
[www.dxc.technology/dandelion](http://www.dxc.technology/dandelion)**

### About DXC Technology

As the world's leading independent, end-to-end IT services company, DXC Technology (NYSE: DXC) leads digital transformations for clients by modernising and integrating their mainstream IT, and by deploying digital solutions at scale to produce better business outcomes. The company's technology independence, global talent, and extensive partner network enable 6,000 private and public-sector clients in 70 countries to thrive on change. DXC is a recognized leader in corporate responsibility. For more information, visit [www.dxc.technology](http://www.dxc.technology) and explore [thrive.dxc.technology](http://thrive.dxc.technology), DXC's digital destination for changemakers and innovators.