



# BE YOURSELF, MAKE A DIFFERENCE

**Autism/Neurodiversity Internship Programme**

Award Category: Diversity in Analytics

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# DISRUPTING THE NORM

Internships for people with Autism in partnership with Specialisterne Ireland

## Program Overview

At Accenture, we **change and challenge** the face of employment opportunities for people with Autism/Neurodiversity by running an **Internship Programme for students on the Autism Spectrum**.

## Purpose of the Programme

The unemployment rate among people with Autism Spectrum disorders is currently around 80%. In addition to providing meaningful employment & confidence to candidates, the Internship Programme highlights to people on the Autism Spectrum that Accenture is an inclusive, truly human organisation, where difference is celebrated and embraced. It provides a forum for Accenture to benefit from the sometimes unique and always valuable abilities of people on the Autism Spectrum.

## Details of Specific Initiatives

Accenture is working with [Specialisterne](#) to help us find suitable candidates for roles we have secured across the business including analytics. Candidates are initially hired on a contractor basis for 6 months, with the intention of making them permanent at the end of their contract or offering them a place in the Accenture Graduate program.

Specialisterne provide support for the candidates throughout the process. They assist at interviews, setting up meetings with the team to inform and educate them about their new colleague, provide weekly support to the candidate and assist candidates in adapting to the virtual world. On return to the office, we will work with AsIAM to complete a sensory review of the Accenture Offices.

The initiative was piloted in 2018 with 2 interns, 1 of whom is now a permanent member of Accenture's Applied Intelligence team. In 2021, the initiative is scaling up, with 11 internships available for start dates in June.



## Impact on Teams/Individuals

**Meaningful Employment:** Provide interns with the opportunity to gain meaningful employment

**Develop skills:** Provide the interns with the opportunity to develop and enhance the skills they learned in college

**Opportunity:** Prospect of gaining a full time graduate role in Accenture, on completion of placement and final round interview

**Educate Others:** Provide the opportunity for teams and employees to learn about and work with people who often view the world in a different way

**Inclusion:** Provide the opportunity for the Autism interns to take part in the Accenture Summer Internship, learning and developing with their peers from non-Neuro diverse worlds.

## Impact on the Organisation

**Fully Inclusive Employer:** Broaden our diversity and inclusion recruitment ambitions

**Raise Awareness:** The unemployment rate among people with autism spectrum disorders is currently around 80%

**Prove Business Value:** Prove the value in hiring people who think and communicate differently

**Pivot to the new:** Be seen as an employer of choice for autistic adults.



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***Through my internship with Accenture, [Specialisterne] were a vital part of the process and helped me to remain confident that I would succeed. Since then, they have remained in contact with myself and Accenture Leadership, and continue to check up on me regularly, from both a business and personal standpoint, and to support Accenture with their experience and insight.***

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Shane Carr, Data Science Analyst, Accenture

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