

SOCIAL IMPACT REPORT 2025

Transforming society by creating
pathways for neurodivergent people
to access and thrive at work

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Global Chairman Ramon Bernat



Our vision is a world
where all people can
participate and contribute
fully in society and the
labor market.

Message From Our Chairman

22 Years Shaping the Future of Neurodiversity

Specialisterne was founded in 2004 by a father driven to show the world that his son's way of thinking was an asset, not a limitation. He set out to prove that neurodivergent perspectives bring essential value and innovation to the business world, transforming how society views talent and capability. And all this ignited a global movement.

22 years later, we remain true to that idea, now with a renewed purpose: to transform society by creating pathways for neurodivergent people to access and thrive at work.

Yes, we want to transform society. We will provide training and employment to neurodivergent individuals, help companies understand neurodiversity, and support them so they can become neuroinclusive organizations, but always with that big ambition. Our vision is a world where all people can participate and contribute fully in society and the labor market. In this report, you'll find all the things that we are doing worldwide towards achieving that ultimate goal.

Ramon Bernat

Chairman of Specialisterne Global



Global CEO Francesc Sistach



Like the breeze carrying the seeds of a dandelion - the symbol at the heart of our logo - Specialisterne has helped spark a worldwide movement for neuro-inclusion in the workforce, inspiring organizations and companies across the globe. Specialisterne is recognized as the pioneer in this field, and a leading example of global social entrepreneurship.

Message From Our Global CEO

After 22 years, Specialisterne is widely regarded as a strong example of a social organization that has managed to remain sustainable over time, evolve, scale, and internationalize its model, while also creating a social movement that has inspired thousands of companies, the social sector, and millions of people around the world. In some ways, we can say that we have contributed to a shift in mindset within the corporate world and across society.

2025 was an intense year, with significant challenges in some markets and major opportunities in others. As always, we continued working hard to overcome those challenges while operationalizing the opportunities. This is reflected, for example, in the opening of a new

office in Portugal and in the numerous improvements we have implemented in our Academy programs.

In 2025, we also completed a thorough review of our social impact management and measurement system. While we are not yet measuring everything we would like, what we are measuring today, we are doing better than before, and in a globally unified way. You can see the results in this report. The data tells a story of systemic change. When we train over 26,000 professionals in a single year, we are not simply sharing knowledge; we are helping shift the culture of the global workforce.

We will continue doing so in 2026, together with our business partners, sponsors, and the neurodivergent community. I am particularly proud that we



lead by example: 70% of our global team identifies as neurodivergent. It is this lived experience, combined with deep industry expertise, that allows us to dismantle entrenched barriers and unlock the full spectrum of human potential. Together, we are building a labor market where *different thinking* becomes the engine of innovation.

Francesc Sistach
CEO, Specialisterne Global

A photograph of a person sitting on a bright yellow sofa. The person is wearing a light pink long-sleeved shirt and grey trousers. Their hands are clasped together in their lap. To the left, another person's hand is visible, holding a blue pen and writing in a spiral-bound notebook. The background is a textured, light-colored cushion.

Neurodiversity & the Talent Gap

What is Neurodiversity?

Neurodiversity is the concept that there is diversity in the way that our brains work and process information. It refers to the wide range in how people think, learn, communicate and process information. Neurodiversity is a natural human variation like race, ethnicity or gender.

There are several different labels, diagnoses or identities that fall under the neurodiversity umbrella including but not limited to: autism, intellectual disability, neurotypical, learning disabilities such as dyscalculia, dyslexia, dyspraxia, dysgraphia and non-verbal learning disorder, Attention-Deficit Hyperactivity Disorder (ADHD), Obsessive-Compulsive Disorder (OCD) and Tourette Syndrome.

Key Terms

neurodiversity (noun) neu·ro·di·ver·si·ty: refers to the natural differences in how people think, learn, and process information. These differences are part of the variable human mix, like height or personality.

neurotypical (adjective) neu·ro·typ·i·cal: exhibiting or characteristic of socially dominant version of typical brain functioning; not neurodivergent.

neurodivergent (adjective) neu·ro·di·ver·gent: refers to individuals with conditions such as, but not limited to, autism, ADHD, dyslexia, or OCD; not neurotypical.

neurodivergence (noun) neu·ro·di·ver·gence: The state of being neurodivergent (not neurotypical). For example, autistic people are neurodivergent, and autism is a form of neurodivergence.

neurodiverse (noun) neu·ro·di·verse: refers to a group of both neurotypical and neurodivergent people.



The Global Talent Gap

Securing a skilled workforce capable of meeting the rapidly evolving demands of the global economy remains one of the most significant challenges for the future of work.

Despite the demand for specialized talent, a profound disparity persists in labor market engagement for equity-deserving groups. According to the International Labor Organization, the labor force participation rate for persons with disabilities remains consistently lower than that of the general working-age population, signaling a persistent 30% employment gap (ILO, 2024).

This disparity is even more acute within the neurodivergent community. While specific global data is difficult to aggregate, research from Deloitte indicates that in the United States, approximately 85% of autistic individuals are currently outside the labor force (Deloitte, 2022). Neurodivergent adults encounter systemic barriers resulting in significantly lower employment rates, pervasive underemployment, and truncated job tenures.

These outcomes stand in direct contrast to the documented strengths and high-level competencies neurodivergent individuals bring to the workforce (Austin & Pisano, 2017). Representing an estimated 15% to 20% of the population (Doyle, 2020), this community constitutes a vast, yet largely untapped, talent pool. The persistence of this exclusion has grave implications; the global economy remains disconnected from a qualified workforce essential for driving innovation, while the denial of meaningful employment isolates individuals, hindering both personal autonomy and collective economic growth.

The Talent Gap Isn't About Ability — It's About Access



Employment Gap

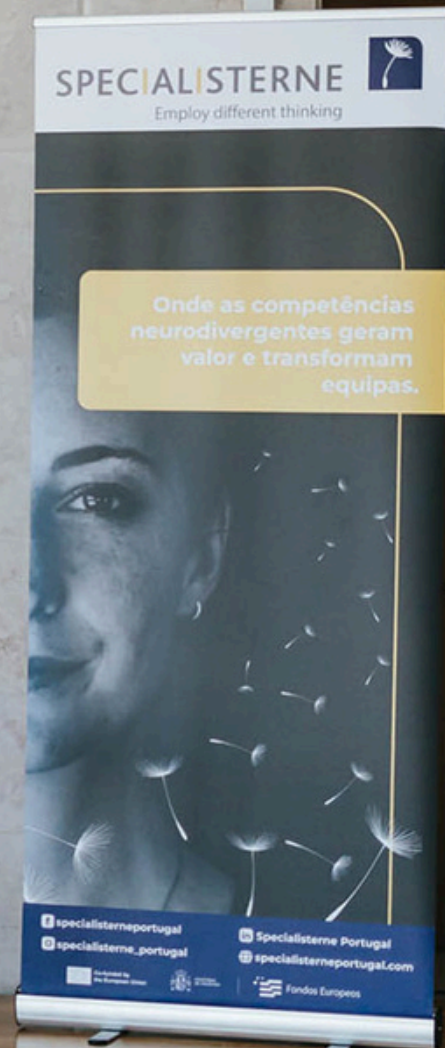


Not in the Workforce



Neurodivergent

Purpose, Vision, and Values



Specialisterne's story began in Denmark in 2004.

In 2004, Thorkil Sonne founded Specialisterne in Denmark, inspired by a desire to ensure his autistic son - and others like him - could find meaningful work. His vision was that of an inclusive and accessible labour market - one where businesses benefit from diverse thinking.



What began as a father's mission has become a global movement to "employ different thinking", ensuring that no one is left behind because of how they are wired. Today, Specialisterne partners with hundreds of businesses across sectors to build workplaces where neurodiverse teams thrive.



Our Purpose

is to transform society by creating pathways for neurodivergent people to access and thrive at work.

A man and a woman are standing in an office hallway, smiling at the camera. The man, on the left, is wearing a dark blue cardigan over a black t-shirt and dark trousers. The woman, on the right, is wearing a black long-sleeved top and a black skirt. They are both holding a small document or brochure. The background shows a glass-walled office space with a potted plant and a staircase with a metal railing.

Our Vision

is a world where all people can participate and contribute fully in society and the labor market.

Our Values

At Specialisterne, our values are more than guiding principles; they shape how we partner, innovate, and advance neuro-inclusion worldwide. Grounded in respect, excellence, purpose, and sustainable growth, they keep us committed to creating meaningful, measurable change as we grow.



Respect & Collaboration

Empathy – Trust – Community

- Value diversity of people, cultures, and perspectives
- Foster an open, supportive, and positive environment
- Build relationships based on empathy, trust, and collaboration



Purposeful Focus & Social Impact

Integrity – Purpose – Impact

- Act with honesty, transparency, and accountability to the communities we serve
- Lead with intention, keeping our purpose at the center
- Promote measurable and sustainable social impact



Optimism & Passion

Optimism – Celebration – Solutions

- Approach challenges with optimism
- Celebrate meaningful progress on the inclusion journey
- Seek solutions and possibilities



Excellence & Innovation

Quality – Growth – Innovation

- Consistently deliver high-quality work with professionalism
- Take responsibility and exceed expectations
- Drive innovation and continuous improvement



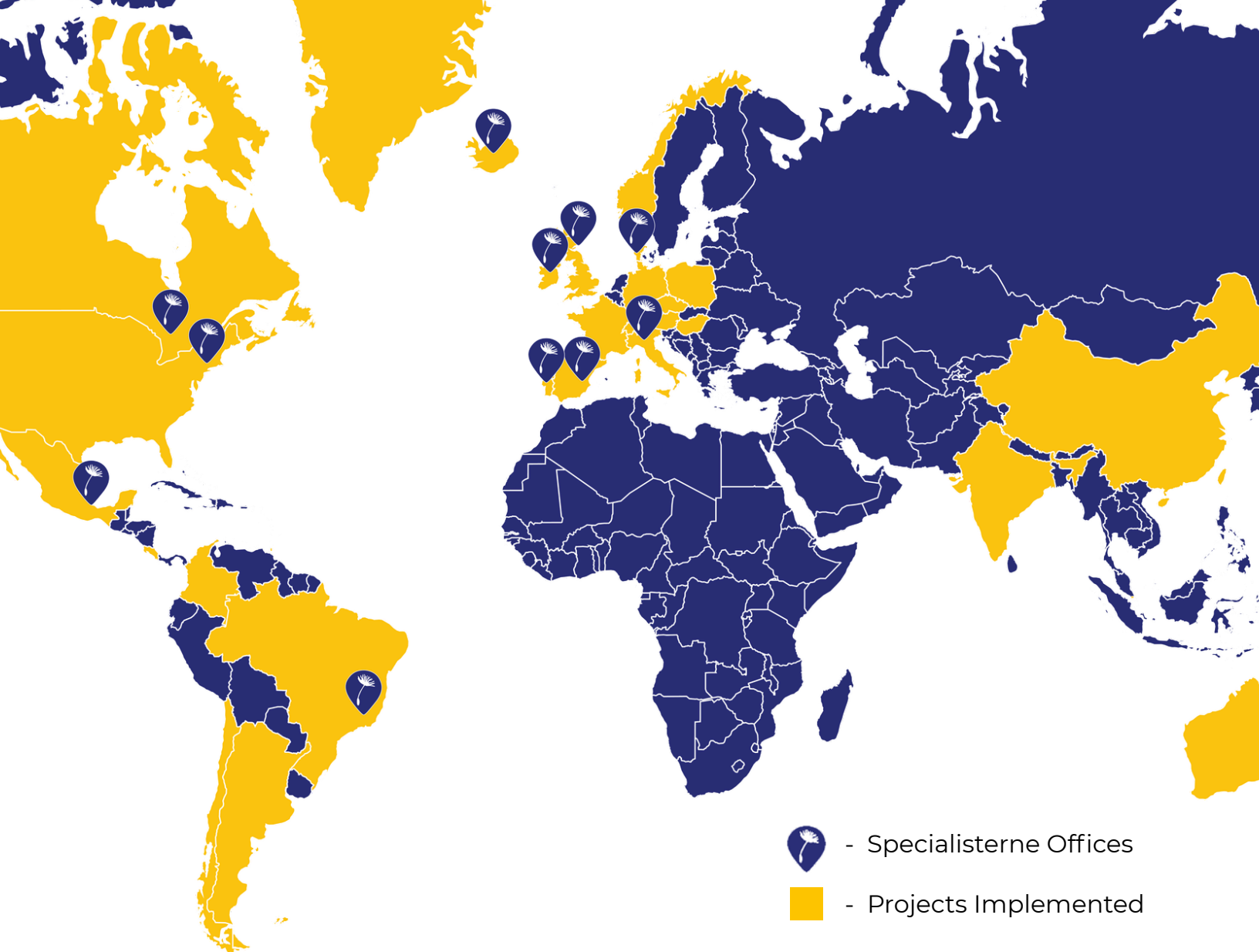
Sustainable Growth

Efficient – Scalable – Responsible

- Steward resources efficiently, transparently, and responsibly
- Grow without compromising our purpose
- Scale globally through innovation and partnerships



Our Global Reach



Specialisterne Global: Scaling the Power of Different Thinking

With offices in 11 countries and a project footprint in 16 more, our reach extends across 27 nations. Our international presence allows us to learn from diverse labor markets and cultural contexts to continuously adapt and refine innovative neuro-inclusive practices.



Driving Impact Through Expertise, Experience, and Action

Our Team

Our people bring a critical perspective to this work - we are a proudly neurodiverse team - with over 70% of team members who identify as neurodivergent globally. Our team of 500+ employees brings deep industry knowledge and expertise, and their own diverse lived experiences.

Our Services for Employers

As pioneers in this space, we work with employers to build the organizational capacity and confidence needed to tackle entrenched barriers and adopt accessible workplace policies and practices. When we create environments that are cognitively accessible, we create workplaces that benefit everyone.



Training & Education

Our education and awareness services enhance understanding, challenge misconceptions, and build organizational capacity across the employment life cycle - from recruitment to career development and advancement.

Neurodiversity Hiring Initiatives

Our Neurodiversity Hiring Initiatives offer employers the opportunity to “employ different thinking” by taking a new approach to hiring. We work with our employer partners across the recruitment life-cycle - to recruit, assess, select, and onboard neurodivergent talent.

To meet the diverse needs of our employer partners, we offer two primary engagement models in different regions around the world:

- **Direct Hiring:** For businesses ready to expand their permanent workforce, we provide end-to-end support. Partners have the opportunity to ‘learn by doing,’ applying inclusive and accessible HR practices that allow neurodivergent candidates to showcase their skills, abilities, and potential fit for the job.
- **Managed Services/Contingent Workforce Solutions:** Our managed services/contingent workforce solutions model provides immediate access to skilled neurodivergent professionals. In this model, Specialisterne manages the employment relationship and provides ongoing specialized support, allowing our employer partners to focus on project delivery while building a neuro-inclusive culture.



Workplace Support

All employees benefit from the support of others in the workplace, particularly in learning the workplace culture, navigating performance expectations, and learning how teams communicate and collaborate.

Specialisterne’s Workplace Support service connects employers with a Workplace Support Specialist (“coach”) who can offer direct, individualized support to neurodivergent employees and their managers. Our Workplace Support Specialists work in partnership with both the employee and their manager to create productive and inclusive work environments.



Advisory Services

From insight to implementation to impact, our Advisory Services are designed to provide organizations of all industries and sizes with a roadmap for advancing neuro-inclusion across 8 key organizational elements - from the business ecosystem to each stage of the employee life cycle.

Together, we:



Assess your organization's current state and understand best practices for neuro-inclusion across the employee life cycle.



Identify key actions and practices to advance neuro-inclusion in your organization, drawing on principles of universal design and accessibility.



Connect action to impact through identifying key performance indicators to capture the impact of policies, practices, and activities aimed at improving inclusion and accessibility.

Our Global Theory of Change



Transforming the Labor Market & Building Inclusive Workplaces Where Neurodivergent People Thrive

Specialisterne is a social impact organization, working globally to advance workplace inclusion and accessibility. Our work is rooted in a simple belief: the labor market is stronger when it is accessible to everyone.



Our mission is also part of a much larger global story. Our work is a direct contribution to the United Nations Sustainable Development Goals (SDGs), serving as our roadmap for a more equitable future.



Quality Education:
Bridging the gap between learning and meaningful careers.



Decent Work & Economic Growth
Proving that neuroinclusive hiring is a driver of innovation and economic strength.



Reduced Inequalities:
Dismantling the systemic barriers that have historically sidelined neurodivergent minds.



Partnerships for the Goals
Building the bridges between sectors that make large-scale change possible.



Connecting Actions with Outcomes

At Specialisterne, we are committed to ensuring our actions lead to meaningful, positive, and measurable change. Our local hubs around the world have a long history of dedicated effort toward capturing the impact of their work within their specific communities. In 2025, we built upon this foundation by developing our first Global Theory of Change, allowing us to harmonize these local activities and outcomes at a global level for the first time.

By capturing our first full set of global output indicators and launching our Social Impact Measurement System in 2025, we have set the stage to track and report on long-term global outcomes in 2026 and beyond.

At its heart, a Theory of Change is a specific and measurable roadmap that guides our planning, decision-making, and evaluation. It does the vital work of "filling in the middle" between the actions we take today and the large-scale social change we want to see tomorrow.

For Specialisterne, this framework explicitly links our daily activities - like our Neurodiversity Hiring Initiatives, upskilling programs and employer education and training - to our ultimate goals: meaningful careers for neurodivergent individuals and workplaces that are accessible to everyone.

Beyond just a plan, this roadmap establishes essential guideposts (outputs and short- and long-term outcomes) for measuring our progress. It allows us to track whether our efforts are actually moving the needle at a global scale, providing the insight we need to refine and evolve our services.

A Snapshot of Our Theory of Change

Specialisterne works at the heart of a global ecosystem. By bringing together neurodivergent individuals, industry leaders, community partners, and researchers, we are reshaping the labor market from the ground up.

Our approach is holistic and wraparound. We provide the direct support that individuals and organizations need today, while simultaneously driving the systemic changes required for a more inclusive and accessible tomorrow. At Specialisterne, our work focuses on:

Core Activities

Core Outcomes

 1	Building Strong Pathways to Employment for Neurodivergent Individuals		• Enhanced labor market participation of neurodivergent job seekers • Improved quality of life for neurodivergent individuals and their families
 2	Advancing Organizational Capacity to Build Accessible & Neuro-Inclusive Workplaces		• Improved workplace policies, practices and culture that benefit all employees • Neuro-inclusive businesses boost profitability, stability, and innovation strengthening the overall labor market
 3	Enhancing Community Understanding & Awareness of Neurodiversity		• Broader community acceptance and welcoming of different kinds of minds
 4	Committing to Continuous Evaluation, Improvement & Innovation		• Innovative services that continue to support diverse and evolving labor markets where neuro-inclusive organizations thrive
 5	Fostering New Partnerships to Drive Greater Global Social Impact		• Enhanced stakeholder collaboration and partnerships to scale inclusion efforts and extend and enhance social impact on a global level

Building a Labor Market Where Neurodiverse Organizations Thrive

Our 2025 Outputs

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From Awareness to Action

Across our 11 global hubs, we are actively reshaping the labor market to build workplaces where neurodivergent talent thrives. Here, we highlight the key outputs from three of our core activities that are driving systemic change and building inclusive workplaces worldwide.

Unlocking Neurodivergent Potential: Building Strong Pathways to Employment for Neurodivergent Individuals

At Specialisterne, we build strong pathways to employment for neurodivergent talent. Our work is centered on building an employment ecosystem that prepares, attracts, and retains neurodivergent talent for meaningful work.

1. Showcasing Competencies & Building Employment Readiness

Our Goal: To bridge the gap between potential and paid employment. We focus on identifying and showcasing individual strengths and capabilities through competency-based assessment and employment preparedness training.



1,614

Neurodivergent individuals assessed for employment opportunities



354

Individuals engaged in employment preparedness training



34

Neurodivergent youth enrolled in targeted school programs and projects to support education and learning



2. Digital Upskilling through Specialisterne's Academy

Our Goal: To deliver customized technical and professional upskilling designed to support neurodivergent candidates secure jobs in areas of emerging tech such as Artificial Intelligence (AI) and cybersecurity.

Our Academy model offers a supportive learning environment that pairs digital upskilling with professional skills training and individualized coaching.



13

Academy cohorts delivered worldwide



153

Academy participants enrolled



97%

Completion rate

3. Connecting Talent to Industry

Our Goal: To connect neurodivergent talent with meaningful employment opportunities in the labor market. We facilitate the transition into both permanent positions and project-based contracts.



168

Neurodivergent individuals hired



62

Neurodivergent individuals hired and successfully completed project-based contracts

4. Fostering Retention & Career Growth

Our Goal: To support neurodivergent talent across the employment life cycle. Our supports are designed to foster employee engagement, retention, and career growth and build environments where neurodiverse teams thrive.

This includes onboarding neurodivergent hires into stable, long-term roles and providing individualized, strengths-based coaching to support their success and growth.



286

Neurodivergent hires successfully onboarded



711

Neurodivergent employees received direct, individualized coaching



Tackling Barriers in the Workplace: Advancing Organizational Capacity to Build Neuro-Inclusive and Accessible Workplaces

Building a labor market that is accessible to all requires targeted efforts to dismantle workplace barriers - whether they are attitudinal, technological, or rooted in policy and practice. These obstacles are often deeply entrenched and non-apparent, requiring a proactive approach to create cognitively accessible environments that work for everyone.

At Specialisterne, we focus on advancing organizational capacity to build neuro-inclusive and accessible workplaces, equipping teams with the knowledge, strategies and tools to drive change.

1. Enhancing Knowledge & Awareness

Our Goal: To equip organizations with enhanced knowledge and understanding of neurodiversity, inclusion and accessibility. By combining foundational education with specialized training on topics across the employment life-cycle, our workshops and trainings move beyond basic awareness to tackle misconceptions and provide applied solutions and best practices.



623

Educational sessions and trainings delivered to employers worldwide



26,330

Professionals trained - from leaders and executives to people managers, Human Resources, and Talent Acquisition

2. Strengthening Management Capacity

Our Goal: To equip people managers with the confidence and capacity to lead neurodiverse teams. Our coaching program targets managers directly, providing individualized support to ensure they have the skills, strategies and tools to lead neurodiverse teams effectively.



102

Employer partners participated in our coaching program, providing dedicated, individualized coaching support to neurodivergent employees and people managers



768

Managers received direct, individualized coaching

3. Driving Organizational Transformation

Our Goal: To drive organizational transformation through implementing best practices for neuro-inclusion across the employee life cycle. Through customized Advisory projects, we partner with employers to assess existing practices, implement solutions based on universal design principles, and establish clear metrics to validate impact and outcomes.



14

Custom Advisory projects delivered to support 14 distinct organizations around the world in driving systemic change

The Catalyst Effect

When we equip a single manager with new tools and strategies, we influence the environment of an entire team; when we train 26,000 employees, we shift the culture of a global workforce. As knowledge, tools and best practices are applied and shared across teams, departments and organizations, we are collectively improving the workplace for hundreds of thousands of neurodivergent individuals globally.

Shifting the Global Narrative:

Enhancing Community Understanding & Awareness of Neurodiversity

Through our 11-hub international network, Specialisterne serves as a leading global authority on neuroinclusion in the labor market. We leverage our digital platforms, media presence, and public advocacy to shift the global narrative from awareness to acceptance and action.

1. Providing our Digital Community with Authentic Insights & Evidence-Based Resources

Our Goal: To be a reliable, evidence-based source for knowledge, tools, and resources on neuro-inclusion. We leverage our digital channels to share innovative solutions and practices grounded in lived experience, ensuring our digital community has access to authentic, actionable information.



288,016

Website visits - serving as a primary destination for global neurodiversity resources



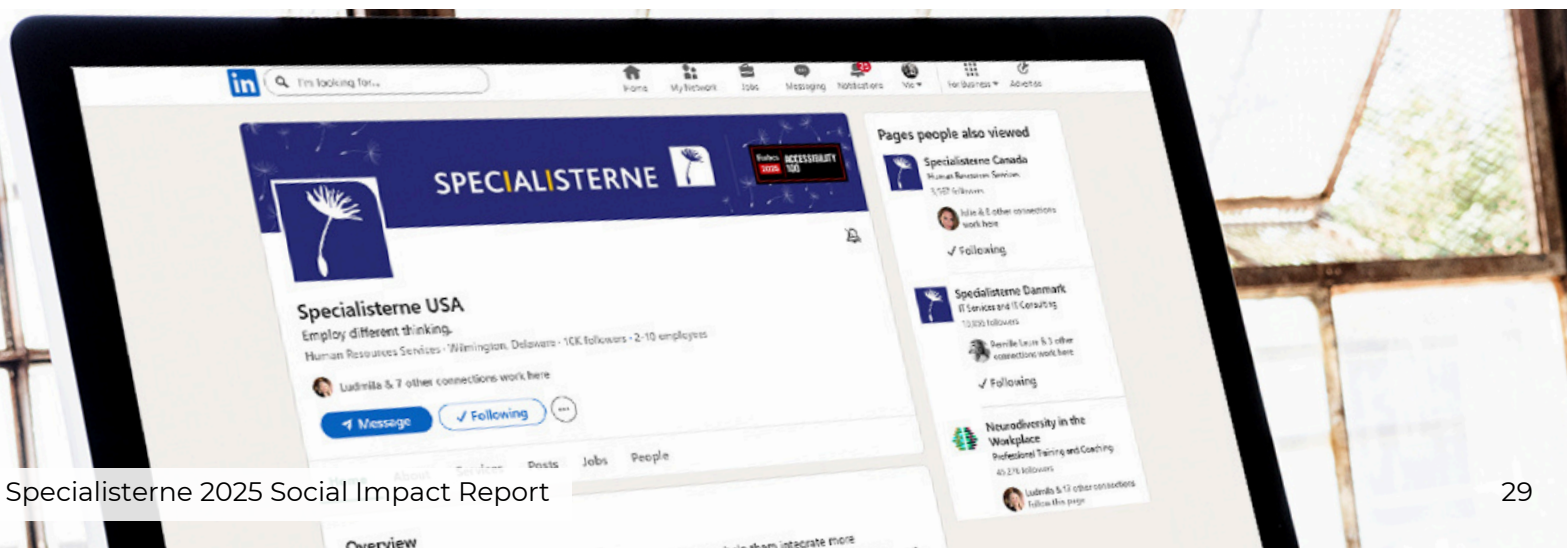
10,995

Newsletter subscribers - Keeping our community informed through 128 updates



1,860

Social Media posts - Driving daily conversation and sharing practical, solution-focused insights across our global channels



2. Challenging the Status Quo through Thought Leadership

Our Goal: To challenge the status quo and invite fresh perspectives that encourage the world to "employ different thinking".

Through sharing insights, lived experiences, and innovative solutions, we invite a global community to welcome different kinds of minds.



122

Original articles and blogs authored by leaders and changemakers in the space



113

Feature articles in newspapers and magazines, bringing the neurodiversity conversation into the public eye

3. Building a Foundation for Action through Public Advocacy

Our Goal: To drive change by engaging the communities where neurodivergent individuals live, learn, and grow. Through presentations and speaking engagements with students, educators, families, and the general public, we invite others to consider ways in which they can drive inclusion and accessibility in their own communities.



111

Speaking engagements and presentations **delivered to community groups**



15,950

Individuals reached directly through **live and virtual public speaking events**

A Note on Impact:

Between our public speaking and employer training alone, we engaged with **42,280 individuals this year**. That is a community large enough to fill Citi Field in New York or the Estadi Olímpic in Barcelona. Combined with nearly 300,000 digital interactions, the momentum for "different thinking" has never been stronger.

A person is sitting on a light-colored couch, holding a smartphone in their hands. They are wearing a light-colored jacket. The background is slightly blurred, showing more of the couch and the person's legs.

Local Action, Global Impact

We are proud to share these snapshots of our work from the past year. While the following Highlights showcase a key success from each regional hub, they represent just a small part of the transformative projects and initiatives led by our global teams throughout 2025.





Specialisterne Brazil

10 Years of Social Impact

Specialisterne Brazil celebrated its 10th anniversary at Itaú's Corporate Center in São Paulo in October, 2025. The event brought together industry and HR leaders to recognize the importance of the inclusion of autistic people in the labor market.

The event hosted panel discussions with neurodivergent employees, accessibility advocates, and companies such as Itaú, SAP, Leroy Merlin, and Scania - leading organizations in diversity and inclusion.

The Chairman of Specialisterne Global, Ramon Bernat, highlighted Specialisterne's mission to bridge the gap in opportunity for people with autism. "Working with neurodivergent talent challenges us to be more effective and to communicate with greater transparency", Bernat noted. "Ultimately, it transforms us into more empathetic leaders and more deeply human individuals."

Since opening its doors in 2015, Specialisterne Brazil has supported over 1,000 autistic individuals and has delivered inclusion projects to more than 200 companies.





Neuro-inclusion in Brazil: Bridging the Gap Between Legislation and Practice

More companies now recognize that diversity and inclusion are not just "nice to have", but are fundamental pillars of sustainable growth. In this landscape, hiring neurodivergent talent - including individuals with autism, ADHD, and dyslexia - is a vital step toward creating workplaces that are more creative, productive, and resilient.

In Brazil, this effort is anchored by Article 93 of Law 8.213/1991 (commonly known as the Quota Law), which mandates that companies with 100 or more employees must fill 2% to 5% of their roles with people with disabilities. In theory, this legislation should provide over 1 million formal job opportunities for people with disabilities. However, the 2023 Ministry of Labor data reports only 500,000 formal positions held by persons with disabilities.

While workforce diversity is embedded in legislation and leading companies are paving the way for the inclusion of neurodivergent individuals in the labor market, Vitoriano also noted that there is still a long way to go. "This is where Specialisterne steps in", he explains. "We provide the bridge for employers - translating legislation into practice and turning legal mandates into meaningful opportunities for neurodivergent individuals."



We are seeing a shift where inclusion is no longer rhetoric; it is now a defining factor in a company's value and reputation.

- Marcelo Vitoriano, CEO,
Specialisterne Brazil



Specialisterne Canada

Scaling Impact through Shared Knowledge

In 2025, Specialisterne Canada focused on scaling our impact through education. Our team reached a new milestone, delivering 60 sessions to 6,364 stakeholders across the employment ecosystem. By bringing together employers and industry, government agencies, community organizations, and neurodivergent job seekers, we facilitated opportunities for sharing the insights and strategies needed to drive real change.

Of these sessions, 49 were customized workshops delivered directly to our employer partners - reaching C-suite executives, HR teams, Diversity, Equity & Inclusion (DEI) leaders and Employee Resource Groups (ERGs).

At Specialisterne, our approach to education is firmly grounded in action. We don't just share knowledge; we support organizations in tackling the barriers that exist across the full employment life cycle.



Our role at Specialisterne Canada is to act as a bridge - our responsibility lies in creating a space where lived experience and corporate strategy can meet. We aren't just teaching or raising awareness; we are facilitating a vital exchange where employers learn from one another and from neurodivergent voices to build a more equitable future.

- Radha MacCulloch,
CEO, Specialisterne Canada



The impact of this practical focus is reflected in our learner feedback:



92%

acquired specific, actionable strategies for supporting neurodivergent employees.



91%

gained a clearer understanding of the measurable value of an inclusive workplace.



89%

reported a significant increase in their foundational knowledge of neurodiversity

Beyond the classroom, 2025 saw the launch of our ERG Think Tank, a North American forum for Employee Resource Group leaders to exchange insights and address shared challenges. With representation from 19 companies and 35 members, we provided access to guest experts and structured a space for peer-to-peer learning and the sharing of lived experiences. Following a successful inaugural year, we are excited to continue building this community of practice in 2026.



Specialisterne Denmark

Operationalizing Inclusion Through Partnership

In 2025, Specialisterne Denmark concluded [All Minds at Play](#), a landmark two-year partnership designed to embed neuro-inclusive practices within the everyday work culture of Danish industry. This externally funded project was a collaboration between work-live-stay (a Danish local organization working to provide skilled labor in a specific region), Cabi (a Danish national organization who disseminates knowledge about job creation and retention), and Specialisterne, with vital support from the Velliv Association social fund.

While policy sets the vision, All Minds at Play focused on translating that vision into daily practice. The team engaged 19 Danish companies in developing practical, workplace-based approaches to neuro-inclusion, focusing on systematic "micro-changes" in daily operations. By refining how teams communicate, assign tasks, and manage daily workflows, the project demonstrated that small, intentional adjustments can create a massive shift in inclusive leadership.





The results of the project were validated by an independent evaluation, which confirmed:



Enhanced Managerial Awareness

Leaders gained the confidence and specific tools needed to support neurodivergent talent.



Improved Communication

Participating companies saw a measurable shift toward clearer, more transparent workplace interactions.



Tangible Adjustments

Systematic changes were successfully embedded into the daily operations of all 19 partners.

The project culminated in a cross-sector conference where the team shared documented learnings, practical tools, and scalable methods. The results provide more than just a success story; they offer an evidence-based roadmap that helps organizations move beyond policy to practice through the implementation of practical, tangible changes that create workplaces where all employees thrive.



The project helped us notice things we hadn't talked about before.

It's as if we see things more clearly now. We've become more aware of the small signals.

We actually realized that we were already doing many of the right things - we just didn't have a language for it before.



Specialisterne Italy

Award-Winning Excellence in Digital Upskilling

Since 2022, Specialisterne Italy has partnered with the [Cisco Networking Academy](#) - Cisco's flagship social responsibility initiative - to bridge the digital skills gap for neurodivergent talent. By integrating Cisco's world-class curriculum into their training programs, Specialisterne Italy has prepared its students for roles in high-demand fields such as networking, cybersecurity, and specialized IT.

This partnership has transformed the career trajectories of neurodivergent individuals by providing them with the industry-recognized certifications required to thrive in the modern tech landscape.



150+ Students Trained

Since 2022, over 150 neurodivergent learners have completed specialized digital training.



50+ Career Placements

These graduates have transitioned into professional roles in IT, proving the efficacy of the model.



Winner of the Cisco Golden Bridge Award

In 2025, the program was honored with this Award, recognized as the best Networking Academy project across the entire Europe, Middle East, and Africa (EMEA) region.





Winning the Golden Bridge Award highlights the profound impact of Specialisterne Italy's collaboration with Cisco. This partnership allows the team to combine specialized support with world-class digital training, giving their students the skills and tools to meet the demands of tomorrow's digital economy.



For us, this award represents the confirmation of a shared path with Cisco, built on mutual trust and the conviction that technology can - and must - be at the service of people. Together, we continue to build the bridges that unite, the opportunities that include, and the technologies that create the future.

- Alvise Casanova, CEO, Specialisterne Italy

Through Specialisterne Italy's innovative and industry-recognized programs including the Cisco Networking Academy and their Inclusion Factory program, the team supported 97 neurodivergent individuals to secure and retain employment in 2025.



Specialisterne Mexico (LATAM)

Advancing the Dialogue on Neuro-Inclusion

In June 2025, Specialisterne Mexico hosted a landmark forum in Mexico City: “Inclusive Employment Focused on Autism and Other Neurodivergences”. The event served as a strategic platform to share the transformative results of their partnership with BID Lab (the innovation laboratory of the Inter-American Development Bank), bringing together over 100 leaders from national and multinational corporations.

A core objective of the forum was to identify the real-world barriers to inclusion within the Mexican market. Through real-time engagement with over 80 industry leaders, a critical insight emerged: cultural obstacles such as lack of awareness and unconscious bias are far more significant barriers than budget or cost. This finding underscores Specialisterne’s vital role in tackling attitudinal barriers and collaborating with businesses, industry, and the community to build strong pathways to employment for neurodivergent individuals.

A key highlight of the forum was the presentation of our three-year project with BID Lab, showcasing the significant scale and impact of this collaboration. The initiative’s impact included:



5,423

people trained through Massive Open Online Courses (MOOCs)



42

autistic individuals with full-time employment



22,342

individuals and more than 150 companies reached with neurodiversity awareness



100+

conferences delivered

The event was anchored by high-level institutional support and real-world success stories. César Buenadicha, Chief Discovery Officer of the Inter-American Development Bank, joined from Washington, D.C., to reaffirm the Bank's regional commitment to autism-related economic initiatives. A featured panel with autistic employees and leadership from BBVA provided a first-hand look at the success of their neuro-inclusion project developed alongside Specialisterne.



Specialisterne Mexico (LATAM)

The forum traced the evolution of neuro-inclusion over three decades, highlighting how the Mexican market is moving from awareness to action. It concluded with an urgent call for continued collective action. By bringing together partners like BID Lab and BBVA, Specialisterne Mexico is proving that ‘different thinking’ is a source of innovation and strength to be embraced.

This momentum reflects a broader shift across Latin America toward more inclusive and innovative labor models. Conversations between business leaders and neurodivergent individuals reinforced a shared understanding: meaningful change begins when organizations expand how they define talent. While there is still progress to be made, there is a growing commitment and willingness among organizations to move this agenda forward.

In this landscape of growing institutional recognition, Specialisterne was invited by the Senate of the Republic to participate in the “Forum on the Rights to Health, Education, Work, and Justice for People on the Autism Spectrum and Neurodiversity.” During this event, Specialisterne contributed directly to the national dialogue on public policies and rights by delivering the talk, “The Value of Neurodivergence in Companies”.

Specialisterne LATAM remains focused on supporting this shift - helping translate awareness into sustained action that builds more inclusive, diverse, and future-ready organizations.



This moment calls for us to expand how we understand talent and to turn that awareness into sustained action. By doing so, we can build organizations that are more inclusive, more innovative, and better prepared for the future.

- Ana Paños,
Project Leader,
Specialisterne LATAM



Specialisterne Portugal

A New Era for Neuro-Inclusion in the Iberian Peninsula



After three years of operating in Portugal, Specialisterne formally established its legal entity in the country on September 1st, 2024, marking the beginning of a significant expansion of our mission across the Iberian Peninsula.

On November 26th, 2025, approximately one year after the launch, Specialisterne Portugal held its inaugural event, themed around the provocative question "O Que é Normal?" (What is Normal?). The event brought together industry leaders, advocates, and neurodivergent professionals, as well as representatives from health, education, and social sectors to rethink and reshape the future of the Portuguese workforce.

According to the team's Business Developer, "This event marked an important milestone for Specialisterne Portugal and for neuro-inclusion, demonstrating the strong commitment of organizations to building more inclusive workplaces. The momentum created continues to grow, strengthening our ambition to scale impact and expand opportunities for neurodivergent talent across the country".

The event featured powerful testimonials from neurodivergent individuals already thriving through our programs and was supported by a group of founding industry partners in Portugal, including Critical Software, Siemens Healthineers, MC, and Critical Techworks.



The launch underscored Portugal's readiness to lead in neuro-inclusive innovation. Backed by Specialisterne's proven global framework, the local team is already scaling best practices in Advisory and specialized workplace support.

This immediate momentum is clearly reflected in the impact they've achieved since opening their doors in 2024.



1,500+ Individuals Trained

Rapidly building a pipeline of skilled neurodivergent talent.



42 Career Placements

Successfully integrating professionals into high-value roles.



20+ Individuals Supported

Providing ongoing Workplace Support to ensure long-term retention and success.

As we scale our operations into Portugal, we are strengthening a global ecosystem where every hub learns from the success of the others. This collaborative approach ensures that 'different thinking' is not just a local initiative, but a global one that evolves through shared insights and cross-border partnership.





Specialisterne Spain

Scaling Inclusion Across Sectors



In Spain, our team of 246 people - 76% of whom are neurodivergent - is proving every day that inclusive workplaces are high-performing workplaces. While our roots remain in the IT sector, we have spent 2025 evolving our training programs to ensure they meet the fast-paced demands of today's market.

2025 Impact Highlights:

- **Bridging Training to Careers:** We trained 90 individuals this year, with more than 40 already launching their professional careers in roles like software testing and digital support.
- **Sector Expansion:** We successfully expanded our reach into the banking sector and deepened our roots in Madrid and Barcelona, creating new employment opportunities through innovative inclusion projects.
- **Community Knowledge Sharing:** Through collaborations with partners like Fundación Orange, Autismo España, and Aprenem, we shared best practices with over 200 people. These sessions covered everything from socio-professional skills to dedicated support for families.

In this inaugural impact report, we are proud to highlight an innovative project that has become a global benchmark for what is possible when we challenge myths and focus on driving performance through inclusion.



Redefining the Visitor Experience at a Global Landmark

Since 2021, Specialisterne has partnered with Barcelona's Casa Batlló, a UNESCO World Heritage site and one of the world's most renowned cultural institutions. Welcoming over one million visitors annually, Casa Batlló is a high-traffic environment where the guest experience is paramount. Today, a predominantly neurodivergent team manages front-of-house operations, responsible for the end-to-end visitor experience.

By combining structured training and specialized role design with individualized support, Specialisterne Spain and Casa Batlló have established a globally recognized model for inclusion. The impact of this partnership is reflected in its remarkable growth:



180

neurodivergent individuals trained since the project's inception.



147

neurodivergent individuals hired into formal roles.



83

112 Staff members currently managing operations, 83 of whom are neurodivergent—representing the vast majority of the front-of-house workforce.



We have discovered talents that we could never have imagined. Thanks to this new visitor service team, we have creative solutions for complex situations. With them, we have opened another window to the world.

- Gary Gautier, General Director, Casa Batlló



The Casa Batlló project allows us to communicate the value that neurodivergent people bring to the world of work, serving as a success story for other organizations to join the movement.

- Jose Segundo, CEO, Specialisterne Spain



In the United States, the transition to adulthood represents a "services cliff" for the neurodivergent community: 25% of autistic youth receive no support services after high school, and 30% live in households below the federal poverty level. With 100,000 autistic youth turning 18 each year, the need for scalable, career-focused pathways has never been more urgent.

Supported by a \$1.1 million grant from [The Hg Foundation](#), Specialisterne launched its Academy model in the US in 2025 to bridge this gap. This eight-week, full-time program provides intensive technical training for emerging tech roles, paired with essential occupational skills training and individualized coaching.





By 2027, the Academy will have equipped 140+ learners with the tools to navigate the technology sector. However, the program's impact extends beyond the classroom; by providing concurrent training to employer partners, we are ensuring that the workplaces our graduates enter are designed for their success.

The Academy model carries a proven global track record, with an average of 75% of graduates in Denmark, Spain, Brazil, and Italy securing employment within three months.

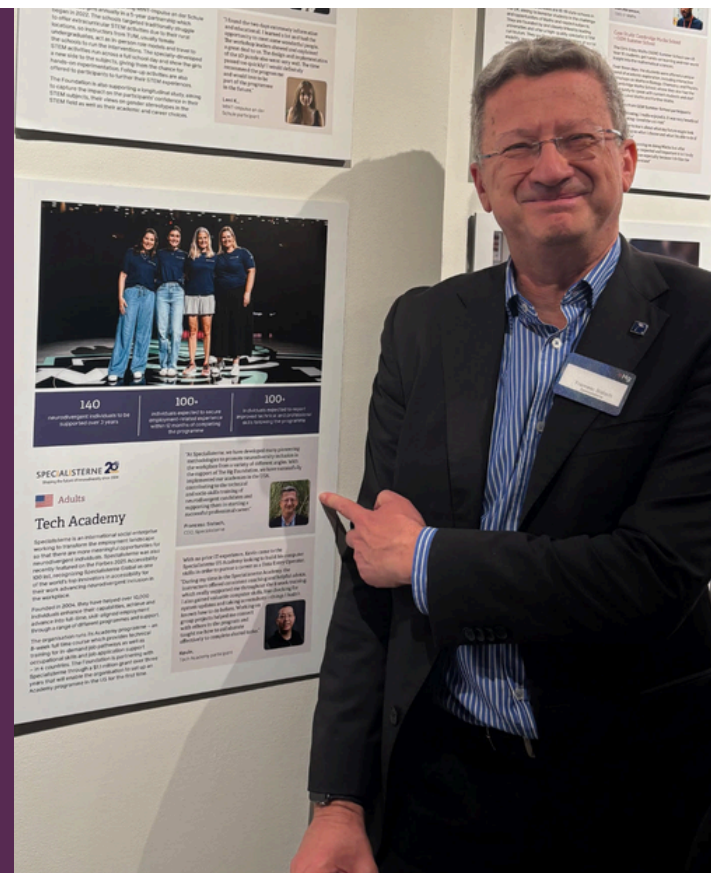
"Specialisterne has an incredible track record of supplying neurodivergent adults with the training they need to obtain jobs that match their potential. The Hg Foundation is excited to help support their expansion into the US, so they may provide more of our community with the tools required to achieve fulfilling careers across the STEM ecosystem."

- Robert Citrino, Trustee of The Hg Foundation and an Investor at Hg in New York.



We are deeply grateful to The Hg Foundation for enabling Specialisterne to bring our Academy program to the U.S. With over 20 years of operations around the globe, Specialisterne has developed innovative models for advancing inclusive employment, which we evaluate and adapt to each unique market.

- Francesc Sistach, CEO, Specialisterne Global & Specialisterne USA





Specialisterne Global

A Top 100 Global Innovator in Accessibility

In June 2025, at the Cannes Lions Festival, Forbes officially unveiled the inaugural Accessibility 100 - a definitive list recognizing the 100 most innovative and impactful organizations in the field of accessibility worldwide. Spanning 15 countries, the list highlights leaders in mobility, sensory accessibility, and neurodivergence (autism, ADHD, and other cognitive variations).

Specialisterne was selected in the Neurodivergence category, recognized for our two decades of work in promoting access to meaningful education and employment for neurodivergent individuals. This recognition signals that cognitive accessibility is a critical part of building accessible and inclusive communities and labor markets.

This list also brings visibility to a critical and often overlooked workforce gap. Globally, an estimated 80% of autistic individuals remain unemployed, and 30–40% of neurodivergent adults face unemployment overall. With 15–20% of the world's population being neurodivergent, investing in cognitive accessibility represents not just an opportunity for individuals but a strategic advantage for businesses. Companies that embrace neurodivergent talent achieve higher levels of innovation, operational flexibility, and financial performance.



A Mandate for Social Change

“The Forbes Accessibility 100 is a clear sign that the inclusion of neurodivergent individuals has moved to the center of the global conversation on innovation and society. It reflects a growing mandate for companies to back their commitment to social change with genuine impact investing.”

- Ramon Bernat, Chairman,
Specialisterne Global

“Being included in the Forbes Accessibility 100 is both an honor and a tangible recognition of the work carried out by hundreds of professionals across our global hubs. This milestone reinforces our commitment to building a truly inclusive world of work.”

- Francesc Sistach, CEO,
Specialisterne Global

A photograph of a man with glasses and a patterned shirt smiling as a child in a pink shirt works on a LEGO robot. The child's hands are visible, with a tattoo on the left wrist. The robot has a black wheel and various sensors. A dark blue banner with the text 'Looking Ahead' is overlaid on the left side. Dandelion seed heads are scattered in the lower right area.

| Looking Ahead



Changing How the World Works, Together

As we look toward 2026, the global labor market is reaching a turning point. Embracing neuro-inclusion is no longer a philanthropic "extra"; it is a strategic necessity for high-performing organizations.

At Specialisterne, we are moving beyond simple awareness to drive inclusion at a global scale. By equipping neurodivergent talent with specialized skills and providing employers with the infrastructure to support them, we aren't just filling roles; we are future-proofing businesses.

Our progress is made possible by the employer partners who act as co-architects of this inclusive future. We invite your organization to join this growing global network and partner with us to set the new standard for the modern workplace.

Acknowledgements

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- ESADE Business School and Stone Soup Consulting for their expertise and leadership in developing our global Theory of Change.
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- Michelle Passaro for her creative support in the design and layout of this report.
- Our Specialisterne team members around the world who demonstrate unwavering commitment to advancing inclusion and accessibility in the workplace.
- Our employer partners and industry champions who lead by example, showcasing how a neuro-inclusive workplace benefits all employees.
- The neurodivergent community who assist in co-designing services that support neurodivergent individuals around the world and drive the continuous innovation and improvement of our programs.

For more information, please reach out to:

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Radha MacCulloch, CEO, Specialisterne Canada: radha.macculloch@specialisterne.com

We invite you to join us as a partner in defining the new global standard for the modern workplace. If you are interested in getting involved, please contact any of our local hubs below:

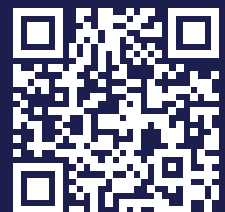
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