

Title	Autism Accesible Employer Charter
Country / Sector	Ireland / Insurance Sector
Brief Overview	Insurance Ireland, in partnership with the neurodiversity charity AslAm, launched the Autism Accessible Employer Charter to transform inclusion practices across the entire employee lifecycle, from recruitment to promotion, for autistic individuals.
Context and Background	In Ireland, approximately 85% of autistic adults are unemployed or underemployed, highlighting a severe and systemic employment gap. Insurance Ireland's Inclusion Taskforce responded by collaborating with AslAm to develop a charter that would guide employers toward embracing autism-inclusive practices in hiring, onboarding, and career development.
Challenge or Situation	Employers often lack awareness, training, or infrastructure to support autistic employees effectively. Without accommodated recruitment and workplace systems, autistic candidates face repeated barriers, from inaccessible job ads to non-inclusive evaluations.
Actions Taken	• Employer Partnership Programme: Organisations join and access training on autism awareness, communication, interview planning, onboarding accommodations, and ongoing workplace support. • Autism Inclusive Employee Lifecycle Model: A structured, person-centered framework covering every employment stage,

	from recruitment and onboarding to performance reviews, promotions, and offboarding. • Annual Data Collection & Benchmarking: Participating companies report progress yearly, measuring inclusion and identifying areas for ongoing improvement. • Industry-Level Coordination: The Insurance Ireland Inclusion Taskforce, comprising 30+ member organisations, steers implementation, shares best practices, and reinforces collective accountability.
Outcomes & Impact	Companies committed to autism-friendly recruitment and promotion processes. The insurance sector positioned itself as an early leader in neurodiversity inclusion, setting a benchmark for other industries. Early participating companies reported a rise in applications from neurodivergent candidates after adapting job descriptions.
Lessons Learned	Structured frameworks enhance accountability: A sector-wide charter provides clear goals and shared benchmarks. Training plus systems = sustainable inclusion: Building awareness is powerful, but embedding inclusion into systems ensures lasting impact. Data drives progress: Regular reviews foster transparency and continuous improvement.