

IBM partners with Specialisterne to reskill over 200 neurodivergent jobseekers





IBM and Specialisterne, a leader in neurodiverse inclusion and enabling organisations to create neuro-inclusive workplaces, have partnered to provide neurodivergent individuals access to IBM's SkillsBuild platform to expand career opportunities and digital skills training.

According to a recent global study conducted by [IBM Institute of Business Value](#), surveyed executives estimate that implementing AI and automation will require 40% of their workforce to reskill over the next three years, mostly those in entry-level positions. This further reinforces that generative AI is creating a demand for new roles and skills.

IBM A/NZ Corporate Social Responsibility Lead Jade Moffat Herman said the partnership, which started in 2019, will see the complete SkillsBuild program available to over 200 neurodivergent jobseekers in 2025.

"AI skills will only become more essential to tomorrow's workforce," said Ms Herman. "Through IBM SkillsBuild, jobseekers can benefit from AI, cybersecurity, and data science education developed by IBM experts to provide the latest in technology developments."

The comprehensive online learning platform offers courses in digital literacy, professional development, and technical training. With tailored learning paths, hands-on projects, and industry-recognised certifications, the platform is designed to support learners at all levels.

By working with Specialisterne, IBM is taking the next step in supporting neurodivergent professionals with the skills needed for today's workforce.

IBM Consulting, Senior Automation Consultant, Brandon Pooler participated in the first intake in 2019.

"The program proved to me that I had valuable skills and it led to a job offer from IBM. Once starting the role, I was given access to YourLearning, the IBM internal learning platform. Self-paced learning was a game-changer. It allowed me to use my ADHD to my advantage, start courses and move on without the fear of failure."

The ongoing training and learning led Brandon to receive two promotions since joining the technology business.

"If I could say anything to someone in a similar position I was in, not able to hold down jobs because of social difficulties, it's that the avenues are out there. I'm not saying that it's without risk, I had to migrate from Perth to Ballarat, there wasn't even a guarantee I'd make it with IBM, but I saw the possibility that I might be able to at least support myself, what I found was so much more."

Through this partnership, Specialisterne will empower neurodivergent individuals by providing access to IBM SkillsBuild, enabling them to develop essential skills for careers in technology and beyond, delivered in a neurodiverse-friendly way.

“We are thrilled about our partnership with IBM and the positive impact SkillsBuild will have on neurodivergent job seekers,” said Vicky Little, Specialisterne Chief Operating Officer.

“This platform is a game-changer, it provides access to in-demand skills, industry-recognised credentials, and career advancement opportunities,” she said.

“I’ve seen firsthand how the right resources can unlock potential, build confidence, and open doors to meaningful careers. I highly recommend SkillsBuild to anyone looking to grow and succeed in today’s job market.”

This initiative aligns with Specialisterne’s mission to create inclusive workplaces, and support career pathways which unlock the full potential of every learner. By leveraging IBM’s expertise in technology and education, the partnership aims to bridge the gap between talent and opportunity, fostering a more inclusive and skilled workforce.
