

Specialisterne — Assessment-Based IT Careers for Autistic and Neurodivergent Adults

Digital Inclusion · Good practice · Denmark

Quality score: 96/100

Evidence strength: Strong

Summary

Founded in Denmark in 2004, Specialisterne uses structured, CV-free assessments — including Lego Mindstorms robotics tasks — to place autistic and neurodivergent adults into IT careers, and has grown into a franchise model now present in roughly 26 countries.

Key dimensions

Dimension	Score
Innovation level	4/5
Sustainability (ongoing)	1/1
Evaluation evidence	1/1
Demonstrated reach	1/1
Documented learning	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-07-22

[Specialisterne \(Square Foundation network\)](#) — accessed 2026-07-22

[Specialisterne Global](#) — accessed 2026-07-22

[European Social Fund Plus — Specialisterne Foundation case study](#) — accessed 2026-07-22

[Wikipedia — Specialisterne](#) — accessed 2026-07-22

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