

Country	Name of Resource: Organisation/Website/Online training/Digital tool	Description (e.g. How does it help employers/employees? What can the tool/online training/organisation do? What support is provided to employees? What job/role can it help with)	Link (Website/Organisation Address or contact information)	Additional Information to help guide Employers/ Employees on how to use the resource
Belgium	Cohesion Belgium	Consulting and support on diversity issues.	https://www.cohesion-belgium.org/	
Belgium	Unia Together For Equality	Knowledge and expertise centre that researches inclusion and discrimination topics and makes them accessible in various ways. On their website, you can find an online course on inclusion in the workplace and many other publications and resources on the connected topics.	https://www.unia.be/en/	
Belgium	The Belgian Diversity Charter	The Belgian Diversity Charter enables all Belgian organisations, private and public, regardless of their profit objectives, to initiate, develop and promote inclusive practices in the workplace.	https://diversitycharter.be/en/home	
Belgium	BOSA	An organisation providing training on diversity and inclusion in the workplace.	https://bosa.belgium.be/fr/themes/soutien-strategique/diversite-inclusion-et-accessibilite	
Belgium	NDBI	This neurodiversity-focused group offers support, tailored workshops, training, and peer meetups for individuals and families across a range of differences (including ASD, ADHD, DYS, HPI/E, and hypersensitivity) at all stages—even pre- and post-diagnosis. They foster community integration through accessible activities.	https://www.ndbi.eu/	
Belgium	Hypersens	A Franco-Belgian consultancy specializing in neurodiversity and inclusion at work. They offer services in awareness training, transformation, and engagement strategies to improve cohesion, performance, and collective intelligence in teams.	https://www.hypersens.co/	
Belgium	Atypia	A Belgian non-profit that champions and supports individuals with atypical intelligence, addressing hidden difficulties and advocating for their global inclusion. They focus on personalized care and societal recognition for those whose less visible challenges impact daily life.	https://www.atypia.be/	
Belgium	TDA/H Belgique	An association providing information, guidance, and support for children, adolescents, and adults with ADHD. They produce accessible brochures, host hotlines, run guidance centers, and offer online and in-person resources to families and professionals.	https://www.tdah.be/	
Belgium	Emancipe	An adult education center that offers a range of training programs aimed at fostering personal and collective empowerment. Their courses cover areas such as Nonviolent Communication, Transactional Analysis, Neuro-Linguistic Programming, and management skills, with a focus on enhancing interpersonal relationships and promoting social engagement.	https://www.emancipe.be/	
Belgium	Neurodiversity	A non-profit organization based in Brussels that supports neurodivergent individuals of all ages and their families. They provide evidence-based information and resources on conditions such as ADHD, autism, dyslexia, dyscalculia, dyspraxia, and related co-occurring conditions, collaborating with educators, schools, and other professionals to promote understanding and inclusion.	https://neurodiversity.be/	
Estonia	Social counselling in sign language	Assistance with solving everyday problems, finding work and communicating	http://www.ead.ee/	
Estonia	Physical assistance, Tallinn City Government	Help with writing, reading and communicating, and other physical needs	https://www.tallinn.ee/en/services/personal-assistant	
Estonia	Technical Aids	Help with physical tasks	https://www.sotsiaalkindlustusamet.ee/en/disability-and-welfare-services/technical-aids#to-whom-	
Estonia	Work place support	Job options for those who are not able to work in usual working conditions on the open job market due to their special needs and need a suitable work environment, feasible work, guidance and assistance.	https://www.sotsiaalkindlustusamet.ee/en/long-term-sheltered-employment	
Estonia	Unemployment Insurance Fund Services	Adapting the workplace, assessing work capability, secure job, career counselling and incapacity benefits for those with reduced work capacity.	https://www.tootukassa.ee/en/vahenenu-toovoime/toovoime-hindamine	
Estonia	Creating audio materials	Turning information and study materials on paper into audio files.	https://www.tallinn.ee/en/services/creating-audio-material-people-visual-impairments	
Estonia	Programmes for Employers	Supporting the employment of a person with reduced working capacity	https://www.tootukassa.ee/en/vahenenu-toovoime-inimese-tootamise-toetamine	
Estonia	Support for staff training	Training support to train employees in a situation of change or to improve their Estonian or ICT skills.	https://www.tootukassa.ee/en/tootaja-leidmine-ja-koolitamine	
Estonia	EPIKODA	Estonian chamber of disabled people, with a variety of support and counseling services	https://epikoda.ee/en/what-do-we-do/counselling	
Greece	JobsLink (Platform & Mentoring)	A platform by Greek Association for Asperger's Syndrome matching ASD candidates with employers through trained mentors at all recruitment stages. Highlights neurodivergent strengths and alleviates employer hesitancy.	https://asperger.gr/%CF%80%CE%B1%CF%81%CE%BF%CF%85%CF%83%CE%AF%CE%B1%CF%83%CE%B7-jobslink/	John S. Latsis Public Benefit Foundation & Greek Assoc. for Asperger's. Offers "Mentor's Handbook" and in-work adjustment support.
Greece	OAED Supported Employment Grants	Public funding body offers: salary subsidy for disabled hires; up to 90% of workplace accommodation costs; self-employment support.	via www.oaed.gr	Covers ramps, software, adjustable furniture (≤ €2,500), 4-year hire support. Encourages reasonable accommodations in public and private sectors .
Greece	"My Job" Platform	Designed for people with mental disabilities; aids job matching using accessible UI, help-videos, and employer support.	ergasiamou.gr	(Special Education Lab "Margarita") Includes easy-read content, employer matching tools, success stories .
Greece	PEPSAEE – Employment Support Office	Non-profit offering vocational training, counseling, coordination, and rehabilitation for mental health service users.	pepsaee.gr	Established 2010; historic programs like "Bridges for Employment"; aligns with legal right to maintain work benefits .
Greece	OECon WIN Programme (Training & Consultancy)	Corporate programme guiding employers through neuroinclusive recruitment, mentorship, and flexible work design.	oecon.gr	Includes recruitment adaptation, workforce training, mentoring, flexible support tools .
Greece	Diversity Charter Greece – Neurodiversity Day Events	Event forum bringing together companies (e.g. EY, Vodafone, IBM) to share inclusion practices and strategies.	https://diversity-charter.gr/	Via EU Diversity Charters & Charter Greece. Includes talks by neurodiversity advocates, training sessions, policy exchange .
Greece	Employers' Guide – Disabled Persons' Right to Work	National Confederation of Disabled People of Greece (e-book PDF). PDF guide for business leaders and HR managers covering legal obligations, accommodation practices, and inclusion strategies.	https://old.esamea.gr/publications/books-studies/4995-odigos-ergodoton-gia-tin-apasxolisi-ton-atomon-me-anapiria	Easy to use: awareness, legal duties, corporate culture integration, myth-busting .

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Greece/EU	Autism-Friendly Spaces: Employability Twist (Erasmus+ Project)	EU-funded program across Greece and EU to train stakeholders, profile autistic job seekers, support employers and placements for 3 months post-hire.	https://www.autismeurope.org/	Services include vocational profiling, social hub, employer training, continued support .
Ireland	Specialisterne	Specialisterne Ireland is a specialist consultancy for neurodivergent people (autistic people, those on the autism spectrum, with ADHD, dyspraxia/DCD, dyslexia and similar neurodiversities), supporting them into employment. Specialisterne provide training support for Employers to build an inclusive workplace	https://www.specialisterne.ie/employers/	A key service provided by Specialisterne is training for employers to improve practices within organisations to empower neurodiverse workers.
Ireland	Employer's For Change	Employers for Change is an information and advice service aimed at empowering Employers with the information necessary to hire, attract, employ and retain workers with disabilities, it is support by the Open Doors Initiative established by the Irish Government Department of Children, Disability and Equality. They provide Information and Advice for Employers recruiting and employing people with disabilities	https://www.employersforchange.ie/Advice-Information	
Ireland	Toolkit for Employers	A range of resources freely downloadable by Employers to enhance inclusivity within the workplace, for example tools for inclusive communication and recruitment practices. Developed by Employers for Change.	https://www.employersforchange.ie/Toolkits-for-Employers	Employers can use the resource to development strategies for inclusive hiring as well as find additional resources for staff employed with disabilities.
Ireland	The Centre for Excellence in Universal Design (CEUD)	The Centre for Excellence in Universal Design (CEUD) was established by the National Disability Authority (NDA) in January 2007. Universal Design is the design and composition of an environment so that it can be accessed, understood and used to the greatest extent possible by all people, regardless of their age, size or disability. The website provides Information and Resources related to Universal Design Principles to enhance the inclusion of public spcaes, material etc. by the Centre for Excellence.	https://universaldesign.ie/about	Employers can use this website to improve the accessibility of their company and services by gaining an understanding of Universal Design Principles
Ireland	Willing Able Mentoring Programme	Willing Able Mentoring Programme is a programme in Ireland that aims to promote access to the labour market for graduates with disabilities and build the capacity of employers to integrate disability into the mainstream workplace. It provides work experience to graduates with SLDs.	https://www.ahead.ie/wam	Employers can participate in this programme to host graduates with disabilities and collaborate with WAM to offer mentored, paid, work placements for graduates with disabilities. This partnership brings graduates with disabilities and employers together so that both can benefit from each other - ensuring genuine learning opportunities for all.
Ireland	Dyslexia Association Ireland	Dyslexia Association Ireland provide Information, advice and support for employees with dyslexia or seeking to receive a diagnosis. Dyslexia Association Irealnd aim to create a Dyslexia friendly society by providing information, support services, engaging in advocacy and raise awareness of dyslexia.	https://dyslexia.ie/	The service can support employees with Dyslexia and offer insights to employers on how to empower workers with Dyslexia. They provide Workplace courses in Ireland for line-managers, HR personnel and anyone seeking to improve accessibility and inclusion initiatives
Ireland	Now Group	Now Group is a Social Enterprise who support people who are neurodiverse, autistic, have ADHD, or have a learning disability into finding meaningful employment. They offer a range of diverse solutions for employers who recruit persons with disabilities, including inclusion and diversity training, recruitment and training of individuals with disabilities and capacity building for services provided to the public who may have disabilities	https://www.nowgroup.org/for-business	They partner with employers to provide a range of services to enhance the employability of diverse workers as well as offer training to companies who want to build inclusive workplaces and services. They can support already employed workers with disabilities in their role and offer employment supports for employers.
Ireland	FreedomTech	FreedomTech is a project that promotes the benefits of and necessity to provide assistive technology to people with disabilities, the project believes Assistive and Accessible technology is vital to support people with disabilities in education and work. FreedomTech is a resource website and active learning environment on Assistive and Accessible Technology, how to utilise assistive technology and awareness raising of its benefits for persons with disabilities	https://freedomtech.ie/	The website can be used by Employers to familiarise themselves with Assistive and Accessible technologies, understand the benefits of investment in these kinds of technologies and how to implement new techonologies of this kind with employees.
Ireland	Work and Access	Work and Access is a set of government supports provided by the Irish Government for persons with disabilities in the workplace that can facilitate access to Assistive Technologies and assessments of accessibility within workplaces. Work and Access provides supports to employees and employers that aim to reduce or remove barriers to employment for persons with disabilities	https://www.gov.ie/en/department-of-social-protection/services/work-and-access/	Employers can avail of the following supports from the government: 1.Workplace Needs Assessment, to assist in identifying employees need for additional supports 2.Workplace Adaptation, to accommodate additional employee needs 3. Disability Equality and Inclusion Training, to provide employers and organisations with access to training for staff, to gain a better awareness and understanding of disabilities in the workplace
Italy	Italian Dyslexia Association	The Associazione Italiana Dislessia (AID) is the national reference point on SLDs in Italy.	https://www.aiditalia.org/	
Italy	AIRIPA Italia	The "Italian Association for Research and Intervention in the Psychopathology of Learning" (AIRIPA) brings together scholars, experts and professionals working in the field of learning psychopathology.	https://www.airipa.it/	
Italy	SOS Dislessia	SOS DYSLEXIA is a service company that promotes clinical, rehabilitation and educational activities for children and adults with developmental dyslexia.	https://www.sosdislessia.com/	
Italy	"SLD: Progress for Work" project	'SLD: Progress For Work' is an Italian project aimed at meeting the growing need for job placement and professional enhancement of people with Dyslexia and other Specific Learning Disorders (SLD). It created the "dyslexia friendly" certification for organisations and companies.	https://www.aiditalia.org/storage/files/cosa-facciamo/progetto_DSA_Progress_For_Work_def.pdf	
Italy	"SLDs in the company" project by Artigianelli Institute	Video tutorials in Italian to discover the tools that can be used in a corporate context to facilitate workers with SLD.	https://artigianelli.tn.it/job/dsa-in-azienda/	
Italy	"The new Italian legislation on SLDs: labour law beyond disability" article by E. Dagnino	Article by E. Dagnino about the latest Italian legislation on Specific Learning Disorders (SLDs) in the professional context.	https://www.dirittoantidiscriminatorio.it/app/uploads/2024/09/3_Dagnino.pdf	
Italy	Rights of workers with SLDs in Italy	Law No. 25 of 28 March 2022, Article 7 of which (paragraph 2a et seq.) introduces fundamental rights for workers with SLDs.	https://www.aiditalia.org/storage/files/news/emendamento_dsa_lavoro_7.56_AS2505.pdf	
Italy	"Cognitive disabilities and job placement" article by CNR	An article by the Italian National Research Council (CNR) on job placement models for people with cognitive disabilities and specific learning disorders (SLDs).	https://www.cnr.it/en/node/17604	
Italy	"New rights: dyslexia in the world of work" video (Italian)	A video (in Italian) with personal stories of adults with SLDs, can help companies to make the necessary cultural leap to cultivate each one's talents.	https://www.youtube.com/watch?v=8li87-ySrHY	
Italy	"SLDs and the world of work" book by G.Guaraldi	A book by Giacomo Guaraldi, based on a survey conducted by the author at the University of Modena and Reggio Emilia, aims to make the world of professions aware of the nature of SLDs and to encourage an increasing number of people with specific learning disorders to enter the labour market.	https://static.erickson.it/prod/files/ItemVariant/itemvariant_sfogliabro/184005_9788859030713_x962eb_dsa-e-mondo-del-lavoro.pdf (an extract is available online)	
Estonia	Social counselling in sign language	assistance with solving everyday problems, finding work and communicating	http://www.ead.ee/	
Estonia	Physical assistance, Tallinn City Government	help with writing, reading and communicating, and other physical needs	https://www.tallinn.ee/en/services/personal-assistant	
Estonia	Technical Aids	To help with physical tasks	https://www.sotsiaalkindlustusamet.ee/en/disability-and-welfare-services/technical-aids#to-whom	
Estonia	Work place support	job options for those who are not able to work in usual working conditions on the open job market due to their special needs and need a suitable work environment, feasible work, guidance and assistance.	https://www.sotsiaalkindlustusamet.ee/en/long-term-sheltered-employment	

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Estonia	Unemployment Insurance Fund Services	adapting the workplace, assessing work capability, secure job, career counselling and incapacity benefits for those with reduced work capacity.	https://www.tootukassa.ee/en/vahenenu-toovoime/toovoime-hindamine	
Estonia	Creating audio materials	turning information and study materials on paper into audio files.	https://www.tallinn.ee/en/services/creating-audio-material-people-visual-impairments	
Estonia	Programs for Employers	Supporting the employment of a person with reduced working capacity	https://www.tootukassa.ee/en/vahenenu-toovoimega-inimese-tootamise-toetamine	
Estonia	Support for staff training	For example, you can apply for training support to train employees in a situation of change or to improve their Estonian or ICT skills.	https://www.tootukassa.ee/en/tootaja-leidmine-ja-koolitamine	
Estonia	EPIKODA	Estonian chamber of disabled people, with a variety of support and counseling services	https://epikoda.ee/en/what-do-we-do/counselling	

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