

AUTISM AT WORK



Diversity  Inclusion

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About Autism

A developmental disorder that impairs the ability to communicate and interact.

Impact

1/42 Boys and 1/189 Girls according to CDC

Costs

In the United States - 250 Billion per year.

To families, a lifetime cost of 1.4 Million Dollars over lifetime in lost productivity and interventions

Unemployment

85% of people diagnosed with autism spectrum disorders are unemployed even though 60% have average to above average cognitive abilities. Many people who are employed are under-employed or partially employed.

Opportunity

50,000 Unfulfilled STEM jobs in the Bay Area alone

Autism at Work

In May of 2013, SAP Announced its objective to have 1% its global workforce represented by employees in the autism spectrum. About 650 Jobs



SAP Vision

Make the World Run Better and Improve People's Lives

Why Do We Hire People With Autism ?

Attract the Best Talent in Our Industry

Bring a Different Perspective to Our Creative Process

Tap into Underutilized Source of Talent

Capture Special Skills of People with ASD

Retention: Loyalty Works Both Ways

Roadmap

2013

2015

2016

2017

2019

2020

...

**LEARN VIA PILOTS AT
LOCATIONS WORLDWIDE**

Create “Good /Basic Practices”.
Create “Glocal” Globally defined practices with
country-optimized processes

**PROCESS MAINSTREAMING &
SUSTAINABILITY**

From Good to Better Practices
Consolidate SAP Autism at Work Practices
and transfer these to Mainstream SAP
Processes

**PROCESS MATURITY
ONBOARDING EQUIVALENCY**

From Better to Best Practices.
The organization has organic practices to
source, train, onboard and retain employees
with autism

Change Management Mainstreaming Best Practices, Sharing Learnings

7 Countries 100+

Employees
Contractors
Interns



18 Roles

- Software Developer
- Information Developer/KM
- Software Tester
- Business Analyst
- IT Technical Support
- System Administrator
- Marketing Operations Associate
- Networking Specialist
- Procure-to-Pay Service Associate
- IT Project Management Associate
- Customer Support Associate
- Graphic Designer
- Multimedia Specialist
- Employee Communications Associate
- Data Analyst
- Associate Consultant
- Product Manager
- HR Service Associate

Business Transformation

Impact on Talent



Impact on Leadership



SAP AUTISM AT WORK DAY PANELISTS

Company Identity



LUNCH HOSTED BY SAP AMERICA PRESIDENT JEN MORGAN, COO RICK KNOWLES AND SVP SILVIO BESSA
AUTISM AT WORK MENTORS AND COLLEAGUES

Community Engagement



SPECIAL ED TEACHERS FROM SOUDERTON HIGH SCHOOL

Employee Engagement



CREATING ART FOR A CHILDREN'S HOSPITAL

A Shared Vision



SAP EVP TANJA RUECKERT
UN SEC. GENERAL BAN KI-MOON



DELAWARE GOVERNOR
JACK MARKELL



TEMPLE GRANDIN

Partners & Process

Our Partners

GLOBAL



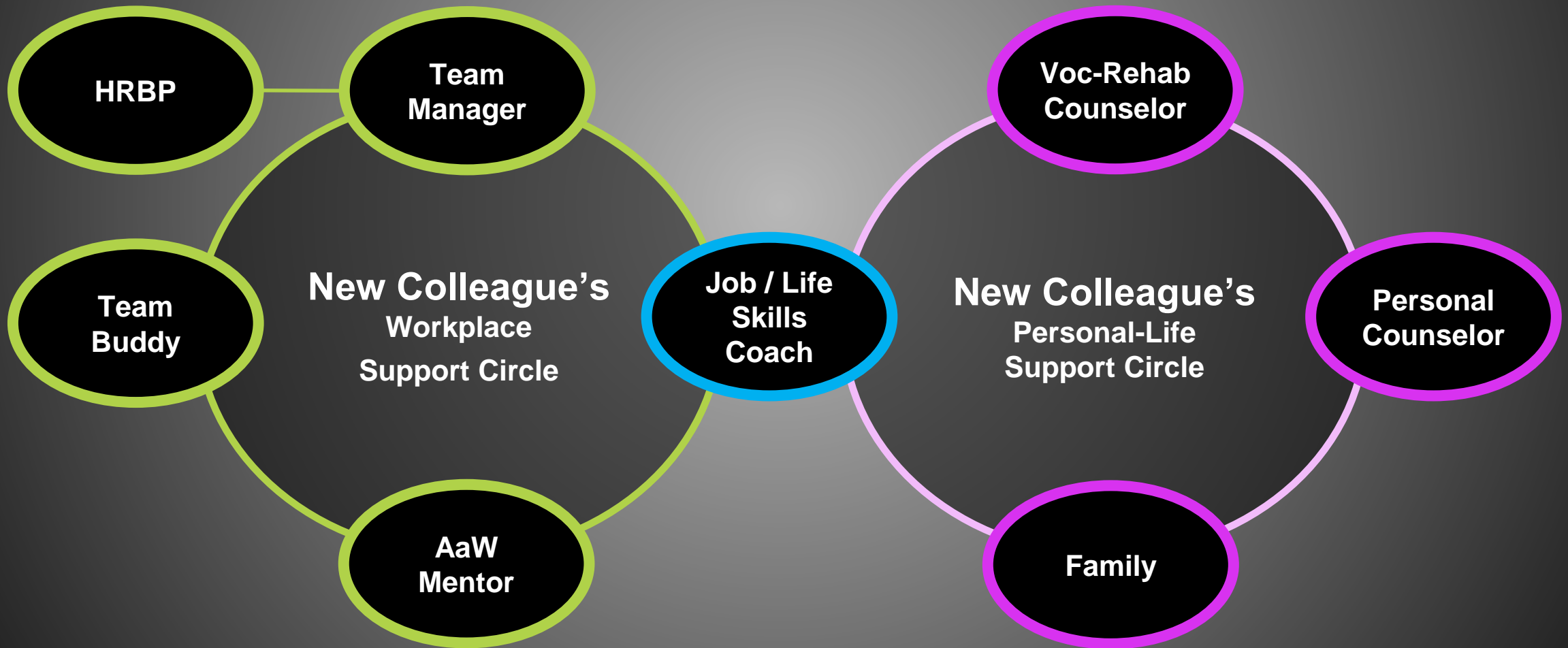
United States



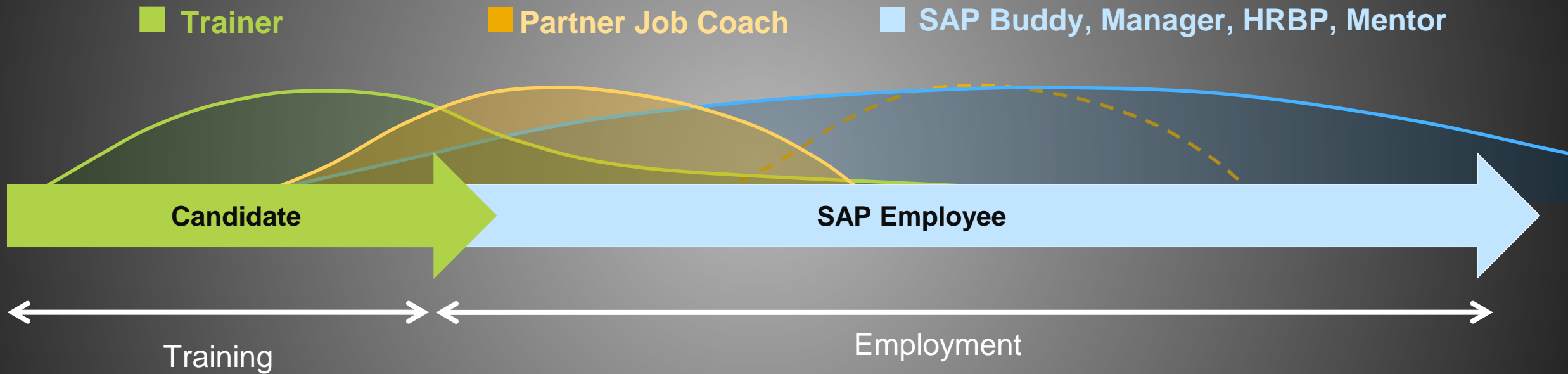
High Level Process



Support Circle



Support Transitions



High School Mentorship PILOT Program

Motivation

- Live the SAP Vision
- Innovation comes from differing perspectives
- Inspire Students to Pursue Passions
- Familiarize Students about Jobs
- Increase employee engagement
- Provide HOPE to Families



Objectives

Objective	How?
Expand social & communication skills to achieve success	<ul style="list-style-type: none"><li data-bbox="715 539 1442 582">• PREPARE FOR THE FUTURE<li data-bbox="715 696 1793 739">• BECOME INDEPENDENT SELF ADVOCATES<li data-bbox="715 853 1026 896">• HAVE FUN<li data-bbox="715 1011 1472 1053">• ROLE MODEL INTERACTIONS<li data-bbox="715 1168 2277 1210">• FAMILIARIZE STUDENTS WITH WAYS TO LAND AND KEEP A JOB

Objectives

Objective	How?
Introduce our environment and what we do	<ul style="list-style-type: none"><li data-bbox="754 618 1921 661">• INSPIRE STUDENTS TO PURSE THEIR PASSION<li data-bbox="754 775 1360 818">• SHOW HOW WE WORK

The Pilot

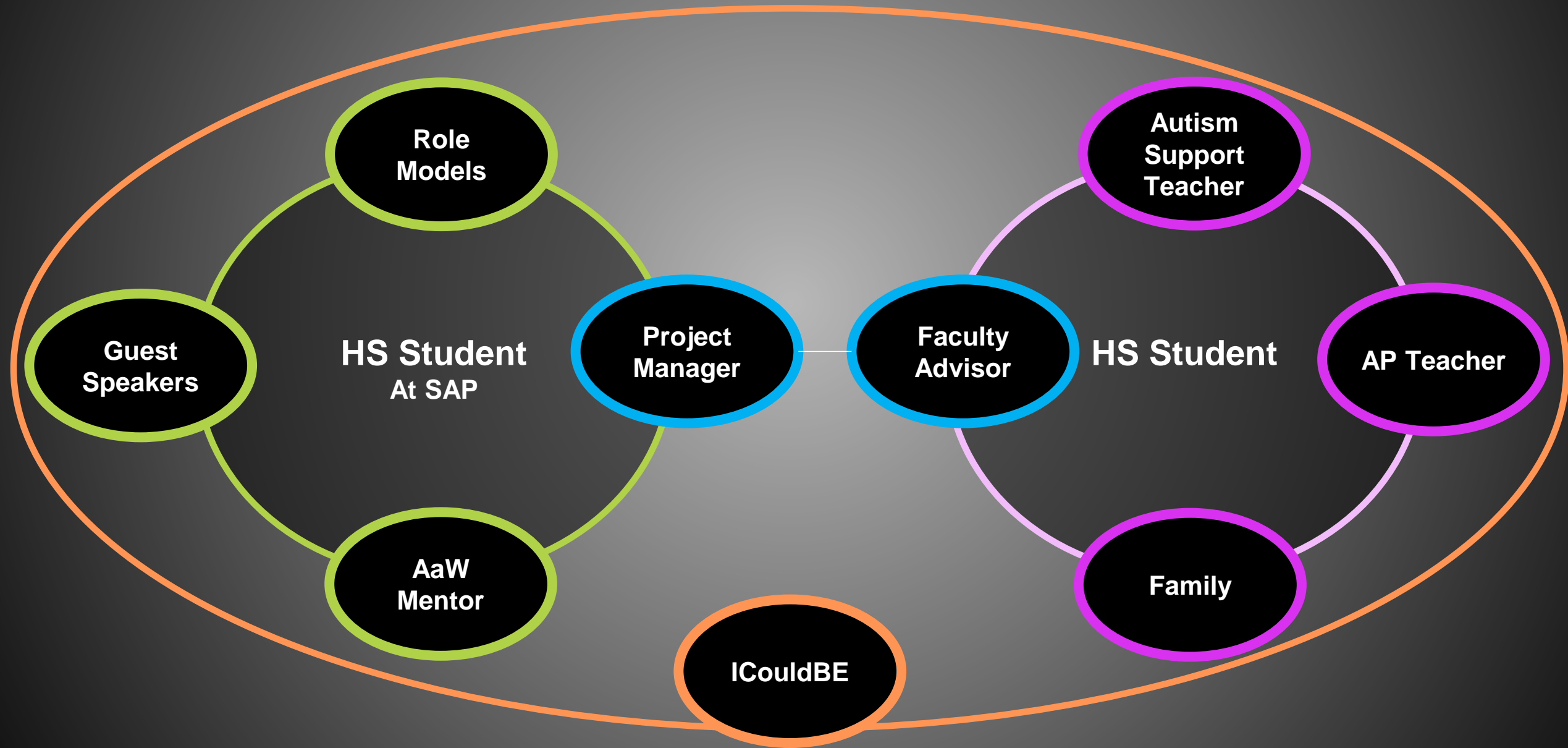
- Students with interest in STEM
- Selected by Faculty
- 4 Juniors in 2015-2016

There is no promise of future employment or acceptance to the SAP Autism at Work Program as a result of participation in this program.

Rules of Engagement

- Mirror SAP CSR mentorship programs
- Transportation provided by school district
- Faculty members accompany students
- Emergency contact information kept with faculty

Support Circle



On-Site Visits

Practice social and communication skills



Presentation



Lunch



Exercise

Monthly 3 hour visits

ICouldBe Mission Structure

Mission 1 I Am

- What Makes “Me” Me
- Conquering School
- My Academic Goals

Mission 2 I Could Be

- W.I.N.K. About Career
- My Dream Career

Mission 3 I Will

- Graduation
- Learning
- Working
- Conversation Area

Meeting Agendas

October

- Invited Parents, students/faculty and Administrators
- Introduced Autism At Work Program
- Lunch with guests and Autism at Work members

November

- Met with entire Autism at Work team
- Lunch as a group
- Tour of the MCC

January

- Building tour
- Lunch with the entire team
- Live on-boarding meeting

February

- NDA discussion
- Lunch in small groups
- Cybersecurity

March

- Project Management
- Small group lunch
- “Marshmallow Challenge”

April

- Interviewing
- Small lunch groups
- Resume writing



Thank you