AUTISM AT WORK

Jose H. Velasco and Peggy Monaghan
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
Mainstreaming Best Practices, Sharing Learnings

Change Management

**Roadmap**

2013
- LEARN VIA PILOTS AT LOCATIONS WORLDWIDE
  - Create “Good /Basic Practices”.
    - Create “Glocal” Globally defined practices with country-optimized processes

2015
- PROCESS MAINSTREAMING & SUSTAINABILITY
  - From Good to Better Practices
    - Consolidate SAP Autism at Work Practices and transfer these to Mainstream SAP Processes

2016
- PROCESS MATURITY ONBOARDING EQUIVALENCY
  - From Better to Best Practices.
    - The organization has organic practices to source, train, onboard and retain employees with autism

2017

2019

2020

...
7 Countries 100+

Employees
Contractors
Interns

- 20
  - Bay Area
- 1
  - Scottsdale
- 18
  - Newtown Sq. Walldorf
- 19
  - Dublin
- 9
  - Prague
- 6
  - Bangalore
- 13
  - Sao Leopoldo
- 5
  - Sydney & Canberra
- 5
  - Seoul

2016
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
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

SAP

SPECIALISTERNE

United States

The Arc

EXPANDability

Pennsylvania Department of Labor & Industry Office of Vocational Rehabilitation

DOR Department of Rehabilitation

Employment, Independence & Equality
**High Level Process**

1. **Position Search at SAP**
   - Requisitions
     - Developers
     - Software Testers
     - ...

2. **Candidate Search & Pre-Screening**
   - Candidate Search
     - Voc. Rehab
     - SAP
     - Universities, Colleges
   - Pre-Screening
     - Phone Interviews
     - References

3. **Soft Skills Training & Lego Hangout**
   - 1-Week Soft Skills
     - Social
     - Communications
     - Interviewing
     - Disclosure
     - ...
   - 1-Day Lego Hangout
     - Meet & Greet
     - Robots & Pizza

4. **Pre-Employment Training**
   - For Candidates
     - 5 Weeks Training
   - For Host Teams
     - Awareness Training (extended)
   - For Other Employees
     - Autism Awareness (Brief)

5. **Onboarding and Support Circle**
   - Admin
     - Forms / Paperwork
     - Facilities / IT
     - Managers / Job Coach Comm. Plan
     - Support Circle Prep

**Timeline**
- **Position Search at SAP**
  - 4+ weeks
- **Candidate Search & Pre-Screening**
  - 2 weeks
- **Soft Skills Training & Lego Hangout**
  - 5 weeks
- **Pre-Employment Training**
  - 5 weeks
- **Onboarding and Support Circle**
  - 3+ weeks
New Colleague’s Workplace Support Circle

- HRBP
- Team Manager
- Team Buddy
- AaW Mentor

Job / Life Skills Coach

New Colleague’s Personal-Life Support Circle

- Voc-Rehab Counselor
- Personal Counselor
- Family

Support Circle
Support Transitions

- Trainer
- Partner Job Coach
- SAP Buddy, Manager, HRBP, Mentor

Candidate ➔ SAP Employee

Training ➔ Employment
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

<table>
<thead>
<tr>
<th>Objective</th>
<th>How?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expand social &amp; communication skills to achieve success</td>
<td>• PREPARE FOR THE FUTURE</td>
</tr>
<tr>
<td></td>
<td>• BECOME INDEPENDENT SELF ADVOCATES</td>
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<td></td>
<td>• HAVE FUN</td>
</tr>
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<td></td>
<td>• ROLE MODEL INTERACTIONS</td>
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<td>• FAMILIARIZE STUDENTS WITH WAYS TO LAND AND KEEP A JOB</td>
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Objectives

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<td>Introduce our environment and what we do</td>
<td>• INSPIRE STUDENTS TO PURSE THEIR PASSION</td>
</tr>
<tr>
<td></td>
<td>• SHOW HOW WE WORK</td>
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There is no promise of future employment or acceptance to the SAP Autism at Work Program as a result of participation in this program.

The Pilot

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

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

<table>
<thead>
<tr>
<th>October</th>
<th>November</th>
<th>January</th>
<th>February</th>
<th>March</th>
<th>April</th>
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</thead>
<tbody>
<tr>
<td>Invited Parents, students/faculty and Administrators</td>
<td>Met with entire Autism at Work team</td>
<td>Building tour</td>
<td>NDA discussion</td>
<td>Project Management</td>
<td>Interviewing</td>
</tr>
<tr>
<td>Introduced Autism At Work Program</td>
<td>Lunch as a group</td>
<td>Lunch with the entire team</td>
<td>Lunch in small groups</td>
<td>Small group lunch</td>
<td>Small lunch groups</td>
</tr>
<tr>
<td>Lunch with guests and Autism at Work members</td>
<td>Tour of the MCC</td>
<td>Live on-boarding meeting</td>
<td>Cybersecurity</td>
<td>“Marshmallow Challenge”</td>
<td>Resume writing</td>
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Thank you