

# AUTISM AT WORK



Peg Monaghan



Diversity  Inclusion

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# About Autism

Autism Spectrum Disorder (**ASD**) is 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



# Is Bias Getting in the Way ?

ADVICE

## Failure to make eye contact can alienate hiring managers

Establishing eye contact builds essential rapport. But eye contact isn't the only must-have attribute.

Other interview killers are the failure to smile, bad posture, inappropriate clothing, too much fidgeting, a weak handshake, playing with hair or face, or arms crossed over the chest.

# 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

Because WE Can

# Implementation

# 9 Countries, 17 Locations, 116

Employees  
Contractors  
Interns

**2016** CURRENT LOCATIONS **2017** CANDIDATE LOCATIONS



# 21 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
- Development Associate Consultant
- IT Project Management Associate
- Customer Support Associate
- Graphic Designer
- Multimedia Specialist
- Employee Communications Associate
- Data Analyst
- Associate Consultant
- Product Manager
- HR Service Associate
- Finance Operations Associate
- Channel Sales Development



# 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**



# Partners & Process

# Our Partners

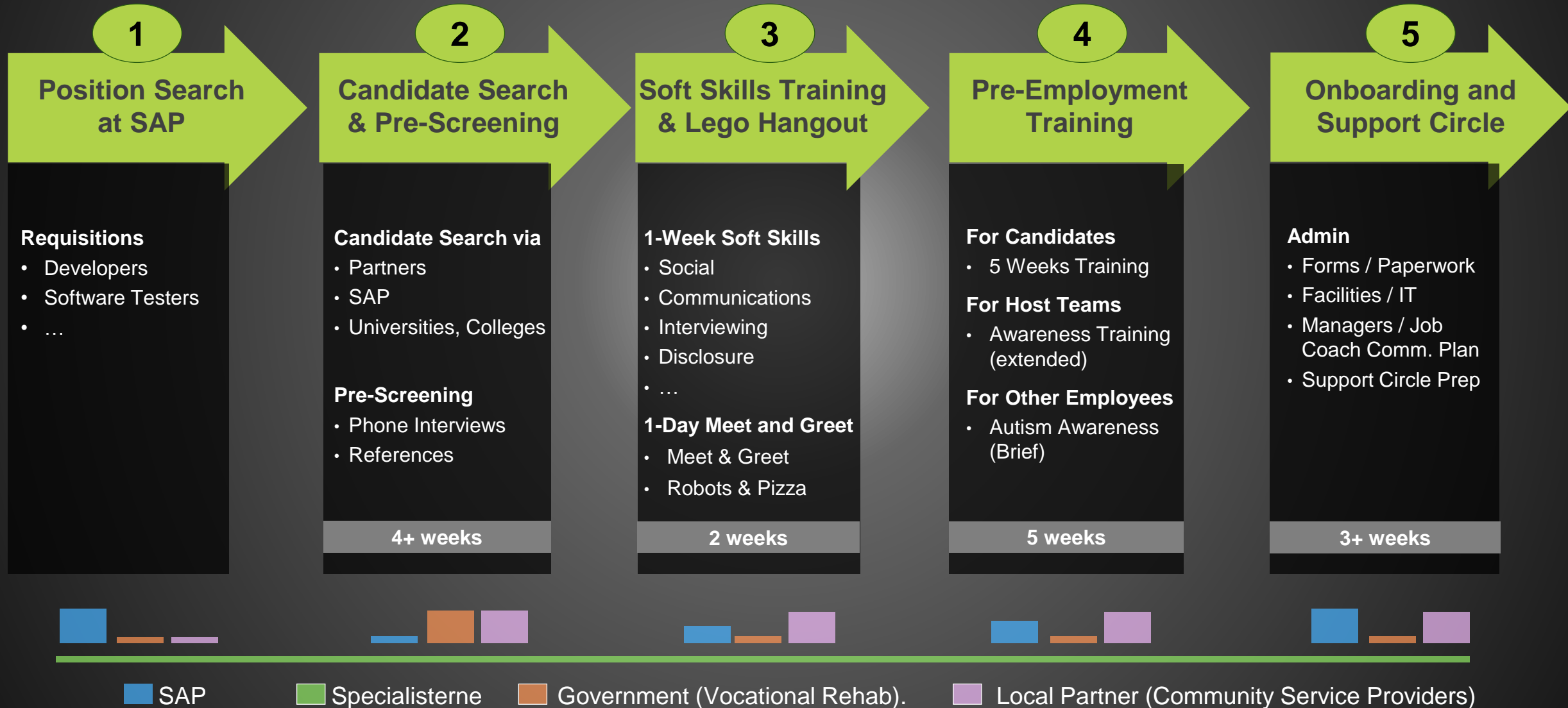
## GLOBAL



## Private – Public Partnerships



# High Level Process

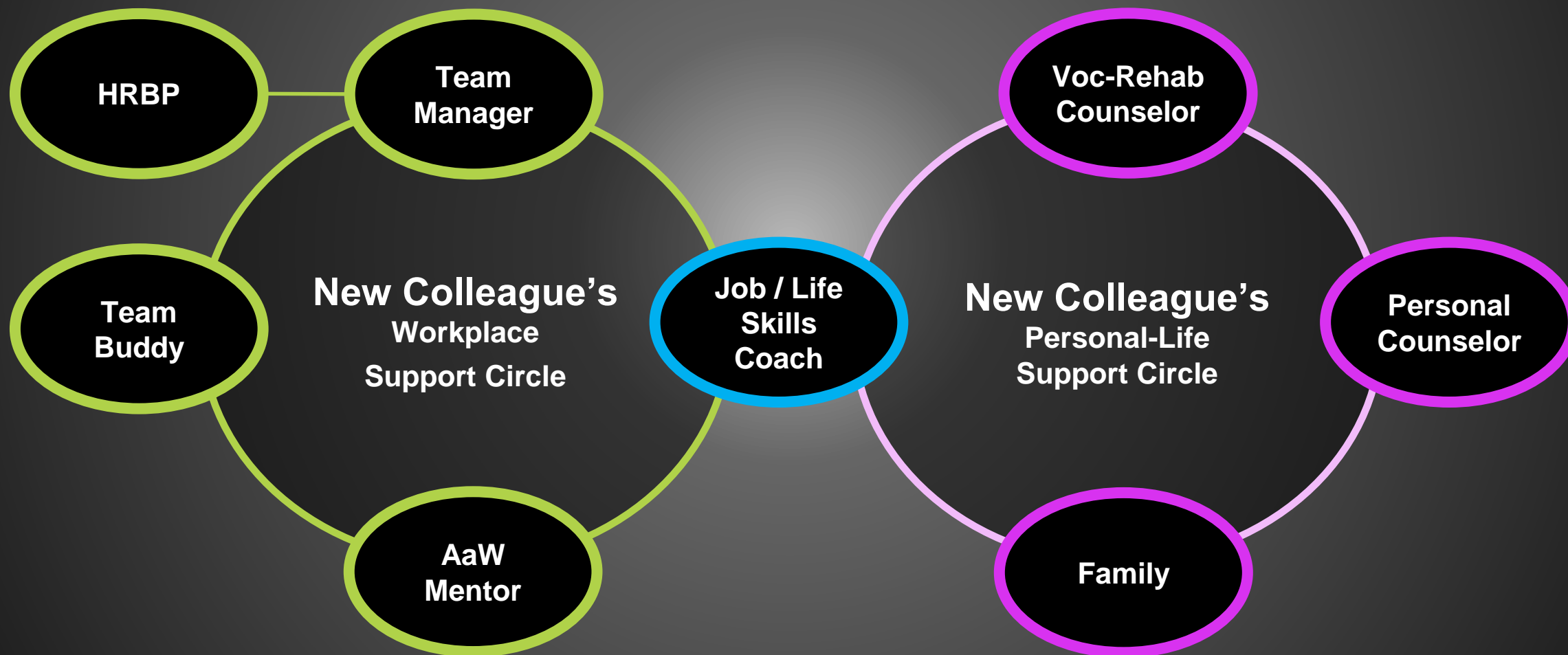




# 6 Week Training



# Support Circle



# Business Transformation

# Impact on Talent



Patrick



Elijah



Janis



Mark



~98 %

Retention Rate in the United States

# 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



ADMINISTRATORS AND TEACHERS FROM SOUDERTON HIGH SCHOOL



# Making The World Run Better



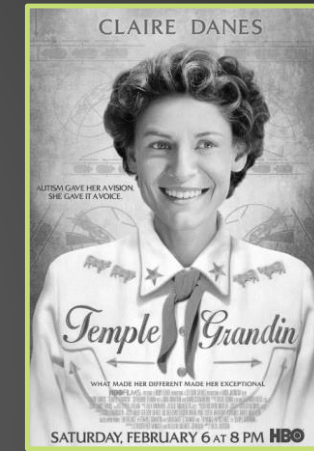
SAP SVP Tanja Rueckert with  
UN Secretary General Ban Ki-Moon



Delaware Governor Jack Markell Kicks  
off Autism at Work in NSQ



Temple Grandin  
In Palo Alto



Testifying at U.S. Congress Foreign Affairs  
Committee Hearing ("Global Challenge of Autism")



2016 United Nations World  
Autism Awareness Day Panel



# Shareholders

Ordentliche Hauptversammlung

20. Mai 2015



SAP SE - OnDemand Video

Ordentliche Hauptversammlung

20. Mai 2015



Patrick, der das Asperger-Syndrom hat, wurde im Rahmen

Patrick, der das Asperger-Syndrom hat, wurde im Rahmen

Extraordinary

# A Shared Vision



SAP EVP TANJA RUECKERT

UN SEC. GENERAL BAN KI-MOON



SOUDERTON AREA HIGH SCHOOL

Career Pathways Program  
FRANK GALLAGHER  
SAM VARANO

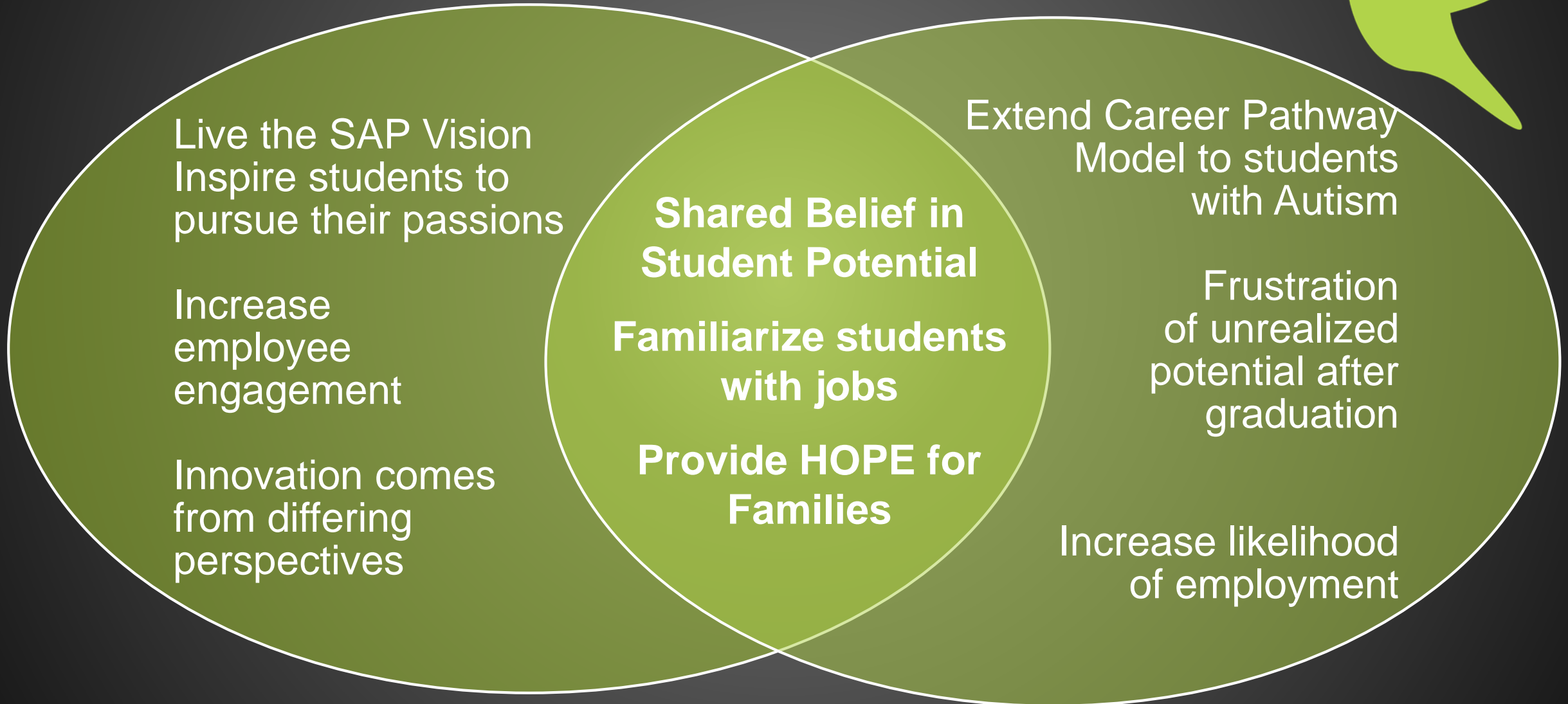


TEMPLE GRANDIN

# High School Mentorship PILOT Program



# Motivation



# Objectives

Objective	How?
<b>Expand social &amp; communication skills to achieve success</b>	<ul style="list-style-type: none"><li>• Prepare for the Future</li><li>• Become Independent Self-Advocates</li><li>• Have Fun</li><li>• Role Model Interactions</li><li>• Familiarize Students with Ways to Land and Keep a Job</li></ul>
<b>Introduce Students to our Environment and What We Do</b>	<ul style="list-style-type: none"><li>• Inspire Students to Pursue Their Passions</li><li>• Demonstrate How We Work</li></ul>

# Objectives

Objective	How?
<b>Introduce our environment and what we do</b>	<ul style="list-style-type: none"><li data-bbox="749 611 2048 658">• <b>INSPIRE STUDENTS TO PURSE THEIR PASSION</b></li><li data-bbox="749 779 1416 826">• <b>SHOW HOW WE WORK</b></li></ul>

# The Pilot

- Students Interested in Learning about the Diverse Career Opportunities in a Large Corporation
- 8 Students
  - 4 Juniors
  - 4 Seniors
- Selected by Faculty

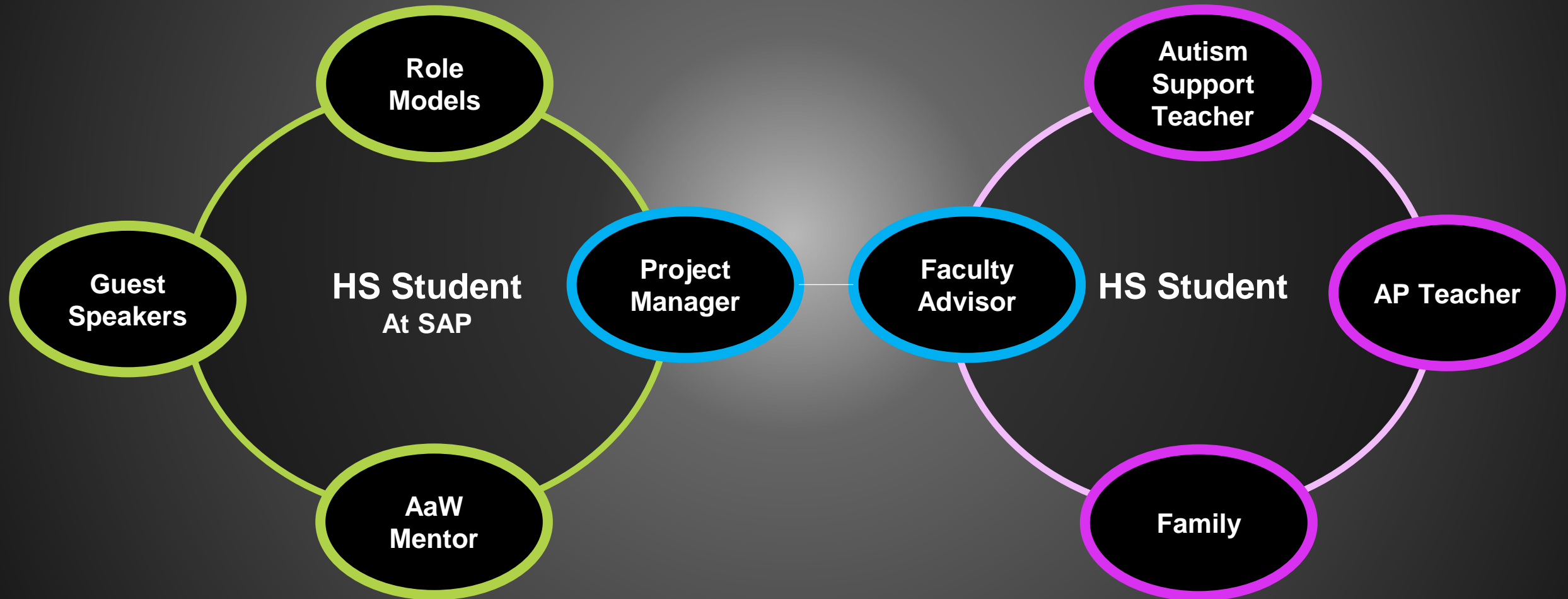
**There is no promise of future employment or acceptance to the SAP Autism at Work Program as a result of participation in this program.**

# Rules of Engagement

- SAP Management and School District Support for the Program
- Mirror SAP Traditional Mentorship Programs
- SAP Mentors/Buddies Participate in Student Workshops
- SAP and Faculty meet monthly to plan Meetings
- Faculty Members Accompany Students
- School Administration Provides Time and Classroom Substitutes
- Transportation Provided by School District
- Emergency Contact Information Kept with Faculty



# Support Circle



# On-Site Visits

Practice social and communication skills



Presentation



Lunch



Exercise

Monthly 3 hour visits

# 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

# Our Learnings





# Thank you