

Autism at Work Pilot Program



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The Demand

- 48,000 unfilled STEM Jobs in the NYC Metro Area alone ([Forbes, 2013](#))
- Following the trend of the increasing need of businesses to meet EOE goals
- Increased business demand for diverse and highly skilled individuals
- A large segment of individuals on the autism spectrum are unemployed or underemployed

Affinity to IT/Software jobs

- Very strong visual learning skills and ability to recognize patterns extremely valuable in the IT/ Software Industry
- Many individuals affected by ASD enjoy software due to its structured nature, unambiguous, precise and predictable outcome.
- Attention to details – amazing ability to spot deviations in data, information and systems concentration and perseverance over long periods of time

Three Organizations, One Goal

SAP, AG a Germany based global leader in enterprise software made a worldwide pledge in 2013, to have 1% of their 65,000 person workforce to be individuals on the autism spectrum by 2020.

The Arc of Philadelphia, part of The SpArc Philadelphia family of organizations, has been working for the last 60 years advocating and empowering individuals with disabilities to obtain community employment.

Specialisterne founded 10 years ago in Denmark by Thorkil Sonne to facilitate career opportunities for individuals on the autism spectrum with a focus on the tech field.

Challenge:

Meet the business needs of the world's 3rd largest software company.

Collaboration is Key



Business Partner



Training Providers (SpArc)

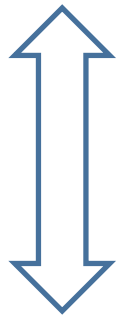


pennsylvania

DEPARTMENT OF LABOR & INDUSTRY

OFFICE OF VOCATIONAL REHABILITATION

Funders (OVR)



SPECIALISTERNE

Passion for details



Training Partner



The Arc[™]

of Philadelphia

Advocacy Guidance

Focus on Skills

Recruitment

- Expand HR hiring assessment beyond standard cover letter/resume/interview models.
- Shift focus from traditional social indicators such as eye contact and handshakes toward valuable tech skills such as problem solving.

Recruitment and Selection

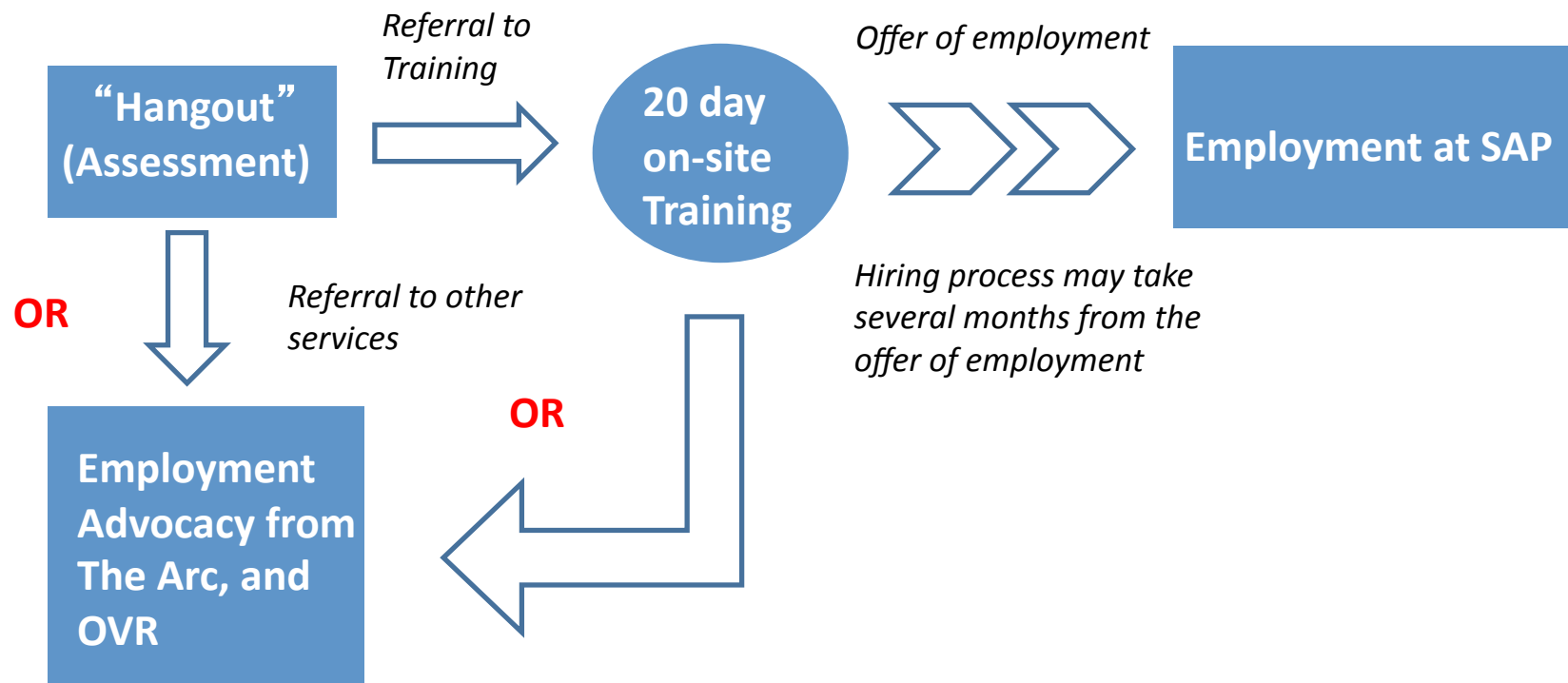
Focus on high potential individuals

- Some advanced education or potential to complete bachelors level coursework or higher
- Willingness to learn within the tech field

Preparing Candidates for Professional Careers

- Identifying skills and potential
- Long term goal setting
- Early Identification
- Knowing individuals in a broader context than a typical interview provides
- Finding a suitable work culture and job fit

Path to Professional Employment



LEGO MindStorm[®] Assessment and Training

Why LEGOs?

- Assembling and programming the robot requires a high attention to detail
- Enables novice or first time programmers to learn basic programming concepts
- Used In STEM labs in schools and universities
- It's fun!



Pilot Demographics

Winter 2014

Average Age:	26
Age Range:	22-32

Work History	Individuals	Years Experience
<i>Full-Time Employed</i>	0	0
<i>Part-time</i>	3	3,2,3
<i>Unpaid Internship</i>	1	4
<i>Unemployed</i>	1	N/A

Highest Level of Education	Communications	Information Technology	Fine Art	Programing
<i>Bachelors Degree</i>	X		X	
<i>Associates Degree</i>				X,X
<i>Some College</i>		X		

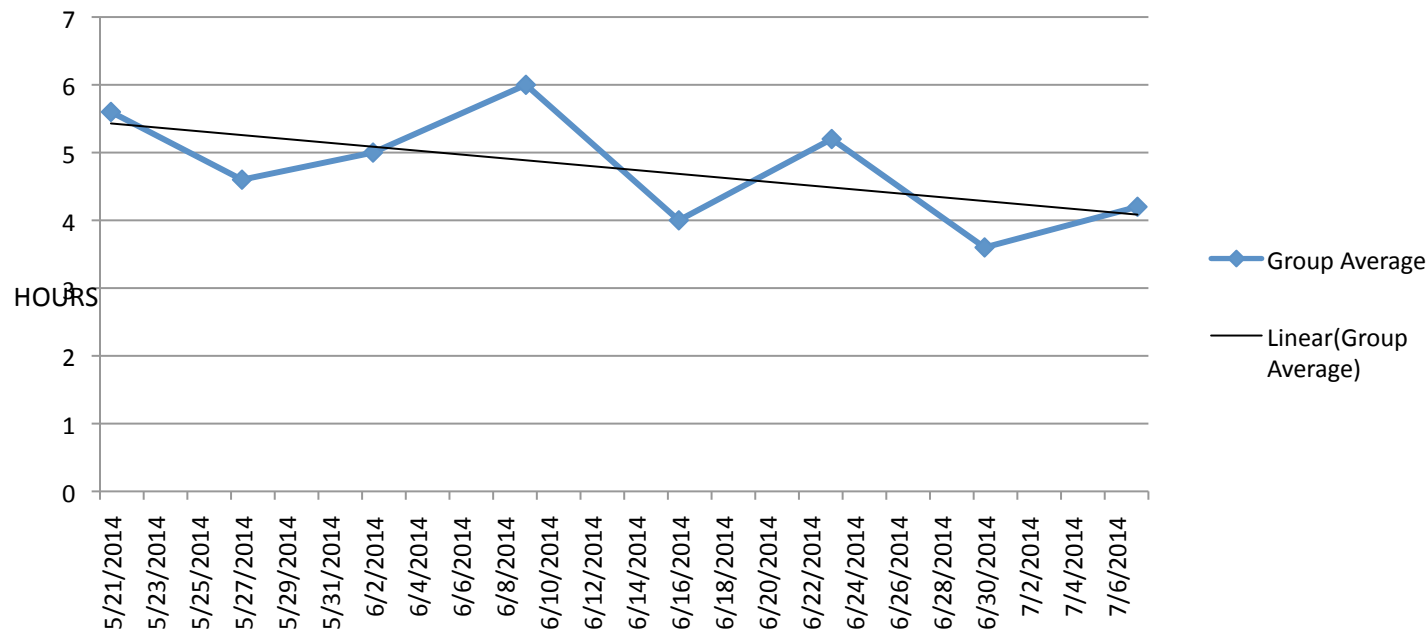
Hangout A	Hangout B	Invited to Training	Individuals Trained and Hired
11	12	8	5

Employment Supports

- 90 days of OVR funded Job Coaching
- Advocacy support as needed from The Arc of Philadelphia
- OVR and SpArc Services tapers support while enabling ongoing supports at SAP
- “Care Circles”
 - New hires are assigned a team buddy who has been selected based on their favorable personal and professional attributes
 - Includes HR, Managers, and Mentor groups

Job Coaching Support Trend

Group Average Hours Used Per Week



- Despite individual variances requiring added attention the need for coaching has followed a downward trend over time
- Spikes in support hours are explained by either a work event such as training or minor instances

Accommodation Variances

Accommodations by Type and Individual

PERSONAL ACCOMODATIONS:	A	B	C	D	E
<i>Environmental</i>		X			
<i>Work Style</i>			X	X	X
<i>Duty</i>			X	X	X
INDIVIDUAL AND TEAM ACCOMODATIONS:					
<i>Communication and Cultural</i>		X	X	X	X
<i>Domain Specific</i>	X	X	X	X	X
<i>Team Work</i>			X	X	X
<i>Endurance</i>			X	X	X

Accommodation Variances

TEAM WORK ADAPTATION

Is the new employee integrating into the team flow (assignments and methodology)?

ENDURANCE AND PACE ADAPTATION

Is the new employee able to sustain his/her work load throughout the day?

Is the new employee “keeping up” with the pace of the team and its work?

WORK-STYLE ACCOMODATIONS

Is the new employee in need of learning, communications or other work-style specific accommodations?

DUTY ACCOMODATIONS

Is the new employee a good fit for some or all of their duties?

Is there a need to alter job responsibilities?

DOMAIN SPECIFIC ADAPTATION

Are the skills of the new employee filling the pre-identified role needs or are there gaps?

Does he/she understand his/her objectives?

COMMUNICATION AND CULTURE ADAPTATION

Is the team culture (communication and meeting styles) being embraced by the new employee?

Is the team adapting to the new colleague' style?

Examples of Accommodations

Specific Accommodations Used

	A	B	C	D	E
<i>Note Taking</i>			X		X
<i>Test Adaptations</i>			X		X
<i>Individual Counseling</i>	X	X	X	X	X
<i>Extra One to One Attention</i>			X	x	x
<i>Job Coaching</i>	X	X	X	X	X
<i>Buddy/Care Circles</i>	X	X	X	X	X
<i>Study Groups/Focused Instruction</i>			X	X	X

- All individuals used at least one accommodation
- The majority of accommodations had been used at least once before according to human resources
- Many accommodations were done on an ad hoc basis, demonstrating SAP' s flexibility in accommodations

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Discussions and Questions

If interested in finding out more contact:

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