

# 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

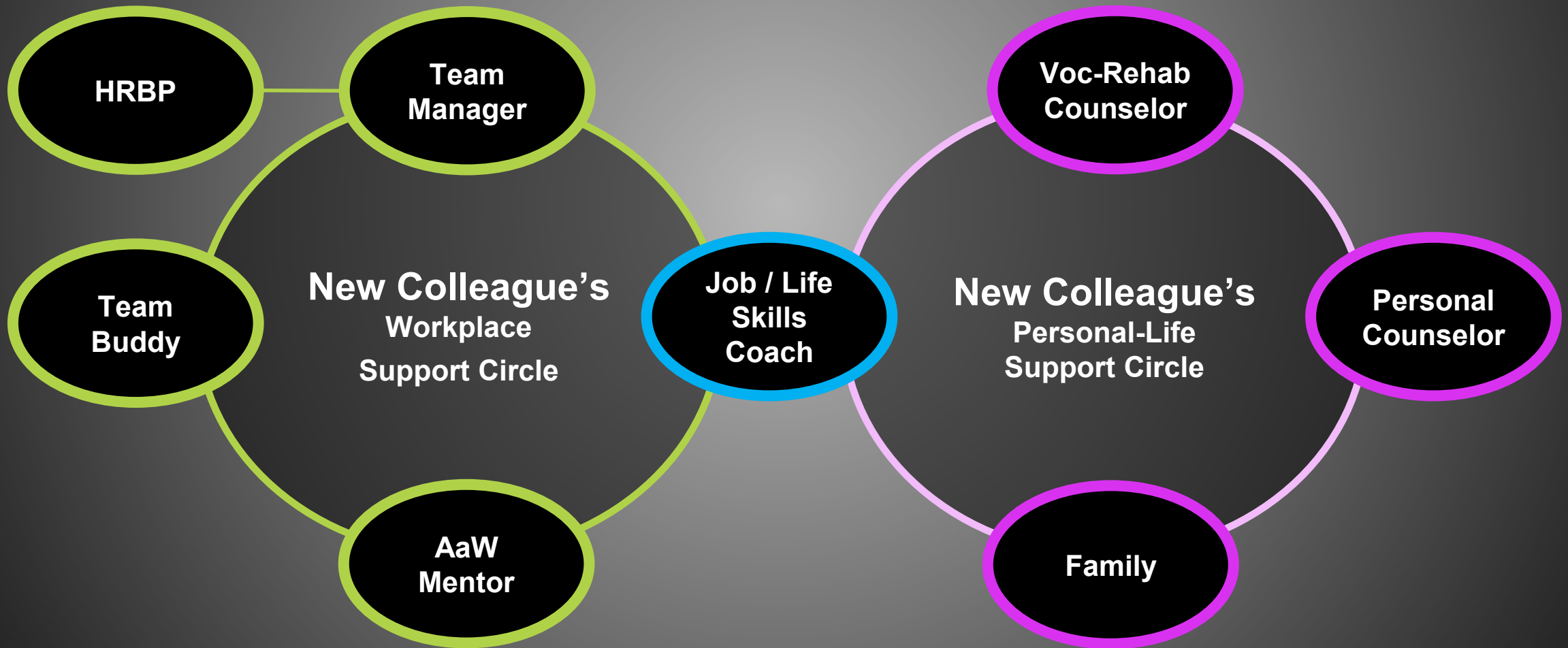




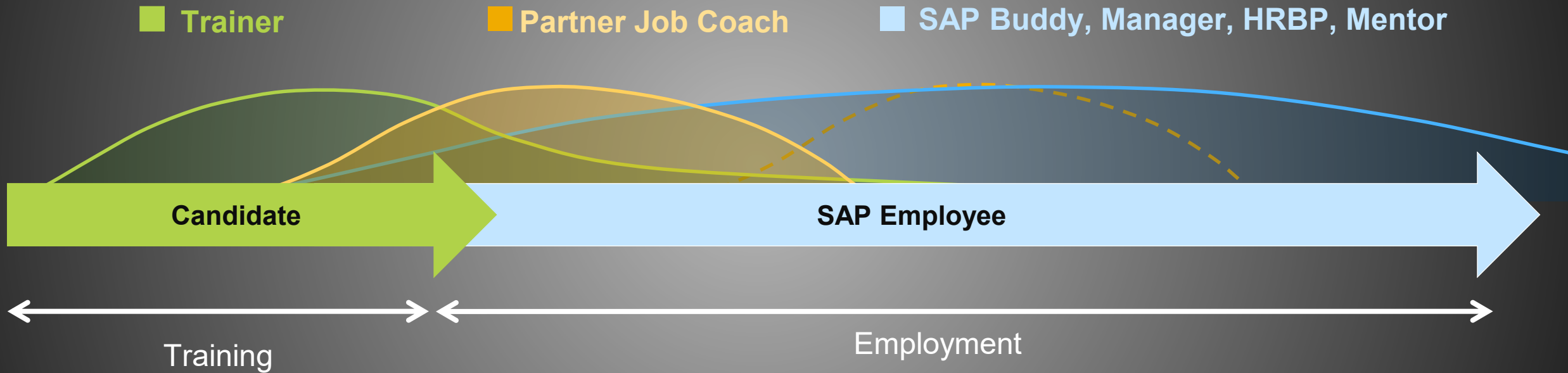
# High Level Process



# 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><li data-bbox="715 696 1793 739">• BECOME INDEPENDENT SELF ADVOCATES</li><li data-bbox="715 853 1026 896">• HAVE FUN</li><li data-bbox="715 1011 1472 1053">• ROLE MODEL INTERACTIONS</li><li data-bbox="715 1168 2277 1210">• FAMILIARIZE STUDENTS WITH WAYS TO LAND AND KEEP A JOB</li></ul>

# Objectives

Objective	How?
Introduce our environment and what we do	<ul style="list-style-type: none"><li data-bbox="754 618 1921 665">• INSPIRE STUDENTS TO PURSE THEIR PASSION</li><li data-bbox="754 775 1360 822">• SHOW HOW WE WORK</li></ul>

# The Pilot

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

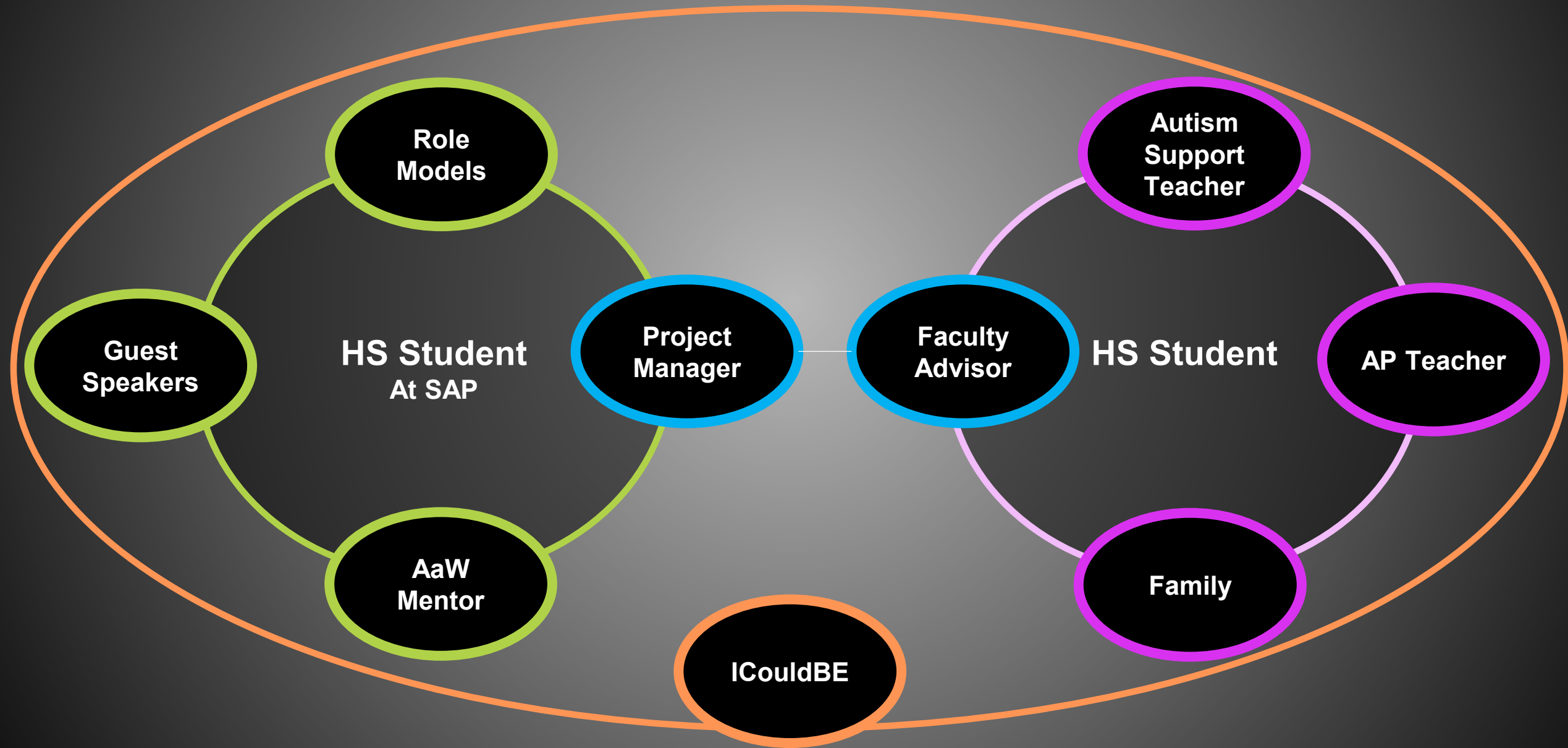
**There is no promise of future employment or acceptance to the SAP Autism at Work Program as a result of participation in this program.**



# 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