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?

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

Scottsdale
Newtown Sq.
Walldorf
Bangalore
Prague
Dublin
Paris
Montreal
Vancouver

16

Buenos Aires
Sao Leopoldo
Sao Paulo
Rio De Janeiro
Pittsburgh
Montreal
La Crosse
Belleview
San Francisco
Brisbane
Dallas
South San Francisco
Palo Alto
Mexico City

3

Beijing
Tokyo

9

3

4

6

1
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
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*

**2019**

**2020**

...
Our Partners

GLOBAL Private – Public Partnerships
High Level Process

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

2. Candidate Search & Pre-Screening
   - Candidate Search via
     - Partners
     - SAP
     - Universities, Colleges
   - Pre-Screening
     - Phone Interviews
     - References

3. Soft Skills Training & Lego Hangout
   - 1-Week Soft Skills
     - Social
     - Communications
     - Interviewing
     - Disclosure
     - …
   - 1-Day Meet and Greet
     - 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

- 4+ weeks
- 2 weeks
- 5 weeks
- 3+ weeks
6 Week Training
Support Circle

- HRBP
- Team Manager
- Team Buddy
- AaW Mentor
- New Colleague’s Workplace Support Circle
- Job / Life Skills Coach
- New Colleague’s Personal-Life Support Circle
- Voc-Rehab Counselor
- Family
- Personal Counselor
Business Transformation
~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”)

Shareholders
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
Live the SAP Vision
Inspire students to pursue their passions
Increase employee engagement
Innovation comes from differing perspectives

Shared Belief in Student Potential
Familiarize students with jobs
Provide HOPE for Families

Extend Career Pathway Model to students with Autism
Frustration of unrealized potential after graduation
Increase likelihood of employment

Motivation
### 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>
</tr>
<tr>
<td></td>
<td>• Have Fun</td>
</tr>
<tr>
<td></td>
<td>• Role Model Interactions</td>
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<tr>
<td></td>
<td>• Familiarize Students with Ways to Land and Keep a Job</td>
</tr>
<tr>
<td>Introduce Students to our Environment and What We Do</td>
<td>• Inspire Students to Pursue Their Passions</td>
</tr>
<tr>
<td></td>
<td>• Demonstrate How We Work</td>
</tr>
</tbody>
</table>
### Objectives

<table>
<thead>
<tr>
<th>Objective</th>
<th>How?</th>
</tr>
</thead>
</table>
| Introduce our environment and what we do | • INSPIRE STUDENTS TO PURSE THEIR PASSION  
| | • SHOW HOW WE WORK |
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
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

- Expectations exceeded assumptions
- Change of culture
- Corporate meets the classroom
- Impact on Social Skills
- Safety in self-advocacy
Thank you