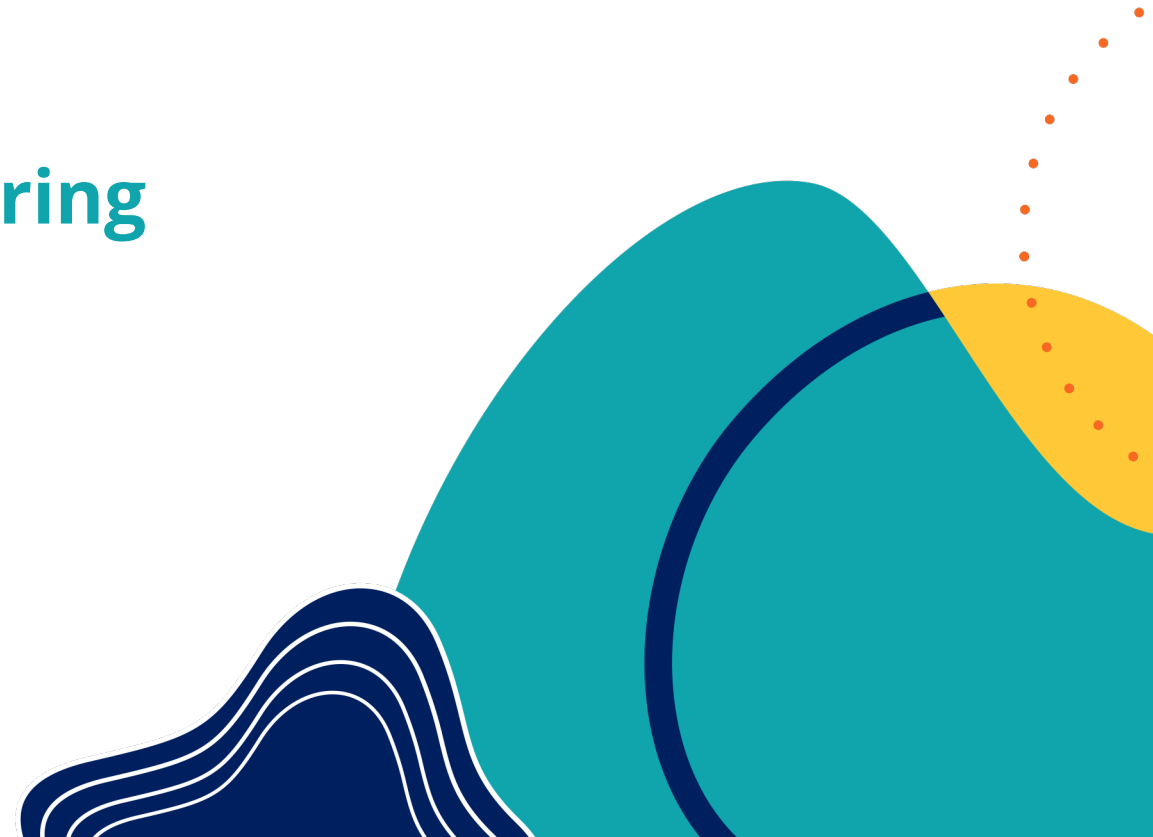
Autism Friendly Hiring Program

The k**INTERN**garteners



© 2021 Pegasystems Inc. CONFIDENTIAL

Meet Cameron

- Cameron is looking for a remote internship in the technology sector
- Even with a college degree, Cameron is part of the 80% of people with autism who are unemployed
- Previous hiring processes have been overwhelming
- Through **Disability:IN** Cameron discovered Pega's Autism-friendly Hiring Program



Program Plan



Building Better Interviews with Applicant Day Programs

- Group activities showcase hard and soft skills
- Mock interviews increase confidence
- Job Coaches help keep interviewees calm and on track
- Longer breaks limit sensory overload



Implementation Timeline

Nov 2022

Internal Setup

Build out the program steps and finalize the program team

Jan 2023

Training

Inclusivity and communications trainings for hiring managers, interviewers, and mentors

May 2023

Pilot Launch

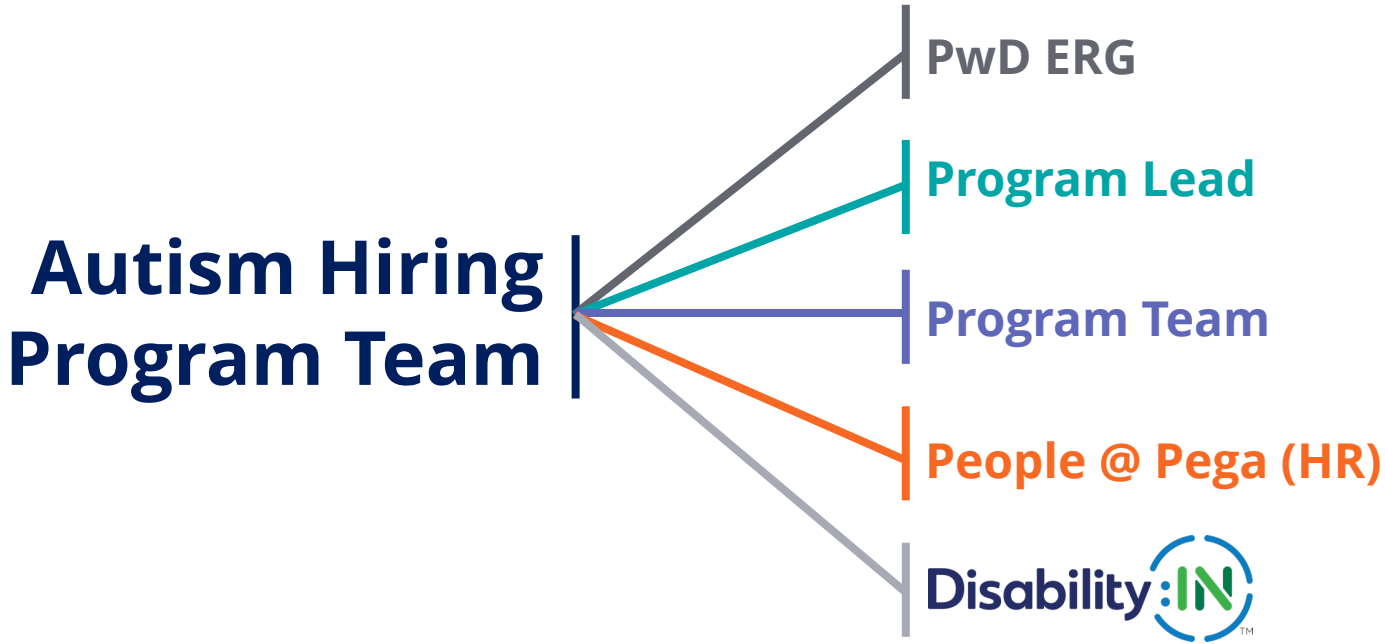
Trial run the program with autistic applicants to the 2023 Fall Internship

Continuous

Reflection & Expansion

Improve and expand program to other neurodiverse groups

Implementation Team



Key Performance Indicators for Tracking Success



1

Quality

Feedback, check points, user satisfaction surveys



2

Timeliness

Milestones completed by or before set dates



3

Budget

Budget Variance, Number of Budget Iterations



4

Return on Investment

Evaluation of efficiency of our program

Other businesses' approaches

Google

Trained 500 managers on better onboarding and coaching for autistic hires

HP

Created specific preparation for interviews such as workshops and mock interviews.



Dell

"One individual hired through the program finished an eight-week assignment in just *two weeks*."

Importance of Inclusion

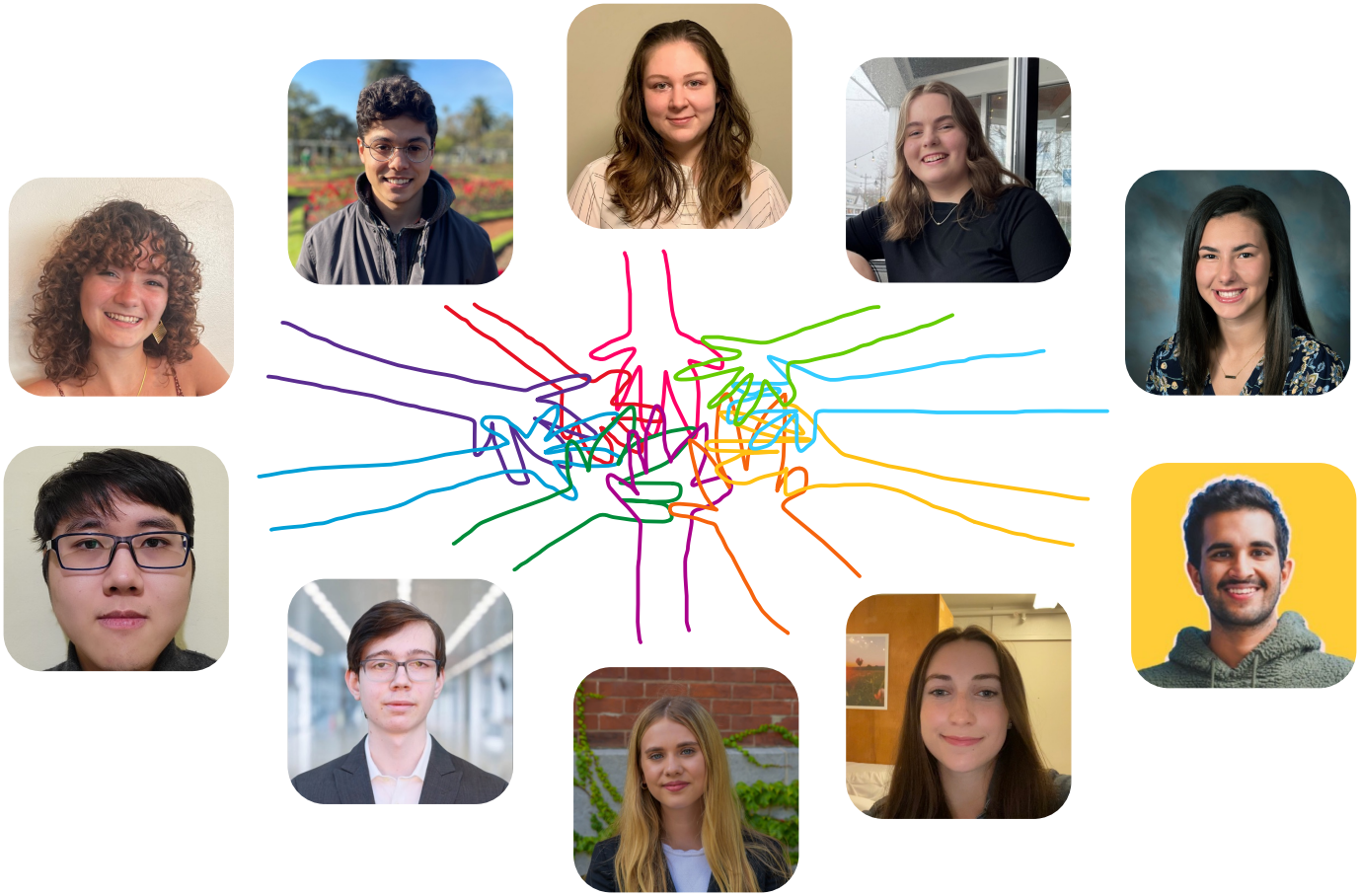
How will PEGA benefit?

- Hiring individuals with autism means hiring those with:
  - Attention to detail
  - Methodical approach
  - Deep focus
  - Integrity

- Opening doors for other neurodivergent disabilities!



Thank you from the kINTERNgarteners!




PEGA®