

SAP Autism at Work — Neurodiversity Hiring for Digital-Sector Careers

Digital Inclusion · Good practice · Germany

Quality score: 96/100

Evidence strength: Descriptive / self-reported

Summary

Since 2013, SAP's Autism at Work programme has hired 215+ autistic employees across 16 countries into tech roles, self-reporting ~90% retention; figures are company-reported, not independently audited.

Key dimensions

Dimension	Score
Innovation level	4/5
Sustainability (ongoing)	1/1
Evaluation evidence	1/1
Demonstrated reach	1/1
Documented learning	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-07-09

[SAP SE](#) — accessed 2026-07-09

[SAP Community: Autism at Work Program Celebrates 10 Years of Success](#) — accessed 2026-07-09

[Autism Spectrum News: Corporate Neurodiversity Hiring Programs](#) — accessed 2026-07-09

[Embrace Difference \(ERT.eu\): Autism at Work case study](#) — accessed 2026-07-09

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