



# SPECTRUM PROGRAM

SHAPING A WORKPLACE WHERE  
AUTISTIC PEOPLE THRIVE



# WE VALUE DIVERSITY

*"There's not much point collaborating where everybody thinks like you. So getting that diversity of thought is really important."*

- Shayne Elliott, ANZ Group CEO, AFR Boss Magazine, February 2016

## DIVERSITY - IT'S GOOD FOR INDIVIDUALS AND GOOD FOR BUSINESS

Across ANZ we strive to ensure our workforce reflects the **diversity of our customers and markets**, and harnesses the unique talents, perspectives and experiences of all our people and the communities we serve.

By providing a **supportive employment environment** we hope to empower autistic people to build greater independence and thriving careers at ANZ and beyond.

We believe the diversity – particularly different ways of thinking – autistic people can bring to teams within ANZ represents a **valuable problem solving capability**.

The Spectrum Program is one way we're responding to the need to recruit the right people for in demand capabilities in areas like – but not limited to – cybersecurity, coding and testing. We believe that given the right support, we can help autistic people build meaningful and fulfilling careers.



### BENEFITS BEYOND DIVERSITY

Organisations pioneering autism at work programs like JP Morgan found that autistic employees could be over **50% more productive**. DXC.Technology's research in partnership with LaTrobe University has also shown that autistic people have **high levels of loyalty** and are less likely to leave an organisation.





# THE STATISTICS THAT INSPIRED US TO ACT

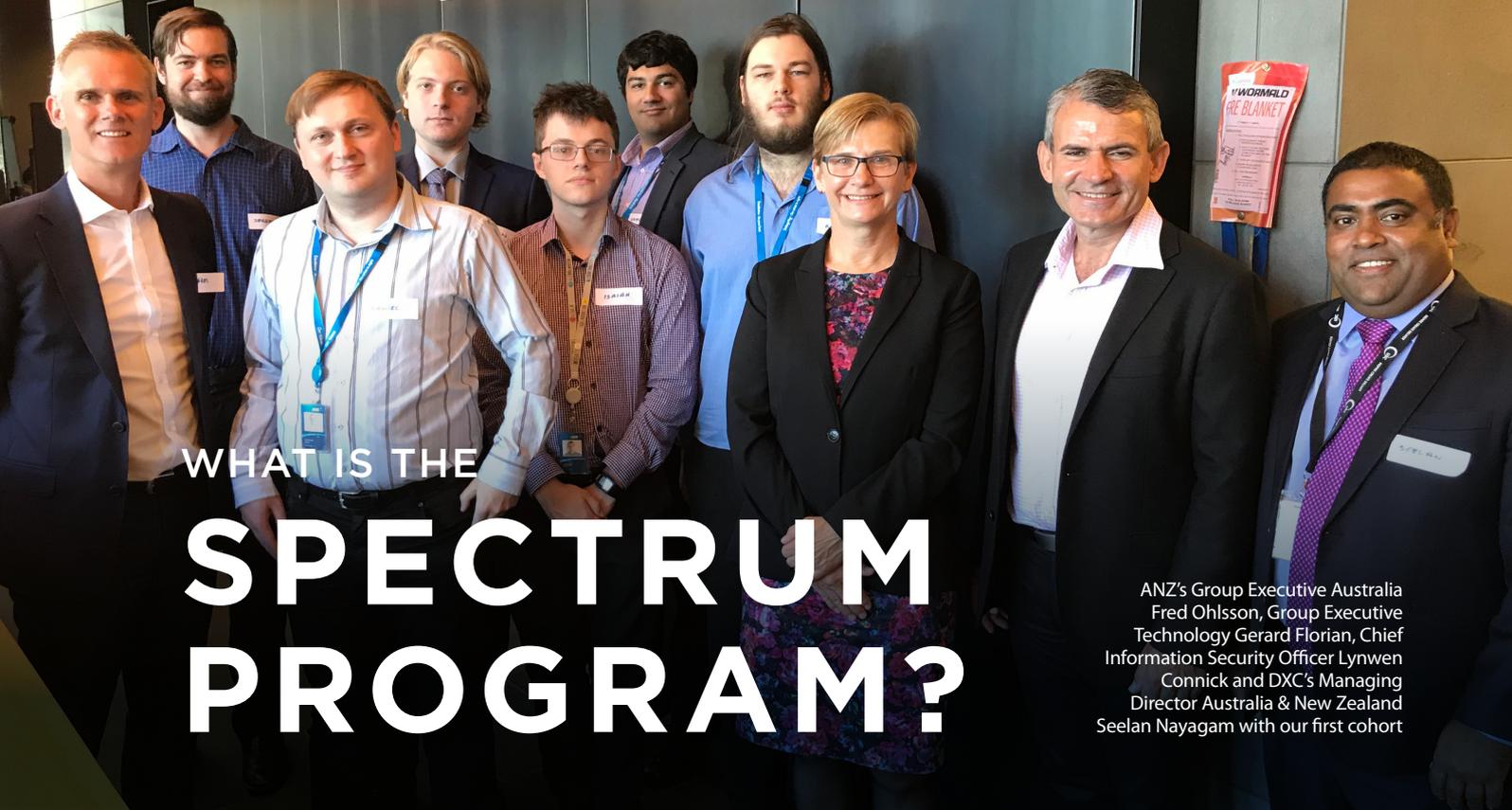
*"Every organization needs top talent. Leading companies like ANZ recognising that people who are neurodiverse can add significant value to strategic business outcomes helps us make much needed strides to move a significant segment of previously untapped talent into the workforce."*

- Susanne Bruyere, Professor of Disability Studies and Director of the Yang-Tan Institute on Employment and Disability, Cornell University

As the diagnosis process has improved, the percentage of people on the autism spectrum – previously thought to be low – has increased by 42% since 2012. Approximately **1 in 100 people** in Australia have been diagnosed with Autism Spectrum Disorder. Associated with this are the following unemployment statistics that inspired ANZ to start the Spectrum Program.



Source: Australian Bureau of Statistics, 2015 and Australian Institute of Health and Welfare, 2017



# WHAT IS THE SPECTRUM PROGRAM?

ANZ's Group Executive Australia  
Fred Ohlsson, Group Executive  
Technology Gerard Florian, Chief  
Information Security Officer Lynwen  
Connick and DXC's Managing  
Director Australia & New Zealand  
Seelan Nayagam with our first cohort

## ANZ'S SPECTRUM PROGRAM IS A 3-YEAR COMMITMENT TO:

-  Recruit and train autistic individuals using an approach best suited to their needs to support their professional development
-  Introduce an education program at ANZ to challenge common negative perceptions of autism and help build an autism-friendly organisation
-  Expand into other areas of the bank – we started in Technology, but that's just the beginning
-  Take a 'whole person' approach to supporting individuals professionally and personally so they develop thriving careers within ANZ and beyond
-  Partner with key secondary and tertiary education organisations to improve the employability of autistic people



### CYBER SECURITY FOCUS

The Australian Cyber Security Growth Network reports that between now and 2027 the domestic cybersecurity sector will need at least 11,000 additional sets of hands to provide the protection our country needs. Harnessing currently untapped talent within the autistic community is one way ANZ is tackling this skills shortage.

A social problem, cybersecurity needs to be addressed using a multi-disciplinary approach, including new ways of thinking, recruiting and retaining talent. ANZ Chief Information Security Officer Lynwen Connick notes that "our industry needs people who are going to approach the work differently and we believe that autistic employees contribute to diversity of thought which is invaluable in keeping the bank and our customers safe".

FROM INCEPTION TO

# WELCOMING NEW STARTERS

NOVEMBER

2016

- **November 2016** ANZ hosted the apps4Autism hackathon, where participants appealed to be thought of as having different abilities not a disability
- Working group formed to research what shape an ANZ autism support program might take
- Executive Sponsors secured
- Socialisation of program idea to gain wider buy in
- **DXC.Technology** selected as partner with expertise to support recruitment and ongoing workplace support
- Investment case finalised and executive approval given
- **October 2017** Partnerships formalised with DXC and La Trobe University
- Involved in research, awareness and advocacy activities including 2017 Asia Pacific Autism Conference and external media coverage
- 3-month advertising, recruitment and on boarding process
- Autism education introduced for teams working immediately with our new starters and for everyone at ANZ
- **February 2018** New starters commenced work with ongoing support from a dedicated Autism Spectrum Consultant

FEBRUARY

2018

*"We went on a big journey from inception to welcoming our first cohort in February 2018. We hope that sharing the steps we went through will be useful to you in considering the valuable skills and talents of autistic people in your own organisation."*

- Matt Ormiston  
Spectrum Program Director, ANZ

*"Beyond matching talented individuals to areas where we need these skills our hope is that what we learn from our program will help prepare and guide others who want to shape workplaces where autistic people can find meaningful long-term work and thrive."*

- Gerard Florian  
Group Executive Technology, ANZ

## WANT TO FIND OUT MORE?

Please contact us:

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