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>> Good afternoon, everybody. And welcome to the Respectability webinar for July 27, 2016. I'm delighted to be here with you today, one day after the 26th anniversary of The Americans with Disabilities Act. We're excited to be joined today by Thorkil Sonne. If you've been working on the employment issues with people with disabilities, you probably heard the name Thorkil come up. And that is with some very good reason. He's been doing amazing, innovative work with employment opportunities, high technology jobs with people in the Autism Spectrum. We're delighted to be here today to share his experiences to show-- what it does and we always with these webinars, we want to bring in the leaders and game changers who are at the frontlines with jobs with people with a wide variety of disabilities. We're glad to be here with Thorkil. Our webinar is possible by the wonderful support of JP Morgan Chase. After this webinar, in a couple of days, we shall be posting a recording of this session as well as a copy of the PowerPoint slides that we're going to be going through today. And after Thorkil has gone through his, we'll have a time for questions and answers. We'll have the operator tell you how to dial in. We thank JP Morgan Chase for making this possible.

Let me give you a brief biography of Thorkil. Thorkil Sonne is a Director and President of Specialisterne Foundation, Inc. He founded Specialisterne in 2004 as the first market driven company where the skills of high functioning people with Autism Spectrum disorder are used to perform high quality services like software testing for corporate customers. Specialisterne has been a case study at Harvard Business School, won awards for his work. He has a long background with TDC, Danish communications firm. He's also been the past president of a local branch of Autism Denmark. One of the important reasons he's doing this great work, he's a father of a son in Specialisterne. I'm going to turn it over. Take it away.

>> Thank you, Phillip. And thanks to all of you who called in today. I'm delighted to share my story about hope action, and impacts when it comes to employment of vulnerable population on the Autism Spectrum. And I will talk about my background and motivation and the vision we have. And I will talk more about specifics and what we do. So I'll say specialist, enough times, so you will get used to the strange Danish word which is Danish for specialist. It's our attempt to provide a space in the labor market

that is not just for generalists with social skills but actually can work also for people who may be less strong on the social skill side.

I will bring in a couple of cases from our major clients who are working, bringing the employment program of autistic people into global companies. And then I look forward to a Q&A session at the end.

But 16 years ago, I did not know anything about autism. My youngest son, when he was 3 years old at the time, at home he was very much like his older brothers. He was a very caring, smart, trustworthy guy. And in kindergarten they saw another child when they saw him outside his comfort zone, trying to find the quiet corner in a vacant swing in the garden. He tried to reject when adults wanted him to play social games with others.

So he was really outside his comfort zone. And it must-have been terrible for him. And we were called to a meeting because they liked-- they also said they needed, the kindergarteners were really for mainstream kids. So we were kind of given the view of how it looked in a kindergarten setting. And we were taken by surprised when we were told that he was autistic and it's a lifelong condition. There's no cure. You cannot cut it away. It's something that you as a family have to prepare for. So the plans that you may have had for your family, you have to make new plans now. It's another journey.

So that was kind of cultural. We saw that cultural at that point in time. And then what we-- it brought us forward-- nothing has changed. Exactly the kid you had hoped for when he was comfortable. So we decided maybe it's not him. The autistic is the problem here. Maybe it the our society that is not fitting in. So I saw a Specialisterne as a social price that is a company that's solving to solve the social problem. There are a lot of issues when it comes to autism. And one of the biggest ones is really that probably 80% of autistic people are unemployed or underemployed even though they have a lot of skills that the business needs.

This divide, so we look at people on the supply side and the demand side it's probably 1% of the population is autistic. The recent figure says that it's about 1.5% of all kids. And those-- it's a lifelong condition. And we have reason to believe that that's kind of general in the population.

As I mentioned, about 80% are underemployed. And many do not want to work if they are autistic because they're afraid of the label and the lower expectations. There's a lot of opportunities for talent development to be understood in the school system, in your families, in the state, support system, and in employers. It's really difficult. And there's a big miss match between talent and gap. Should may have a really good degree, but they may end up packing bags in the grocery store. And that doesn't look at your resumé if you want to get into the high tech sector. And the job site, there's a problem as well. Because employers, they see an aging work force particularly in the state and government system. There's a high average age. And employers will place a demographic challenge soon. So we need all talent on deck really.

Lack of innovation, many companies, because they tend to hire people who are the same. The ones who are there. And you really get innovation when you combine different people and not just mid stream people. There are thousands of vacant jobs. And in particular in the high tech sector. One example in Melbourne, Australia, so thousand vacant jobs in software testing alone. That means businesses can't realize their growth, opportunities. So there's a limited talent pipeline and autistic talent is very much overseen. So there's a huge did I side today that needs to be removed.

Actually it's not just autistic people who struggle. And really it's not about autism. It's about Dandelion. All locals see the Dandelion. What is a Dandelion? Is it a weed? Is it a Herb? That depends if it's in a welcoming environment or in a non-welcoming environment.

Kids want Dandelion. They grow Dandelion to have fun. But when you buy a house with a garden and you see the wonderful yellow flower again, probably you'll --. it's not a weed. And your lawn has to be uniformly green and only the flowers you have decided upon are welcomed.

But if you take the Dandelion from the lawn and put it in the kitchen garden, treat it well, you'll find out that it's one of the most valuable plants in nature for natural medicine, coffee, tea, wine, beer. And basically farmers make a little more growing Dandelion. Treating the plant as an Herb instead of a weed. There by getting access to the nurtures.

And we are all Dandelion somehow. We bloom away from home one day. And it will be the environment that we end up that that will decide if we'll be successful or not.

So the parallel, so autism is, of course, that most autistic people they have, they all have the same potential value in themselves. That is only when they meet employers that understand and support that they can realize their value.

So we've chosen the local Dandelion-- to remind everyone that if they see a person with a disability and disorder and see that as from a weed perspective. Then we say it could be an Herb and let's help you with that perspective.

Specialisterne is thriving for-- people are giving equal opportunities in the labor market. Our mission is to educate stakeholders in talent and career development for autistic people through innovation, collaboration and knowledge sharing.

We have 12 years of track record. We founded in Denmark. We experience from 15 countries. We have formal global collaboration with Hewlett-Packard and SAP. We're associated with the US business leaders network, the UN department of public information and the world economic forum. And I relocated to the U.S. in 2013 upon invitation by government or-- and roll out our concepts, adapted in the U.S. and roll it out that a partnership based model. So I live now in Delaware with my wife and autistic son who is 19 years old now. We are probably around 200 jobs. We work with major corporate clients and community agency partners and education partners.

We developed over the years on-boarding program. So when companies say we have these jobs that we believe could be a good fit for autistic people and would like you to be our-- and max them, max the talents with the individuals with the managers. When we head that, those job descriptions and reviewed them based on our experience, we'll go out into the community with our community agency partner with vocational rehabilitation. We'll go out in the parent organization and self-advocacy, community, high school, universities, to see what's the talent. And if there were potential jobs then we may look for maybe 30 candidates for jobs like that.

>> and then we have-- we invite about maybe 16 to a workshop where we will get to know the individuals better. We'll start introducing robots, and give them a challenge and while we solve that challenge, we observe and we learn a lot from letting autistic people show us about themselves, their personality, their skill sets, their motivation instead of through an interview where they have to tell us.

So if there are 16, we may invite 13 into a four-week assessment program where we go through a competence development bottle that we developed with delight nine years ago in order to really match skills, workability with the job positions at hand.

And if the 12 go through the assessment program, maybe 10 and up. Transitioning into the jobs, and then provide ongoing support in the employment situation to ensure that it will be long lasting and there will be a career development opportunities.

The assessment program is really based on our Dandelion philosophy. We are looking at these Dandelions and then we are learning what does it take to create the work zone and make that be the comfort zone. So our four week program is based on robotics and we use it to get into the comfort zone because all the assessment takes place at our corporate partner. So together-- to have a-- having colleagues, having a trainer and getting used to the it. That's the purpose of the first week. The second week is where we expand from an individual comfort zone to an a team comfort zone. We introduce a developmental framework called scrum. We give them a challenge where they have to brainstorm, promote their view and they have to prioritize a theme. They have to make a project plan and they can bring down more information.

So the whole week is about learning how to do teamwork, what are the expectations, what are the roles. And all of that is supported by an e learning at home called Safari. There's e learning combined with practical experiences. Then we assess the different skill sets, especially skills, normally we see that with autism. We-- the ability to see patterns, high accuracy. Attention to detail. But everyone are different including autistic people. So we need to know what others, what is the profile of the individual.

We prepare more for the work zone. We engage with managers, others, mentors, that's part of the support structure that we build up in the company. The managers will go to lunch. We will have training programs for the company employees. So there will be a high and low education program to make sure that the autistic people when

transitioned into the job are well understood. And we bring a job coach in place from our community agency that will do most of the assessment program with our support.

So we have observed there is a lot going on. High levels with-- and we will observe motivational workability and skills in three areas, the professional skills relate today the job description. Skills related to more the teamwork, business development promoting yourself, sharing your ideas; and special skills that are specific for autistic people.

In the U.S., we have collaborations partners, Hewlett-Packard. We have clients like Microsoft EY, IBM, Oliver Wyman. We work with corporate or partners, CAI. And through CAI we enable jobs in the State of Delaware in Capital One and JP Morgan Chase and we are working with a new company called the Precisionists where they are the ones hiring just as CAI and then the autistic people will work as consultants for all of the clients. Where the corporate clients listed above, that is where we help the companies bring autistic people directly into the companies.

Our community agencies are different chapters of the arc. Like in Philadelphia and New York and DC. It's expandability in sill Silicon Valley and Seattle and Columbus Community Center in Salt Lake City.

The evolution that we have been going through, when I started it was about facing individuals and it was creating awareness that also autistic people can create value for employers. And so far, in our first 10, 12 years, we've enabled 1,000 jobs in 15 countries, created some awareness. At the moment the philosophy is more from an individual plant greenhouse where the company is on-boarding for specific companies. We have seen more and more acceptance that even though many companies prefer order to disorder, people with disability with a disorder, generally they're accepted in the companies I mentioned. The proof is we are working with ten global companies and partners.

The next decade, we will really go from a greenhouse to a field into mainstream business. And the products will be more on innovation, education. We will focus on identifying and removing barriers to talent development and employment. And then we work through a partner, ecosystem who can work all over the U.S. with the operational partners. Our ambition is to go from acceptance to appreciation that actually autistic people will not just be accepted but will be welcomed and appreciated for the value that they provide because of the special personality and all the skills that they can contribute.

The proof of concept will be to enable 100,000 jobs in the U.S. and 1 million globally. And we can only do that by removing the divide. Our ambition is to work on the supply side, in the education system and because the study basically is the same as work in a company. And to be teachers basically the same as being a manager.

So autistic students, they need a circle of support, someone who understands them just as circle of support is needed for autistic people who are employed. Our ambition is to teach our Dandelion philosophy both on the supply and demand side, bringing the

same values of the four key values that we have to this respect, that difference is good. And the more different people you have in teams, the stronger the team. It's accommodation, make sure that everyone finds their comfort zone in the work zone. It's about clarity, setting expectations clearly. It's about accessibility. If you need guidance, you will know where to go.

So we want to do the same basic programs on both sides so it will be much easier to do recruitment by apprenticeships, internships, and employers can also take part in students support structure and disability.

And we need to focus on education and certification. I would like to show a little video. I hope that our facilitator will be able to send that.

>> (Showing video)

>> Thank you. This was very much how our Dandelion philosophy is in real life. I think it's about-- a video about how do you make an application. If you're autistic and how do you turn your autistic traits into something that you've seen as positive. As a recruiter who's used to people who are looking at them in the eye, giving them handshakes, giving the irony and sarcasm that could be difficult today. So we have a big job teaching recruiters to understand the talents and what it takes for people to excel.

Our objective is to increase the job opportunities nationally at small, medium sized and large public and private employers for autistic people and increase the opportunities for autistic students to identify and develop the talent. And when we have these two in place, increase transition opportunities by applying the same knowledge among stakeholders on the demand and supply side. And then promote appreciation of autistic people and neurodiversity so that nothing-- so that people do not fear a label that could reduce the opportunities in life if they disclose autism.

Identify and validate the barriers to talent and career development through research and metrics; to remove the barriers through development and scale-able solutions that have been mandated; to document, manage, and share knowledge with stakeholders. Provide education, accreditation, and support services; and from collaborations and partnerships on the supply side and on the demand side; and train and accredit and support partners as engagement and delivery channels of operational services.

Internationally, we are pretty active in Australia, in the U.S., in Spain, in Brazil, and in Canada right now. We have requests for China. And there's a lot of requests for India as well. What's important for us is that we are able to use the experiences that are being established in other countries. And so, for example, the U.S. will benefit a lot from what we have experienced in Denmark, in Australia, and other countries. So we are try to go think global because autism, neurodiversity is really a global thing.

And we are associated with the UN and this gives me pleasure because our ambition is not that our solution should only benefit the wealthy part of the world but also the developing countries. And I was happy to take part in planning the UN World

Autism Awareness Day last year. Ban Ki-moon made a call to action to encourage into employing autistic people. And this year I was with Hewlett-Packard and SAP in a panel to discuss sustainable development growth and economic growth. With SAP and HPE and Specialisterne, we have formed a goal for this collaboration to work on removing some of the barriers to employment and create greater inclusion and acceptance for autistic people through creation of information asset that will help awareness of the value of neurodiversity in the workplace; videos and success stories that will raise awareness; Cross-company common training, curriculum, to hire and retain autistic people. So we should share if the program works at Hewlett-Packard or it may work at SAP. And through us we could make that available for other companies as well.

Exchange experiences in areas of sourcing, training, hiring, work, experience programs, retaining individuals in the Autism Spectrum. Investigate all the barriers to employment for autistic people such as industry accreditation courses. So one of the activities is to make sure that, if there were course has accreditation. Like in languages for example, make it for autistic people. Pour in information sharing sessions at the world economic forum, Davos, UN events. And this year we had our first summit of this kind at SAP's North America headquarters.

At Hewlett-Packard they call the program the Dandelion program. And it's partnership between the Australian government, department of human services, Hewlett-Packard Enterprise and Specialisterne. And it's pretty unique in that way because the government who has a big interest in giving more tax payers instead of paying for, to support autistic people who seem to be instructing to get a job.

We have a research partner in Australia, the University of Melbourne. And it's-- autistic research center that follows and documents and assesses our model and suggests improvements. And Cheryl says, "This program is unique because it attacks the problem of employment for people with and ASD, not simply by pushing harder the peg into the square hole, but instead by addressing the support need on both ends."

Economically Pricewaterhouse Coopers has done a report saying that for every 101 autistic people who go from being unemployed into a job such as Hewlett-Packard and keep that for 20 years, it will increase the gross domestic product by 425 million Australian dollars. That's about 310 million U.S. dollars. So there's an enormous economic gain for society to support programs like ours.

Socially, families of the autistic trainees are profoundly impacted. Employees are impacted on a social level, and the autism community is inspired and there's really hope for a better future.

There were a lot of-- all examples-- in the organization of HP, they see an improvement in quality and efficiency. There's an excitement and pride in the organizations for the program and improved staff morale. There's actually a lot of increase in any big company who are affiliated somehow with autism or some other

disability and find a special pride in working in that company that works with a program like ours.

For the individuals, they improve self-confidence, gain independence, reduce reliance on family and dependency on government payments. And many of those they have an experience of being treated like a child by parents. And they have faced the humiliation because of lack of success funding a job. And the team is really making new friends within the organization. So there are many benefits. The learnings, there's a commitment and investment to get this going. And from there you can work on mainstreaming the processes in the company.

It's important that the company commits to the program with a high level support and that you're open to the community to involve stakeholders and the autism community right from the start; specialist people foundation, of identification and assessment model. We are the trusted partner of the client. And then do some family, company awareness sessions. And you will find out that many are supported and provide a good support structure for the trainees. Trainees that HP work for the new employees.

And then the success stories you can read more about them on autism at work. The Olympic company that we work for is SAP, the Autism at Work program. And they committed in 2013 that 1% of their global workforce will be represented by the employees in the Autism Spectrum which is 650 jobs. And that is very much in line with the mission of making a world run better and improving people's lives.

The conclusion on why hire autistic people is really they want to attract the best talent in the industry; bring a different perspective to our creative process; tap into an underutilized source of talent; and capture the special skills of people with ASD. And they hope for higher retention rate which results have been proven so far. And because they find that autistic people who are, by understanding and support, can really demonstrate a lot of growth and appreciation for the workspace.

The SAP roadmap, the first years were part of learning via pilots at locations worldwide. And so far we have the concept to-- Vancouver, Montreal, Palo Alto, the U.S., Brazil, the head quarters in Germany, to the Czech Republic. So India, Bangalore, and we're working right now to bring the concept over in the next on-boarding-- in Sydney Australia.

So it's a major investment from SA,P, and then there will be years of process mainstreaming, gain more sustainability to go from good practice to better practices the end goal and process maturity in on-boarding equivalency. Which means it will not be any different with an autistic person to a non-autistic person.

The roles of Hewlett-Packard have been software testing. And now they're working for the Department of Defense where it's more about data analysis, data mining, fraud detection. At SAP they're working at the moment with 18 roles. So I think specialists are mostly known for software testing but really we do a lot of different job-- Software

Developer, Information Developer, Software Tester, Business Analyst, IT Technical Support, System Administrators, 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, Project Manager, HR Service Associate. We're not working with just high tech jobs. We expect to go into the ECRA, maybe with a major farmer in Australia. We're going to work with the retail industry in Denmark which in the U.S. It could be similar to a Target or Walmart where you don't need to have a college degree or university degree. You do not need to have a high school degree. And so today we are mostly known for the high tech jobs.

Microsoft, SAP, Hewlett-Packard but really all assessment models are well suited for many levels of complexity.

I'd like to finish off with a picture we're particularly proud of. It's a picture of students from the Specialisterne Denmark Youth Education Program. It's a program for youth between 16 and 25 years old who are autistic, who do not fit into any other youth organization even with support. They have a team that took part in a European space agency, robotic competition last year. And it's not a competition for autistic people or people with disabilities. It was mainstream competition. And our team from Specialisterne Denmark, they won. And I think that really challenged the understanding of ability and disabilities. Because if autistic students who have a disability can beat all the other European teams in a robotic competition, then let's discuss what is ability, what is disability, and let's-- I think this underlines the Dandelion philosophy very well that people in the comfort zone, in the work setting or in the education system can have tremendous ability. It's really when you get outside your comfort zone that you see a lot of that ability. But that's not specifically for autistic people or people with disability. That's really another thing. So we are very keen to the, to bring our concept into the education system. We are our assessment model, a student version that has been operating for at least-- at a high school in New Jersey. And it's essentially wonderful to see young students, autistic students in a summer camp activity and developing robotic solutions and really thrive in a team setting, getting prepared for a career in the labor market.

This was my introduction. Thanks for your patience. I'll be happy to answer questions, if I can.

>> That was a wonderful presentation, Thorkil. I know we have a couple of questions from the chat box. Operator, do you want to explain to folks how they can ask a question by their phone?

>> Yes, Phillip. Hello, ladies and gentlemen, if you dialed in and would like to ask a question, please press 7# on your phone now. And you will be placed in the cue for the order received. Listen to your name to be announced and answer when prompted. You can use the chat window located on the left of the presentation also.

>> In the meantime, I know there was a couple of people asking about a link to download the slides. I've updated that. You can find it in the chat box. If you missed that, we will be posting a video recording of this webinar and a copy of the slides in very soon. In the meantime one of the first questions are from the chat box was from Tanya who said, "Hello. What type of data and metrics are being used to identify barriers to talent and career development?"

>> That is-- not much at the moment. But that is our ambition. We are going into the new model now. We go from having an operational model and more scalable focus. We emphasize on research and development. But we have some indications from, there are many people onboard, research institutes that suggests somehow others pipeline look line. And our ambition is to make a global research together with a professor who wrote that case studies of Specialisterne and the SAP and Hewlett-Packard. Autism employment, models, we don't see how can we take a global research that kind of identifies the talent pipeline and the barriers are today.

What we know in the U.S., for example, is that based on the research by Drexel University, that 75 of the autistic people who are supported but vocational rehabilitation to get a job, 75% will end up under the poverty line in part-time jobs while the people that we bring into the companies, they go into directly competitive jobs. So they work-- their salary is similar to anyone who got the same job and have autism. And we know disclosure is a big challenge. And probably they're ten times as many non-disclosed people in the education system today as people have disclosed and that is a major barrier because we know how difficult it is if you are outside your comfort zone. But how's can you get across this barrier of fear so disclose and that you are autistic and therefore need special understanding.

So we are at the start of what we will focus on over the next few years. And we will both combine existing research, but we'll also combine metrics. And the companies we're working with will be encouraging to metrics where you can learn about performance and about support needs, career development. And so we're knew, in that space, but this is where we'll be going in order to make the bigger impact.

>> Wonderful. Operator, do we have any phone questions?

>> We have no questions over the phone.

>> Okay. Well, the chat box is going quickly. So, um, another question from the chat, was from Linda D who specifically was asking about work shops. And mentioned how CMS is no longer going to be paying for workshops after 2019. And a recent determination there. Thorkil what kind of plans do you have for regional training and-- Specialisterne is placing in these incredible jobs?

>> Well, we're going to do a lot on webinar workshops, education. We'll be working very closely with all the stakeholders. So people in the disability community, parents community, schools, colleges, universities, and both rehab system, state support system and the employers. So probably you'll see a lot of joint webinar work shops

because it seems like everyone has an interest together to improve the opportunities for talents and career development. Because there is a wall of talent out there in the labor market today. And it makes so much sense for stakeholders to not work individually in developing this market. This is also why we set a high goal of one million jobs. We can only reach that if-- if everyone would do their part and get the share of the joint value.

>> Wonderful. Another question from Nancy P who asked, do any of your programs help new employees with relocation or housing?

>> Yes and no. Specialisterne does not. But we work with community agencies like local chapters of the arc and similar organizations, and they're well connected with rehabilitation and other support mechanisms. So our partner will be able to help on transportation, housing, other challenges. One example is Microsoft did a national recruitment campaign. So we were looking for talent in different sites of the U.S. And those who seemed most likely to achieve a job at Microsoft were then flown to Seattle and supported by our partner there. And vocational rehabilitation in the state of Washington. And for those who got a job, they also got assistance with housing and that kind of support. So far it's very important to be connected with the local community and the state support system because the well being outside has such a big effect on the well being of the work hours. We're very aware of partnering the agencies that can help in situations like this.

>> Wonderful. Um, we have another question from Camille I can't F who asks, do you find certain organizations called organizational cultures are already welcoming than others to partner with?

>> Yes, absolutely. It's hard to give a specific kind of picture of how this-- but I think it's very much companies who have a well developed inclusion and diversity policy and really mean it. It will probably be good to work with. But it also require that you tap into the grassroots power, parents. There are very many parents who want to go involved in the big companies. For example, Capital One, it's a big bank with maybe 30,000, 40,000 employees, they have members in the internal resource group on autism who would like to be partners but as managers as mentors and also to kind of help explain to others that the company what is autism. So we'll be looking for the kind of internal drivers of this change that needs to happen for autistic people to thrive.

But it's dash it depends on kind of how serious companies are in had inclusion and diversity and how you can tap into the internal grassroots of people who have an interest in autism.

>> Wonderful. Operator, any phone questions?

>> Sorry, Phillip we don't have if he's from the phone.

>> Um, so in case anybody missed it, I also put in the chat box, several links to new stories about Specialisterne about the work they're doing. I included the link about the Lego Mindstorms as a technology tour. And the tech talk that was given in Hamburg a couple of years ago. I have this-- I've been thoroughly impressed with the work that

Thorkil is doing and the topics we covered. In particular I'm curious about what the kind of-- the next few years for Specialisterne and the new job market that you're looking to place talented people into. You mentioned agriculture. And I'm curious, what types of jobs do you think your people are going to be able to find through those emerging fields?

>> Well, I think there will be a lot of opportunities and many autistic people they like animals. And so-- what the whole labor market is looking for, all employers, are people who would, who have the high retention rate. So people that like their jobs, also if they become repetitive, if we could make the good match, like Walmart, for example, they have over a million employees. And if they could, if they choose to accept the same goal as SAP, that could be 10,000 jobs. And then in many industries, they face high turn rate. And it's expensive every time to train a new person to do a job. So I think it's not just in the high tech sector that could be many jobs. It's all over the country. And it's-- I claim that in any business area at least 5% of all tasks would benefit from the autism advantage.

>> Wow. Um, another question I have, and something that got-- one topic that comes up a lot in terms of the employment opportunities and people with the wide range of disabilities is federal contracting and the section 503 requirements. I'm wonder, what work have you done to reach out to federal contractors, getting them to hire talented people and so on. Because I read somewhere like one in five American businesses has a federal contract of some kind. I've heard estimates, 300,000 jobs with federal contractors. And there's 7% goal. What are you doing with federal contractors?

>> Yes, we have not reached out specifically with them at the moment. I think we need a stronger platform before we do a campaign. We need more partners to be ready to lift the need that are expected. So I think 5034 is a few years old. But it's still new to many companies. And when they realize that they soon will start to pay penalties, I think they will come up with they high demand for autistic people and people with other disabilities. So I think, if we did it now, we may end up breaking from a fire hose. And we need to have the new strategic platform a bit more in place. Strategic platform in place. That could be thousands of jobs when we open that box.

>> Wonderful. Well, sadly I think we are out of time for the day. One last call. Any phone questions?

>> Uh, we have no phone questions right now.

>> All right. Well, I will play this out. Again, Thorkil, thank you so much for speaking with us today, talking about your work and one of the reasons why I love what Specialisterne is doing so much is that very often in terms of jobs with people with disabilities, it's easy to get narrowed Ontario certain categories of jobs. The term people bring up is food, flowers, and field. Fundamentally what Respectability and other organizations are fighting for is to see more come computer scientists, programmers,

engineers, people in science, technology, engineering, mathematics, really diverse cutting edge jobs, people who have disability but importantly have talents are neuro diverse and can really pursue the best of their capabilities and pursue their ambitions. And having Specialisterne is leading the way on the high end jobs and really showing a lot of the lessons that other employers and other sectors need to learn to bring in neuro diverse and otherwise diverse talent. Thank you so much, Thorkil for being with us today. Everyone who is oned webinar. We're going to be talking about Nevada. What they've been doing to build collaborations. We're going to be talk WG Shelly and Janice John. That's going to be on Wednesday, August 10, at 1:30PM. I hope you'll be able to join us. Lastly I want to extend my deep gratitude to JP Morgan Chase who supported our webinar program and made this content available to you. Everybody have a great day. Thank you for joining us. I'll see you again next time.

>> Thank you, Phillip..