

Project description

Testing Expertise with Passion for Details

In close cooperation with Specialisterne, ANECON is supporting people with Asperger Syndrom in software testing. ANECON deems that a solid education paired with a sound practical project preparation will sustainably improve their opportunities in the labour market. To smooth their path in entering working life this is followed by professional and social support from ANECON specialists, within the framework of the program „Managed Start“ from ANECON and Specialisterne.

People with autism are natural talents in detecting errors. They are characterized by a remarkable view for details. High levels of accuracy, even in repetitive tasks, and the logical-analytical approach are valuable qualities. People with autistic perception have a different view on the world and therefore bring completely new aspects. More diversity and more conscious communication also have a positive impact on project teams. These special talents provide a high potential for the working world - especially in the fields of quality assurance, telecommunications or technical jobs. Nevertheless, around 80% of them are unemployed. Thus Austrian companies miss a major economic advantage.

The company Specialisterne – the Danish word for „specialists“ - has dedicated itself to bringing together people with Asperger’s Syndrome (a mild form of autism) and their abilities with companies that need these talents. As a long-standing and established provider of solutions in the software test, ANECON has recognized this high potential. The special abilities and interests create an value-add for us as a service provider, for our qualifications in the software test, for our customers, who have benefited from the abilities and impact on team and organization, and above all for the future software testers with autism themselves. Another perspective fosters team dynamic and innovation. An alternative mindset and approach not only encourages awareness and willingness to help, but also helps to break up with established and fossilized realities.



Cooperation

The idea of a cooperation for the training and subsequent support and integration of certified software testers in projects and companies was born in January 2016. The declared goal is to use the potential and the special abilities of adults with autistic perception in software companies and IT organizations and to promote their professional career in the IT sector.

Through the cooperation with Specialisterne, ANECON enables a sustainable integration into the labor market. The basis for the labor market integration of autistic people is a sound training in software testing as well as test automation. The training including practical project preparation increases its chances on the labor market.



The qualification takes place via trainings including practical project integration. As an innovative software company with an active social responsibility, ANECON enables the targeted use of the talents, under the professional guidance and control of test experts. The entry into projects and companies is accompanied professionally and socially within the framework of the program „Managed Start“ by ANECON and Specialisterne.

This type of cooperation between a profit-oriented and social enterprise is unique in the European area, both of which pursue the same goal: to help reduce the high unemployment of people with autism – supported by the Austrian Employment Service (Arbeitsmarktservice AMS). Furthermore, AMS offers the training course “talent factory” to provide professional guidance to people with autism.

It is a multiple win situation: people with autism tend to focus on special fields of interests. People with Autism tend to phenomenal memory achievements that capacitates them to work as professional software testers after extensive measures to improve qualifications. This gives you the opportunity to get a highly-qualified job on the first job market. At the same time, there is a high demand for testers on the market. The employees of the companies benefit from the collaboration with new colleagues, as the communication and the cohesion in the teams are improved and the reciprocal consideration is geared to the needs of all. Specialisterne can better convey the talents with autism due to the higher qualification and fulfills his social mission.

Qualification for Software-Tester

To prepare Specialisterne specialists for the practical requirements of the IT environment, ANECON trained ten adults with Asperger Syndrome in these areas. Experienced ANECON test specialists adapted the training structure to the needs of the participants selected by Specialisterne in an application procedure with Asperger Syndrome. The aim of the training was the acquisition of the ISTQB® test certificate. The training including comprehensive practical part was carried out to the extent of 321 training hours with subsequent certification test. Seven participants passed the exam, one of them with excellent success. In addition, four talents visited a standard training developed by ANECON for the entry into the world of test automation. Within three days an overview of the methodology and tools of the test automation was given.

Sales offer

Subsequently, the sales cooperation between Specialisterne and ANECON was launched in May 2016. The goal is the smooth integration of the certified testers into the project day. In the first months of the year ANECON and Specialisterne will be joined together, with Specialisterne taking over the social coaching and ANECON's professional support.

Already after a short time, the first successes become apparent. Three of the trained software testers are integrated into the ongoing project operation of companies and are supported by ANECON and Specialisterne. In addition, an extremely talented Neo-Testautomizer works side by side with ANECON test automation specialists in a customer project and takes part in the enterprise-internal test automation course.

Prospects

There are already many plans. The future goals of the cooperation are to expand the activities through the training and certification of further candidates for software testers. Furthermore, a successfully continuous integration of these talents in projects and companies.

The next training will take place in the second quarter of 2017. Furthermore, pre-sales appointments of ANECON and Specialisterne are held on a regular basis in the context of the sales cooperation with interested companies. The idea of the „Managed Start“ is being informed about the integration of the Specialisterne software tester into a test organization and presents the advantages. Here, a specially trained ANECON Testcoach accompanies the company team about adjustments to the test process, the level of detail as well as the tasks and ensures a smooth integration. The success stories from the past year are supported by this: Team productivity proves to increase significant. Through change and differences the team structure gets strengthened same as the carrying relationship with colleagues. People start to recognize their personal strength and weaknesses.






ANECON Software Design und Beratung GmbH

ANECON. Weil A vor B kommt.

Unser Anspruch ist es, den Businessnutzen unserer Kunden auf den Punkt zu bringen. Den Lebenszyklus ihrer Software professionell zu

begleiten. Wir sind dabei erfahrener Berater und umsetzungsorientierter Partner. So können wir gemeinsam die unternehmenskritischen IT-Vorhaben zuverlässig abwickeln. Schritt für Schritt. Immer mit einem Vorsprung zu den Anderen. Weil A vor B kommt.

Alser Straße 4/Hof 1, 1090 Wien  +43 1 409 58 90-0  office@anecon.com  www.anecon.com

Bautzner Straße 147a, 01099 Dresden  +49 351 207 497 20  office-de@anecon.com  www.anecon.com