



Promoting Sustainable Employment

In 2013, Gamuda launched Project Differently-Abled (Project DA). Since then, 20 employees with autism have been employed. This success inspired us to establish the Enabling Academy in 2017, aimed at preparing more people with autism for gainful and sustainable employment. The Enabling Academy conducts an employment transition programme that trains and places young adults with autism into companies that embrace diversity and inclusion in their workforce.



# Employment Transition Programme

This three-month employment transition programme, sponsored by Yayasan Gamuda, comprises two courses designed to equip trainees with relevant soft skills and practical job training that are essential for employability.

## Course Structure

### Course I

#### Personal Development for Career Sustainability

This course focuses on soft skills development and covers two modules: Personal Development and Career Development. Training is conducted in a classroom setting with creative approaches that encourage active participation from trainees for more effective learning. Lessons learned are then applied during practical training.

### Course II

#### Job Skills Development

To develop their employability skills, a mock office with a simulation-based approach is set up at the academy so trainees may experience the corporate environment and their work in administrative, IT-related and research assistant roles. Practical training will be arranged for trainees with professional qualifications during the second or third month of training. Besides practical job training, basic work etiquette such as communication skills, accountability, teamwork and time management are taught in practical ways.

## Project Aims



Offer an employment transition programme that provides pre-employment training and job placement support for adults with autism to achieve sustainable administrative or professional employment

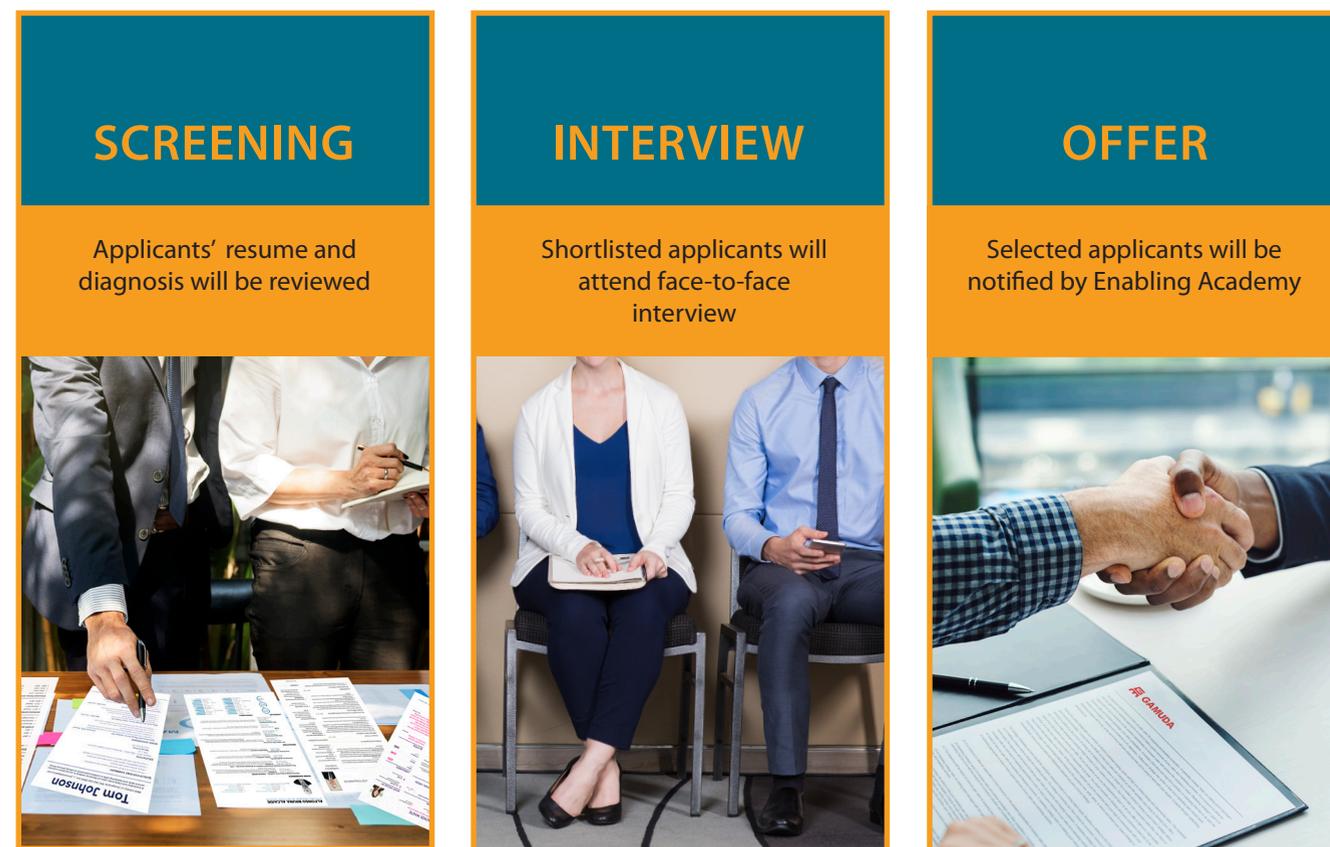


Collaborate with partner companies to create sustainable employment opportunities for people with autism

## Trainee Eligibility Criteria

- 21 years old and above
- Official autism diagnosis or medical report from a registered psychologist/psychiatrist
- Completed secondary school or tertiary education
- Vocational aptitude suitable for administrative or professional jobs in a corporate setting

## Application Process



## Programme Flow



# Benefits for Partner Companies



## Reduce staff turnover:

Individuals with autism prefers structure and predictability. We have observed that retention is high given the right job match and conducive environment.



## Fiscal/monetary incentives\*:

Generally, employers who hire people with disabilities registered with the Social Welfare Department (Jabatan Kebajikan Masyarakat) are entitled to claim further tax deductions in ascertaining the adjusted income. For instance, if an employer pays a disabled employee an annual income of RM15,000, the employer is eligible for a normal RM15,000 deduction and an additional RM15,000 deduction.



## Competitive advantage:

There is a vast pool of talent amongst individuals with autism and by embracing neurodiversity at workplace, employers are able to foster a more inclusive and diversified work culture and environment.



## Increase productivity:

Individuals with autism are known for their focus and ability to concentrate on repetitive tasks and processes, attention to detail, accuracy and high memory retention of facts and figures.

## Are you ready to hire?

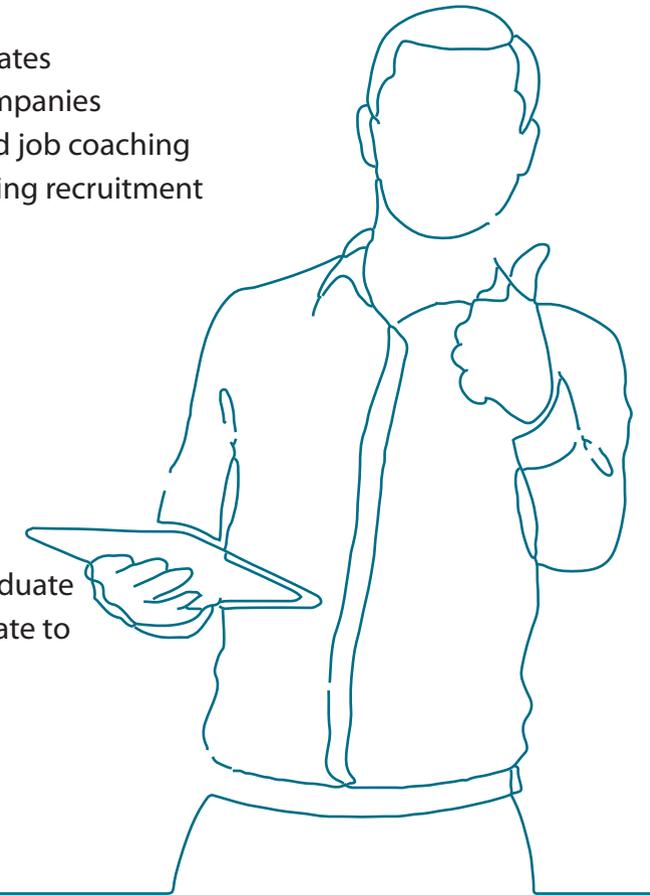
- Able to offer administrative or professional jobs to Enabling Academy graduates
- Willing to educate and raise awareness within the company
- Able to nominate staff members to be supervisors and buddies for Enabling Academy graduates
- Able to work closely with Enabling Academy job coaches to identify suitable job matches for selected Enabling Academy graduates

## We are ready to support

- Job matching for selected Enabling Academy graduates
- Autism awareness sessions/seminars for partner companies
- Workshops on workplace support and individualised job coaching
- Ongoing consultation for partner companies following recruitment of Enabling Academy graduates

## Work Placement Flow

1. Identify suitable vacancies and the related job descriptions for people with autism
2. Interview the identified Enabling Academy graduate for the relevant role
3. Nominate supervisors and buddies for the hired graduate
4. Work closely with job coaches to support the graduate to ensure employment sustainability



\*Source: Income Tax (Deductions for the Employment of Disabled Persons) Rules 1982 [P.U. (A) 73/1982]

## Enabling Academy

Lot 53 – 61, Jalan SS 22/23, Damansara Jaya, 47400 Petaling Jaya, Selangor Darul Ehsan, Malaysia

+603 7710 8800  [enablingacademy@yayasangamuda.my](mailto:enablingacademy@yayasangamuda.my)  [gamuda.com.my](http://gamuda.com.my)

Sponsored by

