



Promoting  
Sustainable  
Employment

In 2013, Gamuda launched Project Differently-Abled (Project DA). The success of Project DA in placing employees with autism within Gamuda has 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.



Scan here for Enabling Academy's website  
and to download the Employment Transition  
Programme Trainer's Manual



## Project Aims

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

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

# 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

This course focuses on developing their employability skills. Various simulated work environment in corporate employment and other industries are set up at the academy so trainees may get relevant experience before job placement. Actual work exposure may be arranged for trainees in relevant industries during the second or third month of training. Besides practical job training, basic work etiquettes such as communication skills, accountability, team work and time management are taught in practical ways.

# Trainee Eligibility Criteria

- Aged 21 years old and above
- Has official autism diagnosis or medical report from a registered psychologist/psychiatrist
- Completed secondary school education or higher
- Possess vocational aptitude suitable for open employment

# Application Process



## SCREENING

Applicants' resume and diagnosis will be reviewed



## INTERVIEW

Shortlisted applicants will attend face-to-face interview



## OFFER

Selected applicants will be notified by Enabling Academy

# Programme Flow

## INDIVIDUAL ASSESSMENT AND INITIAL JOB MATCHING

Prior to the commencement of training, trainers and job coaches will assess the trainee's capabilities, attitude, qualifications, experience and interest to a potential job.



## TRAINING AND ONGOING ASSESSMENT

There will be soft skills training in a classroom setting and practical training to equip trainees for open employment.



## JOB PLACEMENT AND SUPPORT

Following the three-month programme at Enabling Academy, trainees will attend an interview with the matched company. Successful candidates will commence employment with support from a job coach.



## ONGOING SUPPORT

Based on the trainee's needs, the job coach will provide on-site support to ensure employment sustainability.

# Benefits for Partner Companies

## **Reduce staff turnover:**

Individuals with autism prefer structure and predictability. We have observed high retention rates given the right job match and conducive environment.

## **Competitive advantage:**

There is a vast pool of talent among individuals with autism and by embracing neurodiversity at workplace, employers are able to foster a more inclusive and diverse 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.

## **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.

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

## Are You Ready to Hire?

- Able to provide job trials, internship or employment opportunities 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 You

- 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



*Sponsored by*



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## **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)

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