

Making a Difference

We support Pay for Success (PFS) programmes that ensure funding achieves sustainable outcomes for those in need.



See Chun Shan (right) learning from his colleague Bob Ho, who mentors him in his job as an electrical engineer at ST Engineering

See Chun Shan, 24, was viewing job openings after graduating from the National University of Singapore with a Bachelor's degree in Electrical Engineering, but did not apply for a single job. He was diagnosed at nine years old with autism — a developmental disorder that affects a person's ability to communicate and interact. He was afraid of the job interview process, as he worried about not saying the correct things or not being able to answer questions.

However, things took a positive turn when he learnt about the *Growing Autistic Talent for Engineering Sector* (GATES) programme in November 2022. The programme trains and places tertiary-level graduates with full-time jobs in the engineering sector.

Through GATES, Chun Shan found a job in March 2023 as an electrical engineer at ST Engineering's Commercial Aerospace business.

The programme is supported by Temasek and others under a PFS model. PFS is an innovative approach where private funders provide upfront capital and capacity building to fund social programmes. Other funders repay the upfront funders if the programmes achieve pre-determined outcomes. This allows funds to be recycled for other worthwhile causes, empowering more beneficiaries and charities.

"People with invisible special needs, such as autism, are often overlooked in the hiring process. We are trying to address this problem through GATES by enhancing their employment prospects. For the employer, they are able to tap on a valuable resource pool. For the individual, their lives will be transformed. For the community, we engender a more inclusive and kinder society,"

– Shaun Seow, Head, Community Stewardship, Temasek

Developing Inclusive Workplaces

GATES was launched by Trampoline, a research and technology non-profit organisation, that recognised the challenges individuals with autism face in finding jobs, and identified engineering companies as potential employers.

Since the GATES programme was launched in May 2022, 42 participants have been trained and 18 have secured jobs.



Chun Shan meets regularly with his GATES job coach Cheok Xue Ting to discuss how he is adapting at work

Learning through Mentorship

Upon joining the GATES programme, participants are assessed to identify suitable work environments and jobs based on their abilities. Job coaches are assigned to prepare participants for interviews and provide feedback on areas such as resume writing. These coaches continue to track their career development for up to a year, even after participants have secured a job.

Today, Chun Shan is adapting to his new workplace well, and learning from other colleagues about the work of converting passenger aircraft to freighters which are used for cargo transport.

Chun Shan says programmes like GATES can help to change society's mindset of people with autism.

"I hope that through GATES, more people will understand that autism is a spectrum, and not a label that defines what we are capable of,"

– See Chun Shan, participant of GATES programme

Read more about the PFS programmes we support at temasekreview.com.sg/PFS or scan the QR code

