

MEDIA RELEASE

Ren Ci collaborates with multiple agencies on inclusive hiring

- Structured model leads to successful and sustained employment -

Singapore, 13 April 2022 – Four years ago, 25-year-old Jeffery Ong (王耀民) leveraged on a structured employability programme by Autism Resource Centre (ARC). This served as a springboard to his employment journey in the healthcare sector.

Having worked closely with ARC to fine-tune the process to help individuals on the autism spectrum find an ideal job fit, Ren Ci Hospital is looking into scaling up this model to embrace inclusive hiring, particularly for its third nursing home within Woodlands Health Campus when it is ready in early 2024.

Ms Jacelyn Lim, Executive Director, ARC said, "Our partnership with Ren Ci is yet another testament to the scalability of our 'Clean Patrol' model where suitable autistic individuals can be trained and matched to employment in the healthcare sector. The right job match, structured training and support coupled with a committed employer are critical to the success and sustainability of this hiring model."

"Inclusive hiring is not about doing charity," said Ms Nuryasmin Hannah, Director of Human Resource and Manpower Development of Ren Ci Hospital. "It even goes beyond corporate social responsibility. It's just about being patient, making the effort and putting in the time to redesign a job to match the abilities of our employees on the autism spectrum. This will provide real, long-term employment that benefits both the employer and employee in a win-win situation."

To date, Ren Ci @ Ang Mo Kio Nursing Home (AMKNH) has eight Clean Patrol members including one in the laundry department. 4 years into his role, Jeffery is still enjoying his work and a proud employee at AMKNH.

"I like my job and the fact that I am able to contribute," Jeffery shared, "It makes me happy to be able to earn a living and work together with friends."

Jeffrey's mother, 65 year-old Mdm Chan Yoke Leng (陳玉玲), also saw his enthusiasm towards work. "Jeffrey looks forward to going to work every day. I am grateful and appreciative towards Ren Ci for giving him the opportunity to work and ARC for training him for this job. We are happy that Jeffrey has a stable job and income now."

Despite the pandemic, the number of ARC's beneficiaries under this programme has continued to grow. Being able to cope with changing measures during these trying times truly showed their resilience and how they can continue to contribute meaningfully as essential workers.

“When the pandemic struck and we had to tighten our safe management measures including wearing of full (Personal Protective Equipment) PPE, we weren’t sure if Jeffrey would be able to cope with the changes,” shared AMKNH executive director Ms Teo Lay Hong. “However, we had already seen that our Clean Patrol members could, with the right structured training, be capable of adapting to changes and taking on new tasks. We then applied the same structured approach to help them adapt to the safe management measures.”

Ms Lim agreed. “The design and implementation of structured training has shown tremendous success at Ren Ci, as evidenced by the beneficiaries being able to continue working safely throughout the pandemic as essential workers. We are confident that this structured employment model at Ren Ci can be replicated successfully at other organisations.”

Today, Jeffrey continues to look forward to going to work. He dons the necessary PPE carefully before completing his tasks in a careful and timely manner.

In our efforts to be an inclusive employer, Ren Ci started hiring people with disabilities (PWDs) as early as 2018 and was awarded the Enabling Mark (Silver) Award last August. Since then, we have been working closely with partners such as SgEnable to hire more people with disabilities, matching their skillset to suitable roles within the organisation and inspire employees to embrace and support disability inclusion in the workplace.

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About Ren Ci Hospital

Established since 1994, Ren Ci Hospital is one of the few charity healthcare institutions in Singapore to provide high quality and affordable medical, nursing and rehabilitative care services for the community, based on the principles of loving kindness and compassion. Ren Ci plays an integral role in supporting the healthcare needs of the elderly through adopting holistic way of delivering person-centred care.

Besides giving hope to the frail elderly by helping overcome their disabilities and teaching their families to care for them at home, Ren Ci also partners various community groups and social enterprises to give dignity back to the elderly.



Jeffrey putting on Personal Protection Equipment (PPE) before the start of his work shift.



As a Clean Patrol member, Jeffrey has been coached to take on tasks in the nursing home to ensure high level of cleanliness.