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New Tech4Good Programme by Tech Talent Assembly (TTAB) and SG Enable to Foster Inclusive Employment in Technology Sector

Singapore, 22 November 2024 – Today, Mr Tan Kiat How, Senior Minister of State for Digital Development and Information and National Development announced the launch of the Tech4Good Programme, a collaboration between the Tech Talent Assembly (TTAB), an NTUC affiliated association and SG Enable at the **Tech Talent Assembly Awards & Dinner 2024** at Carlton Hotel.

2 Tech Talent Assembly (TTAB), an affiliated association of the National Trades Union Congress (NTUC), hosted its awards ceremony today at the Carlton Hotel. 7 forward-thinking employers and 35 individuals were honoured for their efforts in nurturing the local tech talent pool and supporting Information and Communications Technology (ICT) professionals in enhancing their skill sets to stay relevant and employable.

3 The event was graced by the Guest-of-Honour, Mr. Tan Kiat How, Senior Minister of State for the Ministry of Communications and Information & Ministry of National Development. Approximately 160 guests, including representatives from government agencies, corporate partners, and award recipients, attended the ceremony.

Recognising Exceptional Employers and Individuals Who Foster Local Tech Talent

4 In recognition of exceptional employers and individuals who have contributed to the growth of the local tech talent pool and the development of future-ready skills, awards were presented in four distinct categories. The Most Progressive Employers of Tech Talents award, which was presented to 7 organisations, acknowledges Singapore-based organisations that have actively supported their employees' skills development and career progression.

5 The Tech Talents of the Year award was awarded to 18 individuals, celebrating their commitment to continuous learning and their role in staying relevant and resilient in the ever-evolving tech sector. The Tech Talent Builders award recognised 13 individuals who

have played a key role in mentoring and developing future tech leaders. A new category this year, Strive, Overcome, Adapt, Resilience (SOAR) recognises women-n-tech overcoming challenges in their work, with 4 individuals receiving the award.

Launch of the Tech4Good Programme

6 The Tech4Good Programme aims to provide better support for individuals with disabilities in the technology sector to excel in their career and support organisations in their transformation efforts for a more inclusive workplace. The programme will facilitate inclusive employment in the technology sector with the following two key objectives:

- **Training and Placement:** To equip persons with disabilities with the relevant skills needed to excel in their careers in technology
- **Advisory Services:** To guide potential employers in transforming their workplace to be more accessible and welcoming to individuals with disabilities

7 By bridging the skills gap and enhancing workplace inclusivity, Tech4Good empowers individuals and helps businesses tap into a diverse talent pool, driving innovation and growth in the tech industry. This collaborative effort highlights a shared commitment to creating an equitable workforce where everyone has the opportunity to succeed.

8 The rapid emergence of technology in recent years has fundamentally transformed various sectors, driving a shift toward digitalisation and automation. With most digital work now performed on computers, significant opportunities are emerging for trained individuals, including those with disabilities, to fill crucial roles in the IT landscape. As businesses increasingly rely on advanced software, cloud computing, and data analytics to enhance efficiency and competitiveness, the demand for skilled IT professionals has surged.

9 Recognising this critical role, industries such as healthcare, finance, and education are embracing technology and opening doors for a diverse workforce. With the advent of artificial intelligence, cybersecurity threats, and the Internet of Things (IoT), organisations are prioritising the recruitment of talent from all backgrounds, ensuring that individuals with disabilities can contribute meaningfully to the digital economy. This inclusive approach not only enriches the workforce but also drives innovation, underscoring the pressing need for a robust talent pool in the ever-evolving tech landscape.

10 TTAB's EXCO Co-opt member and lead for the Tech4Good Chapter, Mr Benjamin Mah shared: "With rapid technological adoption within companies building a truly inclusive workplace, it's crucial to address the misconceptions surrounding the abilities of individuals with disabilities (PWDs). These outdated perceptions can limit organisations from harnessing the full potential of a diverse workforce, which is rich in

creativity and innovation. However, with increased awareness and advocacy, we are paving the way for equitable employment opportunities that not only benefit individuals but also enrich our organizations. Embracing diversity is not just a moral imperative; it is a strategic advantage that drives progress and success.”

11 We have also sought the expertise from 3 valuable partners, namely Yeo Zhihan (SGTech), Eric Okumu (Korn Ferry) and Joshua Thomas [Nominated Member of Parliament (Singapore) & President of Security Association of Singapore (SAS)] to identify suitable mentors to work with companies to offer roles in the Technology sector for persons with disabilities. As the specialist agency and ecosystem-builder for disability-inclusive employment, SG Enable supports persons with disabilities in their employment journey and collaborates closely with employers through consultancy, training and grants.

12 Additionally, TTAB is ready to assist organisations in identifying suitable transformation projects through the **Operation & Technology Roadmap (OTR)**¹. We can also help organisations access the **Company Training Committee (CTC) Grant**, which co-funds up to 70% of project costs that enhance productivity and support technology adoption to redesign jobs and improve work prospects for more inclusive roles. Through technology adoption supported by the CTC Grant, companies can transform their workplaces and create more job opportunities for persons with disabilities. Collectively, these initiatives will strengthen organisational culture and unlock the valuable contributions that a diverse workforce can offer.

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¹ About OTR <https://www.ntuc.org.sg/tpe/how-we-help/otr>

About TTAB

Tech Talent Assembly (TTAB) is an association for ICT professionals in Singapore. Set-up in July 2018, TTAB's mission is to nurture all tech talents via an accessible platform for future ready skills, and their employability through lifelong learning and sharing. With a growing community of over 15,000 TTAB and network partners, TTAB aims to continuously advance the interest and skill sets of the local tech talent pool to be future ready for the new wave of technologies

About SG Enable

SG Enable, the focal agency for disability and inclusion in Singapore, enables persons with disabilities to live, learn, work and play in an inclusive society. We create equitable opportunities for persons with disabilities through thought leadership, sustainable social innovation and impactful partnership. Guided by our core values of professionalism, innovation and empathy, we envision a more inclusive Singapore and enabled lives. Set up by the Ministry of Social and Family Development in 2013, we are a registered charity and an Institution of a Public Character. For more information, visit www.sgenable.sg