

Ensign InfoSecurity is Singapore's First Cybersecurity Company to Develop Employment Programme for Neurodiverse Individuals

Ensign has partnered with Autism Resource Centre to jointly develop a structured programme to train, hire and support neurodiverse talents in the cybersecurity workplace

Singapore, 08 April 2022 – Ensign InfoSecurity (Ensign), Asia's largest pure-play end-to-end cybersecurity service provider in Asia, has partnered with Autism Resource Centre (ARC) to design and implement a structured employment programme for neurodiverse individuals. This programme aims to create career opportunities for persons on the autism spectrum by identifying, training, and hiring suitable individuals for the cybersecurity industry.

Ensign collaborated with ARC on this programme as it recognises the tremendous value these talents can bring to the cybersecurity field. Neurodiverse professionals have many cognitive strengths, including strong logical, analytical, and pattern-recognising skills, visualising 3D thoughts and spatial concepts, and extended focus.

These strengths make them a natural fit for many cybersecurity roles. The programme aims to support neurodiverse talents with the passion and aptitude for cybersecurity to capitalise on the job opportunities in this growing sector and pursue meaningful, long-term careers as cyber professionals.

Three neurodiverse hires have already undergone a training curriculum covering IT basics, networking, and cybersecurity fundamentals. They also underwent specialised training to understand more about Security Operations Centre (SOC) operations and learn how to handle SOC trends and attack vectors. Ensign employed them as SOC analysts after the training.

"I decided to pursue a cybersecurity career after receiving my diploma. I'm grateful this programme offers me the opportunity to realise this goal. The training also prepared me for my role as a SOC analyst. I'm now able to monitor and analyse security threats, and advise my clients when relevant alerts surface," said Mr Daryl Loh, Associate SOC Analyst, and one of the three neurodiverse employees hired by Ensign under this programme.



Mr Daryl Loh (first from left) reviewing security threat alerts in Ensign's SOC. Mr Imran Mohamed Raffi, (first from right) is another neurodiverse employee hired under this programme.

Following the success of this programme, Ensign aims to run the programme up to four times a year, training and hiring up to 16 neurodiverse individuals annually. The company targets to grow the number of neurodiverse employees to approximately two to three percent of Ensign's workforce.

"We are delighted that Ensign is embracing the inclusion of people on the autism spectrum and recognising untapped talents in this pool of neurodiverse individuals. We hope this may become a blueprint for companies in the technology and cybersecurity sectors to harness the potential of these individuals in employment," said Ms Jacelyn Lim, Executive Director of ARC.

To foster greater awareness about neurodiversity for staff, Ensign has also implemented a structured programme across the organisation to help the neurodiverse hires swiftly acclimatise and seamlessly integrate into the Ensign family. In January this year, Ensign launched "Unity in Diversity", an overarching internal initiative that celebrates diversity and encourages inclusivity by creating a more open and supportive work environment. This initiative encompasses Ensign's Neurodiversity and Women in Cyber programmes.

Neurodiversity will allow Ensign to create a more diverse and inclusive workforce. This enhances the company's ability to innovate and enrich how it predicts, detects, and protects against cyber threats, reinforcing its position as the region's largest pure-play cybersecurity company. Additionally, as a key player in Singapore's cybersecurity ecosystem, the initiative is part of Ensign's larger commitment to build a vibrant and skilled talent pool and ensure that the nation's cyber defence capabilities can keep pace with evolving cyber threats.

"Inclusiveness is embedded in Ensign's culture, and it stems from our belief that diversity is our strength. As Ensign continues to grow, diversity and inclusion play an integral role in Ensign's long-term human capital development plan. We are confident our neurodiverse employees will also introduce new thinking and fresh ideas to help us evolve our strategies, services, and solutions. We are also elevating our capabilities by hiring mid-career professionals from other industries and encouraging more female cyber talents to join the sector. This is part of our strategy to ensure we have the capabilities to constantly innovate and stay ahead of emerging cyber threats," said Mr Steven Ng, Chief Information Officer and EVP, Managed Security Services, Ensign InfoSecurity.

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About Ensign InfoSecurity

Ensign InfoSecurity is the largest, pure-play end-to-end cybersecurity service provider in Asia. Headquartered in Singapore, Ensign offers bespoke solutions and services to address their clients' cybersecurity needs. Their core competencies are in the provision of cybersecurity advisory and assurance services, architecture design and systems integration services, and managed security services for advanced threat detection, threat hunting, and incident response. Underpinning these competencies is in-house research and development in cybersecurity. Ensign has two decades of proven track record as a trusted and relevant service provider, serving clients from the public and private sectors in the Asia Pacific region.

For more information, visit www.ensigninfosecurity.com or email marketing@ensigninfosecurity.com

About Autism Resource Centre

Autism Resource Centre (Singapore) or ARC is a not-for-profit charity based in Singapore. Officially set up in 2000, it was started by professional and parent volunteers. ARC(S) is dedicated to serving children and adults on the autism spectrum, to help these individuals lead meaningful and independent lives in society.

ARC offers a wide range of services. These include an Early Intervention programme, Pathlight School, Autism Intervention, Training and Consultancy (AITC), two social enterprises (The Art Faculty and Professor Brawn), as well as Employability & Employment Centre (E2C). E2C provides assessment, employability training and customised employment in partnership with employers.

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Annex A

1. Excerpt from the [transcript of Keynote Address](#) by Senior Minister and Coordinating Minister for Social Policies Tharman Shanmugaratnam and the Fireside Chat with RaiSE Chairman Mr Gautam Banerjee at The PurpoSE Agenda on 30 March 2022.

"I would say here, a particular challenge that we have is for businesses to take mid-career workers more seriously - those who want to come back into the workforce, those who are dislodged from previous employment and need to gain new jobs. Take them seriously. Their skills may not immediately match the needs of the job, but they can be reskilled, and ways found to leverage their experience and maturity.

And take differently abled members of our society seriously. That's an important challenge for the future as well. I think we've done well to build up the special education sector. We are still developing it but it's now in a far better shape than it was two decades ago or even a decade ago. Our next big challenge is in employment for the differently abled. There are some good examples. UOB started on this almost a decade ago - hiring persons with autism, helping them play a very useful role in UOB's Scan Hub, where they digitized and archived customer documents - and is now taking this further. Likewise, a Temasek initiative with Autistic Resource Centre (ARC), working with Ensign, a cybersecurity firm, again to train persons with autism. It got off to an impressive start, so they are expanding the scheme."

2. Excerpt from [Shawn Huang's](#) speech at Budget 2022 debate where he talked about strengthening science and technology capabilities

"I believe that everyone deserves an opportunity, an opportunity for a good job for every Singaporean. Every Singaporean, including those who are neurodiverse. The last 18 months was the most rewarding journey for me, a journey that has proved to those who are neurodiverse can hold good jobs that pay well and have rewarding careers - careers in ICT and cybersecurity, an industry with much promise. I worked closely with Sister Denise Phua and a team in ARC, supportive bosses, Dilhan and KC, my teammates Zaishao and Ariel and Keng Hwee with leading cybersecurity company, Ensign. The support of Tammie and Steven was an open collaborative environment where ARC identified neurodiverse individuals and together with Ensign train them and place them in high quality jobs and provide them with job support. The Ensign team also trained to make sure there was a conducive working environment for all. It was a team effort. And that was what made the difference. All of us doing a bit more for one another from a small training pilot program or for cybersecurity analysts a year within two months and because of these individuals remarkable performance, we will now want to increase hiring by 400% from four a year to four every quarter. When I heard that the programme was a success, it really touched my heart. Be bold in investing in our future. Be bold in investing in our people, people and there'll be a place for all of us."