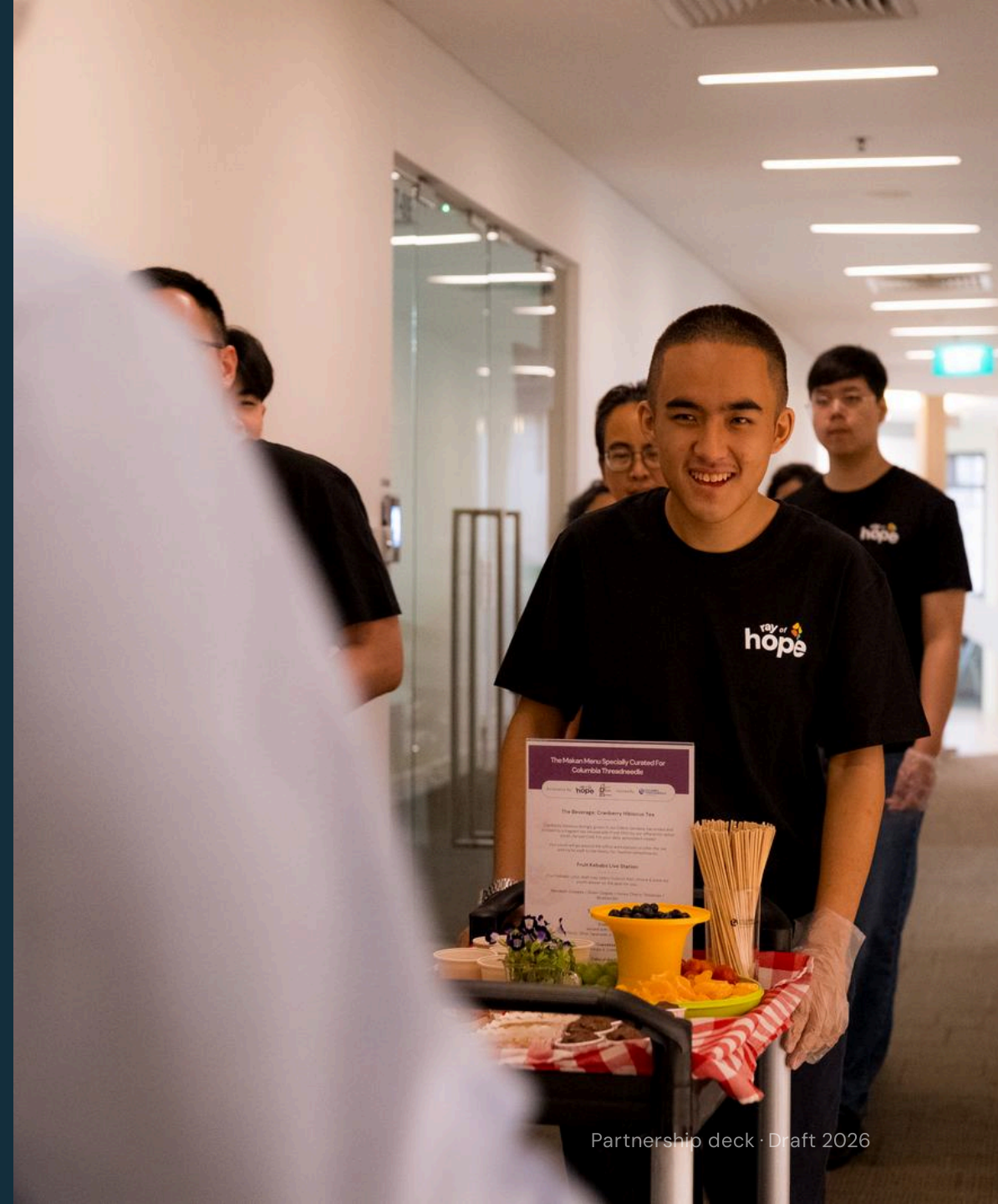




Kopi Teh Makan (KTM)

Your pantry. Their first job.

Many of these youths have never been given a chance to work.
Your office can be the first.



Few employers will give a youth on the autism spectrum a first chance. KTM does, inside your office.



A chance

Real work in a real workplace, often the first anyone has offered them.



New skills

Preparing food, greeting customers, taking orders, coping with a busy room.



Independence

A wage of their own and the confidence to do a little more without help.

You're not funding an activity. You're changing a life.

Every office has a pantry. Yours can be someone's first workplace.

The usual CSR day

- Your team travels out, helps for a day, then leaves
- The people you help stay on the receiving end
- Often a large, one-off group activity
- You count hours volunteered

A KTM session

- **The youths come to you.** No transport, everyone in the office can take part
- **They're the ones working:** a paid micro-job, with your colleagues as customers
- **Small and curated:** three youths, a job coach, a menu planned for you
- **You see real progress:** an impact report on how the youths grew

Not an activity. A life changed, one session at a time.

Headphones off

A youth gradually removed his noise-cancelling headphones, managing a busy office with pride.

Meltdowns to self-directed

Early meltdowns gave way to a calmer, more self-directed youth serving with confidence.

Fear of heat, overcome

A youth afraid of handling heat now prepares tea and coffee for guests.

A new skill each session

Fine motor movements that were hard one week improved by the next.

80

micro-job hours created for the youths

320+

staff interactions with the youths

7

youths given paid micro-jobs

\$10/hr

paid to each youth, often their first salary

One engagement, measured: Dymon Asia, 4 KTM sessions, July to August 2026 (from its impact report). Our goals: 75% of youths improving behavioural regulation and task completion, 25% progressing to more advanced work-readiness programmes, 75% of caregivers feeling greater hope and wellbeing.

"Mummy, are you proud of me?"

Sean, 29, from an earlier KTM cohort, after his first job. His story became the short film *Assurance*, winner of the Audience Choice Award at the Inspiring Asia 2026 Micro Film Festival (Singapore). Watch: bit.ly/ktm-assurance

From garden to pantry, the youths do it all. That's what your \$10,000 pays for.

Whatever's on your menu, the youths made it

1

Grow and harvest

Herbs, greens and flowers from our Woodlands garden.

Menus change with each harvest and season, so every session is a little different.

2

Clean and treat

Washing, sorting and preparing, learning food hygiene.

3

Cook and prepare

Turned into your drinks and snacks, with a job coach.

4

Serve your team

The same youths serve it and tell its story.



Recruit

With SE partners and SSAs.



Grow

Seed, tend, harvest.



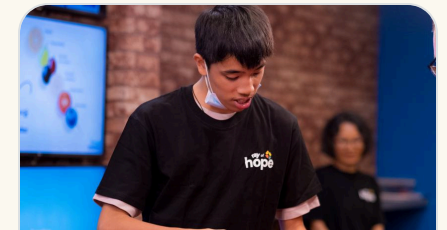
Prepare

Training with SE partners.



Serve

In your pantry.



Grow further

Future cohorts or external partners.

At 18, the support stops. Families call it the post-18 cliff.

21,000

adults on the autism spectrum in Singapore

13,700

of them unemployed or outside the workforce

1,750

caregivers facing high caregiver burden

Few job options

Workplaces are often too rigid or too demanding.

Limited pathways

Adult programmes are scarce, with waits of months to years.

Isolation grows

Most graduates have very small social networks.

Families stretched

Round-the-clock care with little respite.

Sources: Straits Times (2024); figures calculated from Straits Times, SG Enable and MSF estimates.

Built for the youths other programmes miss.

KTM serves young adults on the autism spectrum who need moderate support (ASD Level 2): ready for more than simple tasks, but not yet ready for open employment.

Sheltered workshops

Often too simple

Suited to youths with higher support needs; can under-challenge those ready for more.

KTM micro-jobs

Real work, right-sized

Short, supported sessions in real workplaces: stepping stones to placements and training.

Employment programmes

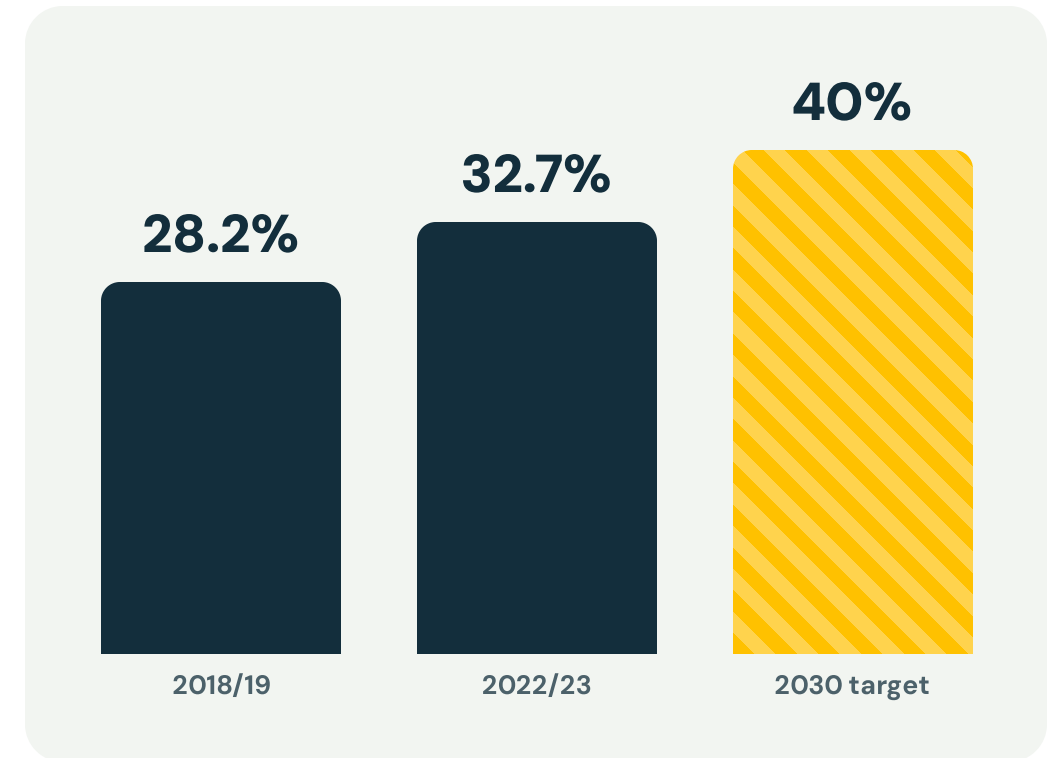
Often too demanding

Suited to work-ready youths who need little support.

Be part of Singapore's push for inclusive work.

Singapore aims for 40% of persons with disabilities to be employed by 2030, placing 4,500 more in jobs. One priority is creating short-term and gig opportunities, which is exactly what a KTM session is.

Hosting KTM gives your company a visible role in that goal, and your people first-hand experience working alongside colleagues with disabilities.



Employment rate of PwDs aged 15–64. Source: Ministry of Social and Family Development.

How a session unfolds.



Before **Trained and prepared**

Garden-to-table skills and workplace etiquette. A menu planned around your office.



On the day **Your team is served**

Three youths and a job coach serve up to 40 colleagues over two hours.



After **Growth you can see**

Each youth earns a wage. You receive an impact report and photos to share.

The youths your team will meet.



Jude

Lego, bowling and his Thermomix



Mary

Warm, chatty, supports her mum Piano, hip-hop, photography



Anirudh

Piano, hip-hop, photography



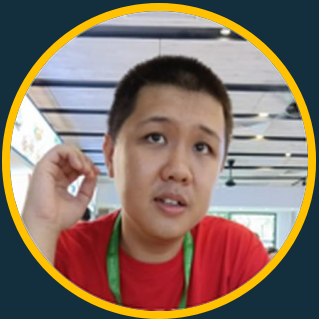
Eli

Bakes; server at The Social Space



Martin

Guitar and stone-seal carving



Joel

Punctual, neat, diligent



Aidan

Swims, cycles, loves stories



Abel

Playdoh artist, learning to swim



Randall

Gentle, observant, loves music

From one pantry to nine companies.

Dec 2023

The Tolaram pilot

Three youths, one host, proof it works.

2024

Six youths, four companies

Shaped by caregiver and host feedback.

2025

Nine companies hosted

Dymon Asia, Columbia Threadneedle, Forvis Mazars and more.

Next

More hosts, more youths

Every new host brings KTM to more youths.



Dymon Asia



Forvis Mazars



Columbia Threadneedle

"KTM showed me my child can earn and work. I wasn't able to find any place for Jolin to work in, but here she has her first job."

Mother of Jolin, KTM youth



Brookfield



TEAM LEWIS



forvis
mazars

Everything's prepared. Your team just shows up.

Want to go further? Add a learning journey to our community garden in Woodlands, or have youths tend a garden at your office.

Book at least 4 weeks ahead. Each session takes weeks of growing, training and preparation, so enquire early for your preferred dates.

Bigger team, or specific pantry or food safety needs? We tailor every package to your office.

Ray of Hope presents

The KTM Partnership

Curated for your office

Recruitment and matching included
Growing and harvesting ingredients included
Food preparation training included
Three sessions 2 hours each
Colleagues served up to 40 per session
Drinks and snacks included
Youths, paid for their work 3 per session
On-site job coach every session
Coordination by Ray of Hope
Impact report at the end

\$10,000

Next step

Open your pantry to KTM.

Leave your details in the enquiry form at rayofhope.sg/ktm. Our team will reach out with available dates and a proposal.