

SG ENABLE

FIRSTSTOP

2022

Inclusive Society. Enabled Lives.



Our Vision

Inclusive Society. Enabled Lives.

Our Mission

SG Enable creates equitable opportunities for persons with disabilities to aspire and fulfil their potential, through thought leadership, sustainable social innovation and impactful partnership.

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Chairman's Message

SG Enable celebrated its 10th anniversary in May 2023, and together with partners in the disability sector, has made significant achievements in building an inclusive society and enabling lives so that persons with disabilities can lead meaningful lives and realise their aspirations. Major achievements and initiatives include the following:

- Enabling Village gained international acclaim as one of five winners of the prestigious ULI (Urban Land Institute) Global Awards for Excellence. Set up in 2015, it has become a "model village" that catalyses greater disability inclusion efforts for a transformative impact.
- Through i'mable Collective, high-quality products from makers with disabilities were displayed at the Milan Design Week. A collection of NDP artworks over three years was displayed in "Our Gift to Singapore", an exhibition at Opera Gallery in ION Orchard.
- Our biennial Inclusive Business Forum returned for its fourth edition, with Deputy Prime Minister Lawrence Wong as the Guest of Honour. The Forum reached out to employers and presented a strong business case to encourage them to adopt disability-inclusive employment.
- The Enabling Academy, a disability learning hub, was launched to rally partners from the education, business and disability sectors to provide lifelong learning opportunities for persons with disabilities.

The Ministry of Social and Family Development has designated 2023 as the Year of Celebrating Social Service Partners. It is most timely as our partners have provided a wide range of services, programmes and innovative ideas over the past decade to enable persons with

disabilities and their caregivers. We thank all our partners – both within and beyond the social service sector – for working with us towards our vision of "Inclusive Society. Enabled Lives."

Looking forward, we will build upon these achievements and focus on three key areas:

1. Building an inclusive mindset and encouraging more inclusive behaviour. A key strategy is to promote greater volunteerism in schools and the community.
2. Enhancing inclusive employment and lifelong learning opportunities for persons with disabilities, so that they will have different pathways and support to enable them to maximise their potential.
3. Forming partnerships to create a support system that holistically addresses the needs of caregivers of persons with disabilities.

As we look into the future, the lyrics from *Our Story* – the song commissioned to celebrate 10 years of building an inclusive Singapore with our partners – express our aspirations in the next leg of our journey:

*Look around us, let us realise
we're part of the same side
Let's create a future
where every voice takes flight*

Let's create a future where every person with disability can fulfil their potential. Together, let's build a more inclusive Singapore.

Moses Lee
Chairman

Corporate Information

Board of Directors and Management



Corporate Status

Type of Entity – Company Limited by Guarantee
 Date of Establishment – 29 November 2008
 Unique Entity Number (UEN) – 200822425N

Registered Address

20 Lengkok Bahru, #02-06,
 Singapore 159053

Charity Status

Charity Registration Date – 1 March 2009

External Auditor

KPMG LLP

IPC Status

Effective Period –
 1 March 2021 to 28 February 2024

Company Secretary

Lee Tiong Hock
 Boardroom Corporate & Advisory Services Pte Ltd

SG Enable's constitution states that whenever a Board Director has an interest in any transaction, project or matter, the Director shall disclose the nature of his interest before the discussion and should not participate or vote on the matter. SG Enable also has in place a policy for conflicts of interest to ensure that Board Directors and employees act independently and in the best interests of the Company, as well as to avoid conflicts of interest which may impede or compromise the discharge of their responsibilities. All Board Directors have to make a declaration upon each new term of their appointment, and employees to declare upon first appointment and annually thereafter, that they have read and understood the policy and indicate whether there are any present or potential conflicts.

Minister for Social and Family Development Masagos Zulkifli and Senior Parliamentary Secretary Eric Chua hosted an appreciation-cum-welcome lunch for retiring and newly-appointed SG Enable board directors in January 2023.

Back row: Dr Lim Hong Huay, Mr Lim Teck Kiat, Ms Emily Ong[^], Mr Chern Siang Jye, Ms Tan Li San, Ms Lynn Ng Hui Wah, Dr Haslina Mohamed Hassan, SPS Eric Chua, Mr Ron Loh[^], Ms Prema Govindan[^], Mr Tan Eng Tat[^], Mr Richard Eu (Chairperson of Goh Chok Tong Enable Fund Fundraising Committee)

Middle row: Mr Tan Kwang Cheak, Mr Suhaimi bin Salleh, Minister Masagos Zulkifli, Mr Gan Seow Kee, Mr Peter Tan Chong Tze, Mr Loh Chin Hui (Director, Disability Office, MSP)

Front row: Ms Ku Geok Boon[^], Ms Sybil Lau E Jen, Mr Moses Lee, Ms Chia Yong Yong, Ms Jean Tan Lay Kuan | [^]SG Enable management

Not in photo: Ms Chew Seow Chien, Dr Chong Yoke Sin, Mrs Clara Goh Yau Hong, Mr Michael Ngu, Dr Wong Meng Ee, Mr Xie Yao Quan

BOARD OF DIRECTORS

Chairman
 Mr Moses Lee

Members
 Mr Chern Siang Jye
 Dr Chong Yoke Sin
 Mr Gan Seow Kee
 Mrs Clara Goh Yau Hong
 Dr Haslina Mohamed Hassan
 Ms Ku Geok Boon (Ex-officio)
 Ms Sybil Lau E Jen
 Dr Lim Hong Huay
 Mr Lim Teck Kiat
 Ms Lynn Ng Hui Wah
 Mr Michael Ngu
 Mr Peter Tan Chong Tze
 Ms Jean Tan Lay Kuan
 Mr Xie Yao Quan

Finance and Development Committee
 Dr Chong Yoke Sin (Chairman)
 Ms Sybil Lau E Jen
 Ms Jean Tan Lay Kuan

Audit Committee
 Mrs Clara Goh (Chairman)
 Mr Chern Siang Jye
 Ms Lynn Ng Hui Wah

Human Resource Committee
 Mr Moses Lee (Chairman)
 Mr Gan Seow Kee
 Mr Peter Tan Chong Tze

MANAGEMENT

Chief Executive Officer
 Ms Ku Geok Boon

Assistant Chief Executive
 Mr Ron Loh

Thank you to our outgoing Board of Directors for their service:

Mr Chew Hock Yong
 Ms Chew Seow Chien
 Ms Chia Yong Yong
 Mr Suhaimi bin Salleh
 Mr Tan Kwang Cheak
 Ms Tan Li San
 Dr Wong Meng Ee

A Decade of Milestones

Scan here to learn more about our milestones



2013

United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) ratified by Singapore; Establishment of SG Enable

More Employment Opportunities for Persons with Disabilities:
We improved the employability of persons with disabilities and created better job opportunities for them by providing integrated employment services to both job seekers and employers alike.



A Beacon of Inclusion: Enabling Village, Singapore's first inclusive community space, focuses on training and employment for persons with disabilities. Recognised for universal design and social impact, it catalyses disability inclusion with its successful social innovation prototypes.

Enabling Greater Independence through Technology: Tech Able champions the adoption of assistive technology for more independence in living, learning, and work.

First Inclusive Preschool: Kindle Garden – established by SG Enable, supported by Lien Foundation and AWWA – in Enabling Village demonstrates the benefits of inclusive education and has catalysed the development of Inclusive Support Programme in preschools.



National Recognition for Inclusive Employers: This first-of-its-kind national accreditation benchmarks and recognises disability-inclusive employers. It is sought after by businesses and organisations as a testament of their social impact.

2020

SG Enable became the First Stop and Focal Agency for Disability and Inclusion



Smoother Transition to Post-School Life: SG Enable's School-to-Work transition programme pilot scaled up to become a mainstream programme.



Inclusive Primary Education: The Compulsory Education Act was extended in 2019 to students with moderate to severe special educational needs - a reaffirmation that every child matters.

2017

Third EMP (2017-2021) released

Raising Awareness of Creative Talents at the National Level: Under our i'mable public education initiative, we worked with social service agencies and other partners to showcase the abilities of persons with disabilities on NDP Packs for four years running.



More Accessible Government Services: Partnering Civil Service College, we build capabilities of government agencies in providing more disability-friendly services.

Creating a More Caring and Disability-Inclusive Commuting Culture: We partnered public transport agencies and operators to educate front-line staff and the public, on assisting commuters with needs.



Caregiver Support in National Agenda: The SG Together Alliance for Action for Caregivers of Persons with Disabilities was set up by SG Enable and the National Council of Social Service, leading strategic partners to support caregivers and strengthen families.

First Local Study on the Business Case for Disability-Inclusive Employment: The first of its kind in Singapore, it highlights the benefits of inclusive hiring such as more purpose-driven employees, an innovative and learning culture, better businesses processes, and greater customer-centricity in service and product design.

Lifelong Learning for Persons with Disabilities: Enabling Academy, Singapore's disability learning hub, rallies partners to provide lifelong learning opportunities for persons with disabilities. It also seeks to upskill their network of support and equip training providers with disability and accessibility knowledge.



Talents of Makers with Disabilities Showcased on a Global Platform: Under our i'mable Collective, high-quality products by makers with disabilities were commissioned as Istana state gifts and featured at the prestigious Milan Design Week.

2022

EMP2030 released

Involving the Next Generation of Leaders in Disability Inclusion: We expanded partnerships with Institutes of Higher Learning (IHLs) in public education, capability development and disability-inclusive employment, beginning with Temasek Polytechnic.

International Recognition for Disability Inclusion: Enabling Village won the 2022 Urban Land Institute Asia Pacific and Global Awards for Excellence. The only winner from Singapore in 2022, it was recognised for fostering an inclusive community by strengthening integration.

2023 and Beyond...

Strategic Themes in Enabling Masterplan (EMP) 2030

Lifelong Learning

Inclusive Environments

Independent Living



Celebrating



Celebrate. Collaborate. Champion.

In May 2023, more than 600 guests, comprising 270 partner organisations and families, joined us at our 10th Anniversary Dinner to celebrate a decade of progress in the disability sector. We also honoured the partners we collaborate with to champion disability inclusion in Singapore.



67 organisations and individuals were recognised at the Enabling Mark Awards Ceremony 2023 for their exemplary contributions towards disability-inclusive employment.

"Our Gift to Singapore", a collective showcase of artworks by persons with disabilities featured in National Day Parade collaterals from 2020 to 2022.



In his opening address, Deputy Prime Minister Heng Swee Keat highlighted three "shifts" to make in the disability landscape:

- 1 go beyond care and support to empowerment
- 2 go beyond today's partnerships and bring in new partners
- 3 go beyond acceptance to inclusion



Unveiling of Public Education Campaign

by
Mr Eric Chua
Senior Parliamentary Secretary for
Culture, Community and Youth &
Social and Family Development



SPS Eric Chua unveiled "UnAwkward", our public education campaign, with a sneak preview of the campaign video.



We organised a pre-dinner fireside chat with UOB as part of its 'The Unlimited' initiative on "Building SME capabilities in inclusive hiring", featuring panellists from UOB, SG Enable and Ministry of Social and Family Development.



The dinner ended with a moving performance and singalong of "Our Story", an original song by Voices of Singapore's Artistic Director Dr. Darius Lim to commemorate 10 years of building an inclusive Singapore.

Read more about our 10th Anniversary Celebrations here:



A society where persons with disabilities are a part of us, not apart from us. A society where everyone, regardless of ability, is valued as an integral member of the community. A society where everyone belongs.

Inclusive Society

To realise our vision of an inclusive society, we rally partners to join us as an **advocate** for greater disability inclusion. We see ourselves as a **catalyst** that ignites change and fosters innovation. We work alongside our partners as an **enabler** to build a robust ecosystem of support for persons with disabilities.

Our work aligns with recommendations in the Enabling Masterplan 2030, which guides efforts to create a more inclusive Singapore by 2030. For example:

- As part of public education efforts, we worked with partners to raise disability awareness at venues with high footfall and significance such as Guoco Tower in the Central Business District and public transport nodes.
- To continue growing the number of inclusive employers, we commissioned Heidrick & Struggles to conduct “Unlock the Competitive Advantage of a Disability-inclusive Workforce”, the first local study on the business case for disability-inclusive employment. We also recognised inclusive employers at our Enabling Mark Awards Ceremony.
- To provide responsive and quality lifelong learning opportunities to persons with disabilities, we launched our Enabling Academy, which also enables their network of support through training.



Advocate



Integrating Persons with Disabilities as Valued Members of Society

As an advocate, we shine the spotlight on the abilities of persons with disabilities, and champion disability awareness and inclusion. We advance positive change in attitudes towards persons with disabilities and encourage the public to take positive action for disability inclusion.

We believe that each of us can say "I'm able" to be champions of change, working together to build a society in which we can connect with one another, embrace our differences and flourish.

Join us in making a difference. Join us in advocating for a more caring and inclusive Singapore.

Creating Awareness

i'mable x National Day

34

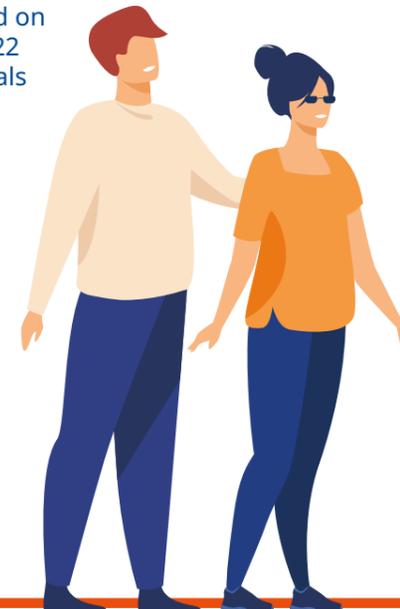
Artists with Disabilities

13

Partner Organisations

22

Artworks Featured on NDP 2022 Collaterals



Bridging Understanding Between People

704

Learners Certified as Caring Commuter Champions through disability awareness e-learning modules co-developed by the Land Transport Authority and SG Enable

Learning Journeys

156

Tours to Enabling Village

55

Groups of Visitors to Tech Able



Celebrating Hopes, Dreams, and Abilities



To celebrate Singapore's 57th birthday, we launched *Our Gift to Singapore*, an exhibition that showcased artworks by persons with disabilities that were featured in National Day Parade (NDP) collaterals from 2020 to 2022.

This was the first such exhibition, with all 63 art pieces publicly displayed at the internationally renowned Opera Gallery at ION Orchard. The artworks were developed by 76 artists with disabilities from various social service agencies and special education schools. President Halimah Yacob officially opened the exhibition on 5 August 2022.

The artworks were part of the **i'mable** public education initiative. Each piece reflected the artists' hopes and dreams for Singapore. This exhibition gave the artists a platform to showcase their abilities and share their perspectives of what it means for everyone to come together to build a better Singapore.

“
 The artists' optimism and resilience reflected in these works created during Covid are most remarkable and worthy of our learning. To have these artworks featured alongside masters of Contemporary and Modern Art in Opera Gallery is a really proud moment for all of us.
 Ms Ku Geok Boon, CEO, SG Enable

View the three years of artworks featured in NDP collaterals here: 



Celebrating Singapore Culture

i'mable Collective partnered social enterprise, Heirloom Threads, to design "The Singapura Collection," which comprises 57 handmade envelope and box clutch bags.

Four NDP artworks from 2020 and 2022 were adapted to design these one-of-a-kind pieces, each celebrating an aspect of Singapore culture through motifs of flora, food, and childhood games.

The box clutches were assembled entirely from scratch by SPD's master craftsmen who were trained by Heirloom Threads. A bespoke clutch bag was also crafted and presented to President Halimah Yacob at the National Day Istana Open House 2022.

Championing Inclusive Workplaces & Communities



Empowering Employers through Animated Playbooks

The "Creating a Disability-Inclusive Workplace" series of animated playbooks was created to provide practical suggestions on how to interact with employees of different disability profiles. By creating an accessible workplace, persons with disabilities can thrive and perform to their fullest potential, and contribute to the success of their organisations.



Watch the series here:



Employer Education in the CBD

i'mable supported "The Autism Advantage", a campaign by final-year students from Nanyang Technological University's Wee Kim Wee School of Communication and Information focusing on autism in the workplace.

The campaign presented an interactive exhibition at Guoco Tower, shedding light on the untapped potential of persons with autism and the value they bring to the workforce. It showcased informative content that included common misconceptions about autism, stories of employees with autism,

and tips on better communication with them. Assistive technologies designed for persons with autism were also on display.

We also supported the creation of an e-resource playbook to help businesses navigate the subtleties of hiring and giving support to persons with autism in the workplace.

Download 'The Autism Advantage' playbook here:



Fostering a Caring Commuting Culture in Singapore

As part of the Caring SG Commuters Steering Committee, we partnered Land Transport Authority, Public Transport Council, Tower Transit Singapore, Go Ahead Singapore, SMRT and SBS Transit to promote a more caring and inclusive commuting culture.

We equipped Caring Commuter Champions with confidence to show care to commuters in need through an e-learning course on disability awareness. We also conducted Public Bus Inclusivity Courses and scaled this programme with a train-the-trainer model for Tower Transit staff to conduct such trainings independently. Frontline staff from SBS Transit also went through experiential training at Enabling Village, where they learnt to support passengers with disabilities on their commutes.

Through collective efforts, commuters grew in their awareness of how to assist commuters of different disability profiles – the Public Transport Council's 2022 Gracious and Caring Commuting Culture Survey recorded an increase in knowledge scores about supporting commuters with special needs, from 2.5 in 2021 to 3.1 in 2022.



Marching in Unity at the Purple Parade

We continued to be part of the organising committee of the Purple Parade, a movement that supports inclusion and celebrates the abilities of persons with disabilities.

We gathered a 100-strong contingent to march together for disability inclusion. This included 20 inclusive employers such as Central Provident Fund

Board, Unilever Asia, Singapore International Foundation and more. Our iChamps (volunteers with disabilities who champion inclusion), caregivers, families, friends and staff also took part in the contingent.

Thank you to all the partners who joined us at the parade, and to **Enabling Academy's** training partners SpedGrow, ART:DIS, ExtraOrdinary People and Ascendo Academy, who engaged participants in various booth activities.



Recognising Inclusive Employers



At the **Enabling Mark Awards Ceremony 2023**, held in conjunction with our 10th Anniversary Dinner, 67 organisations and individuals were recognised for their exemplary contributions towards disability-inclusive employment.

Bizlink and the National Library Board (NLB), were presented with the Enabling Mark (Platinum), joining six other Enabling Mark (Platinum) employers. NLB was the first public service organisation to receive this top accolade, following its 2021 Gold accreditation.

Other awards presented at the ceremony included:

- Enabling Innovation Award – Recognises employers who put in place innovation to improve the employment opportunities, employability and productivity of persons with disabilities
- Exemplary Employee Award – Recognises employees with disabilities who have made commendable efforts and contributions at work
- Enabling Buddy Award – Recognises co-workers or supervisors who have made commendable efforts in supporting colleagues with disabilities
- Enabling Champion Award – Recognises management staff who have made commendable efforts in integrating employees with disabilities

Since its launch in Oct 2020, 112 unique employers have been accredited with the Enabling Mark.

View the Enabling Mark Honour Roll here:



“
We always aim to create a welcoming environment at our libraries and archives for not only our patrons, but also all our staff, including our interns and externs with disabilities. The Enabling Mark (Platinum) is a strong endorsement of our efforts over the years, and encourages us to push on even more.

Mr Ng Cher Pong,
CEO, National Library Board

Goh Chok Tong Enable Award Winners



On 1 December 2022, we recognised 15 exceptional persons with disabilities at the **Goh Chok Tong Enable Awards (GCTEA) Ceremony**. Held at the Istana, the event was graced by President Halimah Yacob, Emeritus Senior Minister Goh Chok Tong and Mr Eric Chua, Senior Parliamentary Secretary for Culture, Community and Youth, and Social and Family Development.

The Awards is an initiative of the **Goh Chok Tong Enable Fund (GCTEF)** administered by SG Enable. Tote Board is the founding sponsor and UBS Singapore is the principal sponsor. GCTEA (UBS Achievement) awardees received \$10,000 each, while GCTEA (UBS Promise) awardees received \$5,000 each.

GCTEA (UBS Achievement) Awardees

1. Mr Palani Samy Avaday
2. Ms Theresa Goh
3. Ms Lim Lee Lee

GCTEA (UBS Promise) Awardees

1. Dr Darren Chua
2. Mr Hay Qing Hui
3. Ms Jaspreet Kaur Sekhon
4. Mr Kueh Jinyan Justin

5. Mr Jason Leong
6. Ms Lin Yizhen June
7. Ms Luo Mang
8. Ms Mok Hui Ying Amanda
9. Mr Muhd Ammar Nasrulhaq bin Abdul Karim
10. Dr Navin Nair
11. Ms Claire Teo
12. Mr Wong Zi Heng

Our congratulations to the awardees, and thanks to our evaluation panel chaired by Associate Professor Wong Meng Ee, and comprising Ms Tham Loke Kheng, CEO, MediCorp; Mr Fong Yong Kian, Chief Executive, Tote Board; Mr August Hatecke, Country Head, UBS Singapore; and Mr Heng Chiang Meng, chairman of the GCTEF Fundraising Committee.

Passionate Advocates Who Champion Disability Inclusion

We appreciate all our 488 Enabling Volunteers, who include iChamps and corporate volunteers! In October 2022, our iChamps kickstarted the Inclusion Discovery Series with an interactive session at Enabling Village introducing assistive technology and how it empowers persons with disabilities in their daily lives.

Catalyst

Fostering Innovations



Integrating Ideas and Expertise to Accelerate Change

Catalyst – an agent that provokes or speeds up significant change or action. We are a catalyst for transformative change and impact.

To accelerate change, we bring people, talents, and resources together to gather fresh insights and develop new solutions. Through collaborations with stakeholders and harnessing innovation and technology, we can realise greater social acceptance and inclusion for persons with disabilities.

We believe that the seeding of these new projects and collaborations will one day create towering oak trees of change that will transform our society.

Creating Enterprise Opportunities

i'mable Collective

>\$800,000

Sales of Merchandise and Commissioned Products since Inception

25

New Product Lines Developed with i'mable Collective Makers and Enterprise Partners

i'mable Gift Market and Christmas Pop-Up

Showcased Products from close to

30

Social Service Agencies, Social Enterprises and Independent Artists

Welcomed

>1,200

Customers



Catalysing New Solutions

Enabling Lives Initiative Grant

\$4.46

Million Committed to

10

Projects that Aim to Benefit

1,200

Persons with Disabilities

Promoting the Adoption of Assistive Technology

Through Partnerships and Collaborations, We Reached Out to

370

Persons with Disabilities, Employers and Sector Professionals



Inclusivity by Design

Winning an International Award

Enabling Village was recognised as one of five winners of the 2022 ULI (Urban Land Institute) Global Awards for Excellence. Winning projects represent the highest standards of achievement in the development industry, and the awards recognise the full development process of a project, including its impact on the community.

Enabling Village was selected from 26 global finalists who had won in the highly competitive regional competitions that saw 152 submissions. It was first selected as one of 13 winners of the Asia Pacific edition of the Awards and it was the only winning project from Singapore.

Mr Desmond Lee, Minister for National Development, graced the awards ceremony at Enabling Village, where the site's expansion plan was also announced.



Expanding Enabling Village

At the awards ceremony, we announced that Enabling Village would have a four-storey extension slated for completion in the next two years. The extension is part of our larger strategy to garner corporate and community support to build an inclusive society through:

- Envisioning a beacon of inclusion in Singapore and beyond
- Enabling persons with disabilities to thrive
- Enhancing caregivers' capacity to care for their loved ones, others, and themselves
- Partnering Enterprises to unlock their potential through inclusion
- Engaging communities to change mindsets and build an inclusive society

The extension seeks to address some of the post-18 challenges faced by persons with disabilities and their caregivers. It features smart home studios and training programmes to strengthen independent living skills for persons with disabilities and help caregivers in future care planning.

An integrated experiential space for **i'mable Collective** will be launched, with an omni-channel retail showcase, café, gallery, and studios to profile and nurture persons with disabilities and promote inclusion. Individuals, social service agencies (SSAs), social enterprises, and special education (SPED) schools will get to showcase abilities, connect with like-minded partners and exchange ideas.

The expansion of Enabling Village's impact as an inclusive community space is made possible by the generous support of:

- Wilmar International Limited who donated S\$2,000,000, and Mr Kuok Khoon Hong who donated S\$1,000,000
- Mr Ng Kok Song who donated US\$100,000
- Mr Ray Dalio and Mr Ng Kok Song who donated their speakers' fees of US\$75,000
- The Good Blockchain and Automata Network, who raised S\$56,446 through the National Day

NFT campaign, and Mr Lim Leong Guan who donated S\$20,087 to this fundraiser

- Hustle & Bustle which raised S\$50,000 for Enabling Village through a charity gala dinner
- Ms Dawn Marie Toh, who raised S\$43,841 through her inclusive concert, GIC Pte Ltd who supported the concert with part of its S\$11,500 donation, and Ms Natasha Goh who donated S\$10,000 to the concert
- Chew How Teck Foundation who donated S\$10,000

Launch of Design Playbook for Inclusive Spaces

Mr Lee also launched the Design Playbook for Inclusive Spaces at the ceremony. The playbook, developed by SG Enable in collaboration with STUCK Design, distils key principles and ideas on how spaces can be more inclusive beyond physical accessibility.

Key principles from this playbook were also presented at a fireside chat co-organised with Design Singapore's School of X and Company of Good in February 2023. Experienced inclusive designers, from The Helen Hamlyn Centre for Design at the Royal College of Art and STUCK Design, shared with 50 participants about common misconceptions and benefits of inclusive design.

Check out the playbook here:



1 Enable options and choice

Visitors can choose their preferred level of assistance and social interaction within your space.

Welcome Lisa! I'll be shopping with you today.

2 Make it easy to receive or provide help

People can receive and provide assistance effectively when needed.

3 Make essential information about your space readily available

People feel prepared and know what to expect from a space even before visiting it.

What to expect when you visit Robinsons

“
The project demonstrates a successful model for integrating disability services and accessible design into an existing community.
Global Awards Jury Citation

Showcasing Masterpieces of Artists and Makers with Disabilities



Goes International

In June 2022, we showcased “Breathing Batik”, an exclusive lacquerware collection designed in collaboration with Supermama Store, at the prestigious Milan Design Week.

The collection incorporated distinctive batik-inspired prints co-designed by i'mable Collective artists from ART:DIS, The Art Faculty, Cerebral Palsy Alliance Singapore, Metta Welfare Association, and Singapore Association of the Visually Handicapped.

A preview of the collection was held at Supermama's flagship store in the National Museum of Singapore. The preview was attended by i'mable Collective's advisor and Member of Parliament, Mr Xie Yao Quan, who is also our board director.



“
These artists now have an international platform to showcase their talent and the social service agencies have built their capabilities in creating a commercially viable product that carries a unique Singaporean identity.
 Ms Ku Geok Boon,
 CEO, SG Enable



Mooncake Gift Sets

In celebration of Mid-Autumn Festival, i'mable Collective adapted designs from the “Breathing Batik” lacquerware collection into tiffin carrier gift sets with matching neoprene bags. These contained mooncakes baked by persons with disabilities from MINDS and Metta Café, and teabags packed by teapasar's employees with disabilities.

Limited edition Enabling Village Mooncake Gift Sets were also produced. Each had a porcelain tea set that was uniquely painted by artists from Arts@Metta, with no two sets being the same. It also features Oolong tea leaves packed by makers from Arts@Metta and mooncakes by bakers from Metta Café.

Disability Art Showcase at Mediacorp Campus

We collaborated with Mediacorp to organise “Mediacorp Canvas on 10”. This co-creation art project involved artists with disabilities from Metta Welfare Association, MINDS and Rainbow Centre, as well as Mediacorp staff.

Through workshops, participants were encouraged to use different art techniques to express themes like faces, flora, and buildings. The art pieces were then pieced together into sticker murals that decorated the 10th floor of the Mediacorp Campus.



i'mable Collective fosters multi-sectoral collaborations to develop a viable market for quality merchandise produced by persons with disabilities. The initiative was supported by Dalio Philanthropies from January 2020 till March 2023.

Enabling Lives Festival

In conjunction with the International Day of Persons with Disabilities, we organised the **Enabling Lives Festival**. Close to 3,000 visitors participated in activities supported by 45 partners across three locations – Enabling Village, Gateway Theatre and Bukit Merah Community Hub.

The festival kicked off with the Goh Chok Tong Enable Awards held at the Istana. Other highlights include educational Learn-A-Skill workshops and the i'mable Gift Market.



From learning sign language to creating no-sew tote bags and Christmas ornaments, a variety of **Learn-a-Skill workshops** were held during the festival, co-facilitated with persons with disabilities.



20 artworks of Enabling Village drawn by persons with disabilities were presented in an art exhibition. Selected artworks were then adapted into special edition red packets by Meiban Corporation for Chinese New Year.



The **Mediacorp Celebrities Charity Fair** attracted around 200 supporters. The sale of artistes' pre-loved items raised \$6,700 for the Goh Chok Tong Enable Fund.



The fourth edition of **i'mable Gift Market** featured 24 vendors from social service agencies, social enterprises, and individual artists. More than \$32,000 was generated in sales revenue.

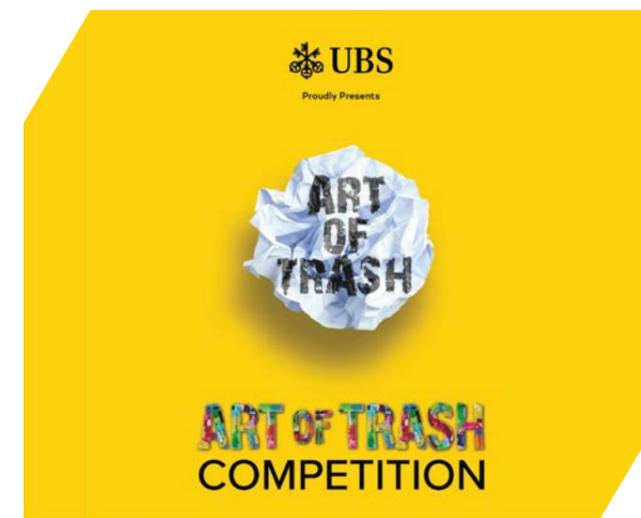


106 participants and facilitators participated in **open house tours of Enabling Village**. The tours were led by our iChamps and supported by our Enabling Volunteers.

Trash-Sure | Art of Trash

In line with our efforts to raise awareness and advocate for a more equitable and sustainable future, **Enabling Village** was the inclusion partner for Singapore's first Art of Trash Competition. Organised by the Ad Planet Group, the competition sought original art pieces that showcase sustainability.

Our iChamp and 2021 Goh Chok Tong Enable Award winner Allan Cai was inspired by his work in a mushroom farm to create an installation about the severity of food waste. Other iChamps like Tan Siew Ling and Shalom Lim also participated in the competition. Their works were displayed together with other finalists in an exhibition at Gardens by the Bay, as well as Ang Mo Kio Public Library.



Catalysing Disability Inclusion through the Next Generation

In December 2022, we formalised our partnership with Temasek Polytechnic in areas like volunteerism and mutual sharing of knowledge and skills through the signing of a Memorandum of Understanding (MOU). Held as part of the Enabling Lives Festival, the signing was witnessed by Mr Eric Chua, Senior Parliamentary Secretary for Culture, Community and Youth, and Social and Family Development.

This set the stage for our extended partnerships with Institutes of Higher Learning (IHLs) in public education, capability development and disability-inclusive employment initiatives.

We started **Enabling Volunteer Chapters** in Temasek Polytechnic and Singapore Management University, where student volunteers worked together to build and foster inclusive communities in their schools. They were also empowered to curate disability programmes and initiatives for external communities.

To raise disability awareness among students, we collaborated with our partners to conduct workshops for the National University of Singapore, Singapore Polytechnic and Ngee Ann Polytechnic. We look forward to working with more IHLs, to better prepare the next generation of leaders in disability inclusion.



Strengthening Support for Caregivers of Persons with Disabilities

Expansion of CAREconnect and Launch of Step One

After successful pilots in Boon Lay and Kampong Glam, CaringSG's CAREconnect programme has expanded to Nanyang, Telok Blangah and Bukit Batok East, bringing support networks closer to home for more caregivers. An initiative under Project 3i (Integrative, Individualised and Intentional), CAREconnect has reached out to 2,800 caregivers and linked up 1,200 caregivers to support groups since its launch in 2021.

For new caregivers in need of support and resources, we are working with CaringSG to launch Step One. Through self-paced, bite-sized e-modules, caregivers can learn how to better support their young children with developmental needs. They can also connect with other caregivers through support group sessions.

These projects are supported by Temasek Foundation, National Council of Social Service's Care & Share Movement, and the Enabling Lives Initiative (ELI) Grant by SG Enable and Tote Board.



Extension of the Take-a-Break Programme

After piloting the Take-a-Break (TAB) caregiver respite programme, we will extend it to benefit more families and caregivers of persons with disabilities. SPD will administer the next run of TAB, and we will work together to develop a sustainable

respite service model that meets caregivers' needs. Funded by Temasek Foundation, the TAB programme has provided respite to 140 families since its inception in July 2020.

Sharing and Caring Over Kaya Toast

Beyond training and peer support, we also showed our appreciation for caregivers. A two-month appreciation campaign ran from October to December 2022 in which Ya Kun's customers treated caregivers to complimentary drinks, and sponsored traditional brunches for caregivers and their children.



Catalysing Social Innovations

In 2022, we held our third and fourth calls for the **Enabling Lives Initiative (ELI) Grant**.

Themed "Living Independently: Stepping into the Future, Now", the grant calls sought innovative solutions that support the independent living of persons with disabilities and encourage their participation in community activities. This was especially crucial to promote autonomy, dignity and social inclusion for persons with disabilities.

Through consultations with persons with disabilities, their caregivers, and disability professionals, two areas in need of innovative solutions were identified: timely interventions for children with disabilities to develop skills for greater independence, and living and care options for adults with disabilities.

We received a total of 62 submissions, with 10 projects being awarded a total of \$4.46 million.



Funded Project Highlights



Lumens' Medical Escort Transportation Programme

Through this programme, Lumens enables persons with disabilities to go for regular medical appointments, while providing respite for caregivers. Drivers are trained to ferry and accompany persons with disabilities on their medical appointments, and to act as intermediaries between healthcare professionals and caregivers where required (e.g. relaying pertinent information after appointments). As part of the project, Lumens also retrofitted a fleet of five Toyota Noah MPVs to be wheelchair-accessible.

TOUCH's Aptitude Buddy Club (ABC)

To ease the transition of graduating SPED school students to Institutes of Higher Learning, TOUCH Community Services is developing Aptitude Buddy Club (ABC), a befriending-cum-training support programme. Based in ITE College West, the programme aims to support students with disabilities in developing social skills that will help them find employment and live more independently.



Enabler

Strengthening Capabilities



Enhancing Training and Employment

57

Inclusive Employers Accredited with Enabling Mark

2

Platinum

13

Gold

42

Silver

2,452

Employers Trained

406

Disability Employment Professionals Trained

Promoting Accessibility and Inclusive Products and Services

618

Attendees at Consumer Inclusiveness and e-Accessibility Workshops

51

Partners Engaged

Integrating Resources to Build a Robust Ecosystem

As the sector enabler and specialist agency for disability inclusion in Singapore, we empower partners with our skills and know-how to better serve persons with disabilities and their caregivers.

Through the funding we administer, and the relevant best practices we share, sector stakeholders are empowered to deliver quality services and programmes.

In the good times and the bad, we come alongside our partners to enable everyone in building an inclusive society.



Leveraging Disability Inclusion for Business Growth



Our biennial **Inclusive Business Forum (IBF)** returned for its fourth edition on 25 August 2022. Themed 'The Future of Work: Building Business Resilience and Growth', IBF 2022 explored insights from disability-inclusive employers, industry experts, and persons with disabilities on the new opportunities for organisations to tap persons with disabilities as a viable talent pool, against the backdrop of a global talent shortage.

Mr Lawrence Wong, Deputy Prime Minister and Minister for Finance, graced the Forum as Guest

of Honour, while Mr Eric Chua, Senior Parliamentary Secretary for Culture, Community and Youth & Social and Family Development, hosted the event.

The Forum featured a keynote presentation and two panel discussions comprising business leaders and persons with disabilities in prominent academic and corporate positions. They shared their experiences and exchanged insights on how disability inclusion can drive business resilience and sustainable growth.



“
The continued success of Singapore will rely not just on how much economic growth we can generate, but how inclusive we can become as a society.

*Mr Lawrence Wong,
Deputy Prime Minister and Minister for Finance*

“
Having a sense of inclusion at work means that the work environment provides high psychological safety and employees can bring their full selves to work without fear of reprisals or discrimination.

*Mr Nakul Gaur, IBF 2022 Keynote Speaker,
Director of Customer Experience and User Growth, Unilever Singapore*



First Local Study on the Competitive Advantage of an Inclusive Workforce

At the forum, we also released a study on the perceptions of organisational performance and culture among employees, which we commissioned from Heidrick & Struggles. This study involved 30 organisations from a range of sectors, varying sizes and with differing degrees of disability inclusiveness.

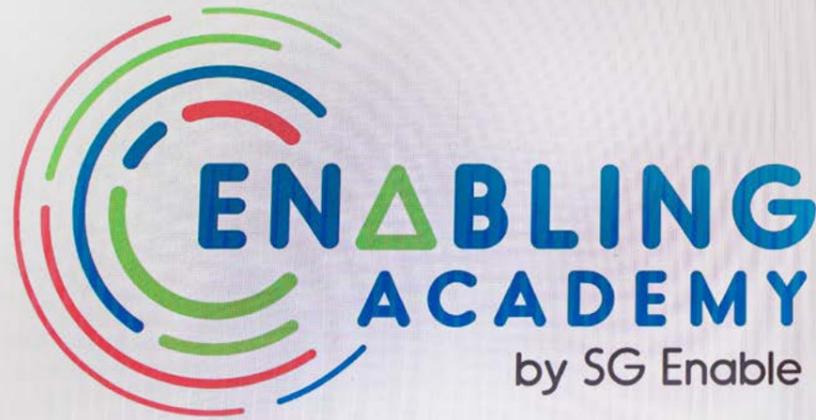
It found four key benefits of disability-inclusive employment practices:

- Purpose-driven employees
- Innovative and learning culture
- Simpler, digitally enabled processes
- Customer-centric thinking

Download a copy of the report here:



Harnessing the Power of Lifelong Learning



To enable **persons with disabilities** to maximise their potential, we launched **Enabling Academy**, Singapore's disability learning hub, in May 2022.

Enabling Academy goes beyond current vocational training to offer lifelong learning for personal and professional development. Additionally, it focuses on enabling the **network of support** for persons with disabilities (e.g. employers, disability employment professionals and caregivers) by curating learning opportunities. It also equips **training providers** with accessibility knowledge and skills.

Rallying partners from the education, business and disability sectors, Enabling Academy has curated more than 110 accessible training courses, covering areas such as digital skills training, early childhood development, time management and cooking. Workshops for organisations at different levels of readiness of inclusive hiring and training for disability employment professionals are also available.

“
Lifelong learning is a journey where you come out of your comfort zone, learn something new and do something different. In the course of learning, you could discover your own passion, your aspirations and hidden talent. It also gives you a sense of purpose.

*Ms Katy Lim-Lee,
 Active Volunteer Trainer with visual impairment,
 Singapore Association of the Visually Handicapped*

“
With the set-up of Enabling Academy, we look forward to honing our training delivery and improving our accessibility practices to enable persons with disabilities to pursue lifelong learning.

*Mr Soh Sze Wei,
 Divisional Director, Student & Graduate Services,
 Institute of Technical Education*

“
...we need to build up the disability training space so that persons with disabilities can access learning opportunities at every life stage, and inclusive employers and partners can then come together and align their efforts in this regard.

*Mr Eric Chua,
 Parliamentary Secretary,
 Ministry of Social and Family Development*

Building Partnerships

Enabling Academy establishes partnerships with corporates, mainstream training providers, and social service agencies to leverage their expertise and deliver quality training courses.

These include partnerships with Google to extend the Google Career Certificates Scholarship to persons with disabilities, with VMware to provide

free training in digital and sales skills, as well as with Meta for persons with disabilities interested in software engineering.

Enabling Academy is supported by Tote Board, SkillsFuture Singapore, Workforce Singapore and the Ministry of Social and Family Development.

Meta Career Programme – Software Engineering

vmware AURORA: UPSKILLING PERSONS WITH DISABILITIES

Skills Ignition SG

Apply for a Google Career Certificate scholarship.

Learn more about Enabling Academy here:



Strategic Partnerships in Employment

Signing of MOU with Amazon

In February 2023, we signed a Memorandum of Understanding (MOU) with Amazon. Through this partnership, Amazon will triple the number of associates with disabilities employed in its Operations facilities in the next three years. We will also collaborate with them to train persons with disabilities in the logistics industry and equip their teams with the skills to work alongside and support associates with disabilities.



Supporting Disability Professionals

We held two training sessions for a total of 42 Disability Employment Professionals (DEPs) – one was focused on providing job coach support to persons with visual impairment, while the other covered tips on supporting persons with disabilities in social communication, dating and interpersonal relationships in the workplace.

We also organised a **Disability Professionals Network (DPN)** engagement session at Enabling Village, which was attended by more than 50 representatives from 24 social service agencies. They learnt about Enabling Academy, Enabling Masterplan 2030 and various grants we administer. We also gathered participant feedback for the development of Enabling Academy's Enabling Skills Framework.



Strategic Partnerships to Enhance Access to Public Spaces and Services



Consumer Inclusiveness

Together with our iChamp Winston Wong, we equipped **Army Open House (AOH)** ambassadors with knowledge on disability etiquette and interaction tips for a more inclusive open house. We also worked with the Ministry of Defence to improve the e-accessibility of the AOH website.

To increase the **inclusivity of healthcare experiences and emergency response services**, we engaged the SingHealth Patient Advocacy Network and the Ministry of Home Affairs through disability awareness talks and sharing by our iChamps. Frontline officers got to hear from the perspectives of persons with disabilities and learnt practical tips on how to better interact with them.

Physical Accessibility

We partnered Singapore Land Authority to map barrier-free routes in Bukit Merah and Gardens by the Bay. A pilot app was created with the longer-term intention of adding the barrier-free routing function to OneMap.

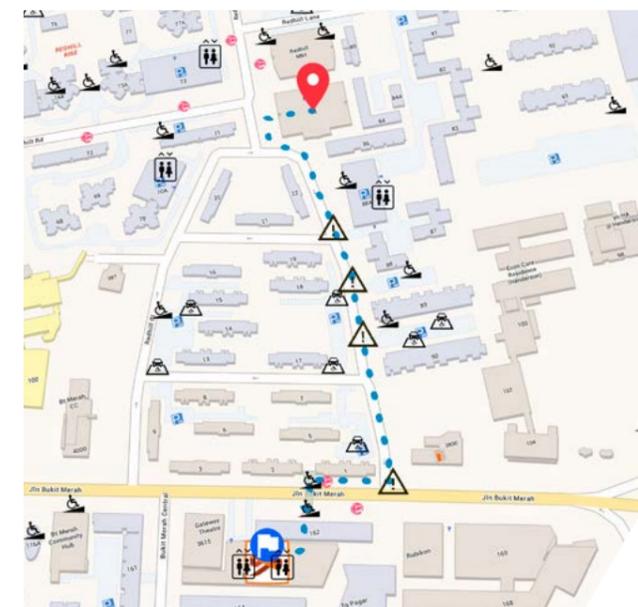
We also supported Hyundai Motor Group, Smart Urban Co-Innovation Lab, and Lions Befrienders in their Call for Innovation (CFI). The CFI aimed to holistically address physical and infrastructural barriers by co-developing accessibility and mobility solutions in transport and infrastructure for the elderly and persons with disabilities. We shared with participating innovators about mobility challenges faced by persons with disabilities, and evaluated over 20 submissions for the CFI.



Inclusive Tourist Attractions

In April 2023, we renewed our **MOU with Esplanade** for another three years. In the past year, we helped their staff and volunteers be more inclusive in programming and engagements, as well as improved the accessibility of their physical and digital spaces.

We also partnered H&B to improve the accessibility of *Van Gogh: The Immersive Experience* here in Singapore. Upon our recommendations, they installed new accessible features in the exhibition venue and helped staff to better understand guest needs, enabling a better experience for all visitors.



Enabled Lives

To achieve our vision of enabled lives, we put persons with disabilities at the heart of all we do. We also work closely with partners to support caregivers, the first line of support for persons with disabilities.

Our work aligns with recommendations in the Enabling Masterplan 2030, which guides efforts to create a more inclusive Singapore by 2030. For example:

- To enable persons with disabilities to live more independently in this digital age, we engaged stakeholders across the public and private sectors to increase the e-accessibility of essential digital services, while training persons with disabilities to conduct e-accessibility testing.
- To better support the work aspirations of special education school graduates, and to equip the job coaches who are working with them, we are collaborating with the Ministry of Education to enhance the training roadmap for job coaches, aligned with the new Vocational Education Teaching and Learning Syllabus that was rolled out.



Enabling persons with disabilities with information and referral services, lifelong learning and employment, disability support services and grants, and technology. Building an inclusive society in which they are supported holistically, and are able to reach their highest potential.

Enhancing Training and Employment

810

Persons with Disabilities Benefitted from Job Placement and Job Support Services

311

Persons with Disabilities Benefitted from IHL Internship, RISE Mentorship, School-to-Work and Hospital-to-Work Programmes

2,584

Training Places Curated

2,088

Persons with Disabilities Trained

Enhanced Learning Support

The **Temasek Trust-CDC Lifelong Learning Enabling Fund** enables persons with disabilities to acquire vocational and independent living skills. Eligible participants now include full-time students, while the list of supported courses is expanded to include home-based trainings. Additional support of up to \$500 is provided for persons with disabilities who require specialised transport to attend their courses. Persons with disabilities can also use the fund to obtain learning support devices required for their work or daily activities.

A new Vocational Education Teaching and Learning Syllabus was rolled out in SPED schools. It adopts a broader and more inclusive concept of work, recognising pathways beyond open and supported employment such as home-based work and self-employment. It also takes a person-centred approach

that focuses on students' interests and strengths, and emphasises the teaching of soft skills applicable in real-life settings.

In line with this, we are collaborating with the Ministry of Education to enhance the **training roadmap for job coaches in SPED schools** so that they are better equipped to teach soft skills, assess learning through work activities and work with students' families.



In his late 40s, Mr John Lee was diagnosed with a rare genetic eye disorder. Through this programme, he received support from our job coach and found a job at National Youth Council Singapore, where he works as a manager of Corporate Administration. He has been thriving at work ever since and is attending courses to upgrade his skills.

Helping Persons with Acquired Disabilities Transition to Work

Due to medical conditions or accidents, persons with acquired disabilities often have to re-assess their career trajectory and explore new job opportunities due to changes in their abilities. We support them through our **Hospital-to-Work Programme** by providing personalised career re-assessment, rehabilitation and job-matching services.

Expanding Employment Pathways

Inclusive Hiring in Healthcare

In partnership with the Agency for Integrated Care, we created more than 60 job opportunities in 12 community care organisations for persons with disabilities since October 2022.

This is part of an ongoing collaboration to promote the employment of persons with disabilities in the community care sector, allowing them to not just be meaningfully employed, but to help other vulnerable groups too. This also aligns with our strategy to create job opportunities for them in the three high-growth future economies – the Green Economy, the Digital Economy, and the Care Economy. We have expanded our employers' network to offer place-and-train programmes to persons with disabilities, so that they can pick up useful functional and soft skills to thrive in their jobs, with the end goal of improving their employment rate.

Additionally, in our **School-to-Work Transition Programme**, almost every intern from the 2021 and 2022 batches was offered employment by various nursing homes.



Empowering Through Mentorship and Job Opportunities

Through our **RISE Mentorship Programme**, tertiary students and graduates with disabilities were matched with experienced business professionals, developed relevant work skills and built networks.

Across the two runs in 2022, 41 mentors from 11 organisations including Google, Bloomberg and JP Morgan took part in the programme. From this experience, many mentors became champions for disability inclusion in their own organisations.

In the past year, close to 400 jobseekers with disabilities visited our three thematic Virtual Career Fairs across the logistics, human resource and administration, hospitality and public sectors. More than 40 employers participated, offering over 150 job opportunities. Through the fairs, employers interacted directly with jobseekers, creating better alignment about job expectations and the roles available. This resulted in shorter waiting times for job application outcomes.



Creating an Ecosystem to Support Accessibility



As technology is an important enabler in creating equitable opportunities for persons with disabilities, we set out to improve the e-accessibility of services in essential sectors such as banking and healthcare.

Supported by the Digital for Life Fund, we built capabilities of web/app developers and designers to create e-accessible services, information, and products, and trained persons with disabilities to conduct e-accessibility testing.

We have since partnered with organisations such as NTUC FairPrice and SingHealth to increase the e-accessibility of their digital services.

Enabling Technology and Innovation

In commemoration of Assistive Technology (AT) Awareness Month in November, we hosted an **inclusive gameplay event**. Through simple modifications, classic games like Snakes and Ladders and Sudoku were made accessible for persons with visual impairment.

Tech Able took part in Engineering Good's annual **Tech for Good Festival** where we introduced various assistive technologies. We also created a tactile map of the festival space to improve accessibility for persons with visual impairment. As a panellist, Mr Chong Kwek Bin, our Technology Analyst, shared on advances made in the technologies of measurement, wheelchairs and social communication.

In the past year, we had many opportunities to demonstrate **thought leadership** and share at local and international fora such as:

- GovTech Singapore's Accessibility Awareness Week
- Smart Nation and Digital Government Office's webinar
- National Library Board's Tech Bazaar 2022
- Nanyang Polytechnic - Nagaoka NIT (National Institute of Technology) Technical Symposium

We were also part of the judging panel for the Best Usability - Accessibility award at the GovTech Digital Services Award 2022, and the Technology and Design categories of the National Assistive & Rehabilitation Technology Student Innovation Challenge 2022.



Enhancing Disability Programmes and Services

By providing advice, enhancing processes, and sharing resources, we empowered SSAs and SPED schools to run disability programmes effectively. These programmes are funded by the Ministry of Social and Family Development (MSF), Ministry of Education, Tote Board and Community Chest. We also worked with partners beyond the disability sector like the Agency for Integrated Care and Happee Hearts Movement, to respond to changes in the support landscape, such as the ageing population in disability homes.

To improve the service delivery of SSAs as frontliners, we introduced refreshed service standards and on-boarded them onto new programme evaluation

frameworks. In addition, more than 200 staff from over 20 SSAs attended our Communities of Practice sessions in 2022, where they provided feedback, shared best practices and co-created solutions.

By strengthening processes and coordination across stakeholders, we helped SPED school graduates transit more seamlessly into sheltered workshops and day activity centres. More than 35 virtual open house sessions were organised for over 400 caregivers and SPED school staff, to augment caregivers' understanding about the adult disability services available and enhance their ability to plan for their children.



Supporting SSAs Through COVID-19

We worked with SSAs to strengthen their pandemic preparedness and facilitated booster vaccinations for residents in disability homes. With support from MSF and the National Centre for Infectious Diseases, staff from disability homes were also trained to prevent and control infections.

Working Closely with Funders

To ensure that persons with disabilities receive quality support, we worked with MSF, Tote Board and Community Chest to assess the service levels and performances of SSAs. We also engaged SSAs to gather ground sentiments for MSF's policy review and planning of disability services and programmes. The setting up of AWWA's new adult disability home and day activity centre in September 2022 is an important milestone and we are happy to have supported them to serve more clients with disabilities.

Supporting Aspirations of Persons with Disabilities



The Goh Chok Tong Enable Fund (GCTEF), formerly known as the Mediacorp Enable Fund, aims to help build a society where persons with disabilities are recognised for their abilities and lead full, socially integrated lives. GCTEF is a community fund administered by SG Enable with Mediacorp as the official media partner.

Supporting Early Intervention and School Programmes

In 2022, \$290,950 was disbursed to support 114 children with disabilities to get access to timely private early intervention services by offsetting their out-of-pocket fees.

It also supported Mayflower Primary School's Occupational Therapy and Communication Intervention Programme, which benefitted 37 students with disabilities from lower-income families. The programme accelerated their holistic development and enabled them to keep pace with their peers in a safe and inclusive setting.

The fund supported Eden School for its Visual Arts Talent Development Programme, where alumni were equipped with vocational skills from a professional artist and opportunities to sell their artwork.

Supporting Caregivers

GCTEF provided a seed fund of \$60,000 in November 2021 for the Gift of Lifetime (G.O.A.L) Sponsorship Scheme by Special Needs Trust Company (SNTC). This one-time grant helps families with the initial capital to set up a SNTC trust account for their child and/or to co-pay for the term plan insurance premiums. To date, 13 families have benefitted from this fund.

GCTEF Donors

We are grateful for the generous donations from:

- Mr Loh Kiong Poot, a retired businessman, who donated S\$500,000
- Ms Jazz Chong, gallerist and owner of Ode to Art, who donated S\$100,000 to help persons with disabilities defray costs in transport and mobility support
- Mediacorp, who raised S\$21,284
- Inclusive Business Forum 2022 participants who donated S\$18,837 via a portion of the ticket sales

Thank you to all who have supported the GCTEF and partners who have helped us raise funds.



Make a difference by donating here:



Empowering Independent Living

Schemes Administration, Information & Referrals

3,783

Persons with Disabilities Referred to Child and Adult Disability Services

14,453

Queries

6,632

Applications for Transport Schemes

5,777

Beneficiaries of Enabling Transport Subsidy Scheme

2,635

Applications for Assistive Technology Fund

Tech Able

185

Clients Assessed

383

Clients Trained in the Use of Assistive Technology

Enabling Guide

482,950

Page Views

141,649

Unique Users in FY22

Goh Chok Tong Enable Fund

\$1.03mil

to Support Persons with Disabilities and Enhance Community Support Programmes



Financial Statements

Statement of Comprehensive Income for the Year Ended 31 March 2023

	2023 \$	2022 \$
INCOME		
Total income	50,657,508	48,454,358
EXPENDITURE		
Employee benefits expenditure	31,288,624	28,669,484
Other operating expenditure	15,891,160	13,523,484
Total Expenditure	47,179,784	42,192,968
Surplus for the year	3,477,724	6,261,390

Statement of Financial Position as at 31 March 2023

	2023 \$	2022 \$
ASSETS		
Non-current assets	16,991,768	17,376,457
Current assets	62,762,299	52,185,743
TOTAL ASSETS	79,754,067	69,562,200
LIABILITIES		
Non-current liabilities	12,855,074	13,365,060
Current liabilities	20,348,737	13,124,608
TOTAL LIABILITIES	33,203,811	26,489,668
NET ASSETS	46,550,256	43,072,532
RESERVES		
General reserves	32,166,718	29,917,051
Specific reserves	14,383,538	13,155,481
TOTAL RESERVES	46,550,256	43,072,532

Disbursement of Schemes and Programmes for the Year Ended 31 Mar 2023

	2023 \$	2022 \$
SCHEMES AND PROGRAMMES		
Assistive Technology Fund	3,788,749	4,738,088
Community Chest Fund	24,166,741	24,756,364
Employment Support for Persons With Disabilities (P6155)	259,443	2,261,937
Employment Support for Persons With Disabilities (P6391)	192,453	-
Enabling Transport Subsidy	9,864,433	8,257,413
Job Placement Job Support	1,425,659	1,716,302
MOE SPED Fund	208,572,612	198,253,026
MSF Service Provider Funding	59,696,830	57,121,881
SGUnited Jobs & Skills Programme	887,685	172,651
SkillsFuture Study Award for Persons with Disabilities and Disability Employment Professionals	-	30,000
Special Assistance Fund	315,079	495,087
Taxi Subsidy Scheme	148,844	124,524
Tech Able Funding for SPD	452,645	485,467
Temasek Foundation-Peer Support Network	129,175	129,175
Temasek Trust-CDC-Lifelong Learning Enabling Fund	555,514	30,420
Tote Board - Enabling Lives Initiative Grant 2	837,556	57,086
Tote Board - Enabling Lives Initiative Grant	145,566	1,042,899
Tote Board - Social Service Fund	93,939,117	90,767,800
Training Support for Persons With Disabilities (P2149)	567,525	131,646
Training Support for Persons With Disabilities (P2175)	341,539	-
TOTAL DISBURSEMENT IN THE YEAR	406,287,165	390,571,766

Board Meetings

Board meetings were held to review the Company's plans, financial position, key programmes and services, and monitor the achievement of desired outcomes and key performance targets.

To facilitate attendance, the meetings are scheduled a year ahead and materials are circulated to the Board Directors a week in advance of the meeting. Minutes of the Board and Committee meetings are recorded and circulated in a timely manner. The Board Directors are also briefed on compliance related matters during the respective Board and Committee meetings. The Board will approve the following year's workplan and annual budget at the last meeting of the financial year.

A total of three Board meetings and six Committee meetings were held in financial year 2022. Attendance by the Directors for the meetings is as follows:

Name of Director	Date of First Appointment	Date of Last Re-Appointment	Expiry of Term	Board of Directors	Audit Committee	Finance & Development Committee	Human Resource Committee	Number of Meetings Attended	
Mr Moses Lee (Chairman)	16 April 2022		31 Dec 2025	3	-	1	2		
Mr Chern Siang Jye	1 Jan 2023		31 Dec 2025	1	-	-	-		
Dr Chong Yoke Sin	1 Jan 2014	1 Jan 2023	31 Dec 2025	3	-	2	-		
Mr Gan Seow Kee	1 Jan 2023		31 Dec 2025	1	-	-	-		
Mrs Clara Goh Yau Hong	1 Jan 2018	1 Jan 2023	31 Dec 2025	3	2	-	-		
Dr Haslina Mohamed Hassan	1 Jan 2023		31 Dec 2025	1	-	-	-		
Ms Ku Geok Boon (Chief Executive Officer)	16 Sep 2013	1 Jan 2023	31 Dec 2025	3	-	-	-		
Ms Sybil Lau E Jen	1 Jan 2023		31 Dec 2025	1	-	1	-		
Dr Lim Hong Huay	1 Jan 2020	1 Jan 2023	31 Dec 2025	2	-	-	-		
Mr Lim Teck Kiat	1 Jan 2023		31 Dec 2025	1	-	-	-		
Ms Lynn Ng Hui Wah	1 Jan 2016	1 Jan 2023	31 Dec 2025	2	2	-	-		
Mr Michael Ngu	1 Jan 2023		31 Dec 2025	1	-	-	-		
Mr Peter Tan Chong Tze	1 Jan 2023		31 Dec 2025	-	-	-	-		
Ms Jean Tan Lay Kuan	28 May 2015	1 Jan 2023	31 Dec 2025	3	-	1	-		
Mr Xie Yao Quan	1 Jan 2018	1 Jan 2023	31 Dec 2025	1	-	-	-		
Outgoing Board Directors									
Ms Chew Seow Chien	1 Jan 2014	1 Jan 2020	31 Dec 2022	1	-	1	-		
Ms Chia Yong Yong	1 Jan 2014	1 Jan 2020	31 Dec 2022	1	-	-	-		
Mr Suhaimi bin Salleh	1 Jan 2014	1 Jan 2020	31 Dec 2022	1	2	-	-		
Mr Tan Kwang Cheak	1 Jan 2018	1 Jan 2020	31 Dec 2022	2	-	-	1		
Ms Tan Li San	1 Jan 2020		31 Dec 2022	1	-	-	-		
Dr Wong Meng Ee	1 Jan 2014	1 Jan 2020	31 Dec 2022	1	-	-	2		

*Doing Better.
Together.*



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Corporate
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LinkedIn.com/SGEnable

Enabling Guide
enablingguide.sg

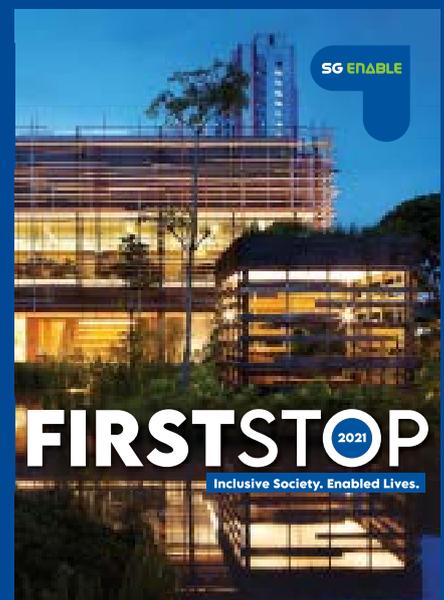
Community Initiatives
enablingvillage.sg
Facebook.com/EnablingVillageSG
Instagram.com/EnablingVillage

Innovation & Technology
eli-grant.sg
techable.enablingvillage.sg
Facebook.com/TechAbleSG

Public Education
Instagram.com/imable.sg

SG ENABLE
Inclusive society. Enabled lives.

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Annual Report 2021



Annual Report 2020