



Inclusive Society, Enabled Lives.

**Financial Year 2016
SG Enable Annual Report**

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CORPORATE INFORMATION

CORPORATE STATUS

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

CHARITY STATUS

Charity Registration Date – 1 March 2009

IPC STATUS

Effective Period – 1 March 2015 to 28 February 2018

REGISTERED ADDRESS

20 Lengkok Bahru, #02-06, Singapore 159053

EXTERNAL AUDITOR

Ernst and Young LLP

COMPANY SECRETARY

Kiar Lee Noi
Boardroom Corporate & Advisory Services Pte Ltd

BOARD OF DIRECTORS

Chairman

Mr Chew Hock Yong

Members

Ms Chew Seow Chien	Ms Seraphine Sim Sin Sin
Ms Chia Yong Yong	Mr Suhaimi Bin Salleh
Dr Chong Yoke Sin	Ms Jean Tan Lay Kuan
Mr Anjan Kumar Ghosh	Ms Rebecca Teo Yock Lan
Ms Ku Geok Boon (ex-officio)	Dr Wong Meng Ee
Ms Lynn Ng Hui Wah	Mr Zee Yoong Kang

Audit Committee (as at 31 March 2017)

Mr Suhaimi Bin Salleh (Chairman)
Mr Anjan Kumar Ghosh
Ms Clara Goh

Finance and Development Committee (as at 31 March 2017)

Mr Chew Hock Yong (Chairman)
Ms Chew Seow Chien
Dr Chong Yoke Sin

Human Resource Committee (as at 31 March 2017)

Mr Chew Hock Yong (Chairman)
Ms Rebecca Teo Yock Lan
Mr Zee Yoong Kang

MANAGEMENT

Chief Executive Officer

Ms Ku Geok Boon

Assistant Chief Executive

Mr Ng Herk Low (with effect from 1 January 2017)

Our Vision

Inclusive Society, Enabled Lives.

Our Mission

- Empower persons with disabilities and their caregivers via timely access to information and referral services, grants and support.
- Enhance employment and employability options for persons with disabilities.
- Engage the family, community, stakeholders and public in enabling persons with disabilities as integral members of society.

CHAIRMAN'S MESSAGE

2016 saw our key initiatives coming to fruition. While we continued to help persons with disabilities get access to disability services and schemes, our robust employment facilitation programme for persons with disabilities continued to grow and gain traction.

SG Enable (SGE), together with our job placement and job support partners – Autism Resource Centre (ARC), Movement for the Intellectually Disabled of Singapore (MINDS) and SPD – placed more than 500 persons with disabilities in employment in 2016. We intensified outreach and education efforts to bring more industry sectors – including the public sector – on board disability-inclusive employment and enhance employers' capabilities to hire, train and sustain employees with disabilities in the workplace.

The Enabling Village (EV), which celebrated its 1st birthday in December 2016, garnered its share of accolades as an example of how space can be thoughtfully designed such that people, able-bodied and disabled, can work, learn and play together.

At the same time, we also asked ourselves what more SGE could do to better meet the needs of persons with disabilities. So starting 2017, the School-to-Work transition programme will be scaled up to include Special Education students with moderate intellectual disability and multiple disabilities. We will also collaborate with Land Transport Authority to test-bed new technologies and accessibility features that can make public transport more user-friendly for persons with disabilities.

SGE has been fortunate to have the trust and support of many individuals as well as private, public and social sector organisations. Without their funding, partnership and generous sharing of time and expertise, we would not have been able to get to where we are now, and I thank all of them for supporting the cause of persons with disabilities.

CHEW HOCK YONG
Chairman

ENHANCING EMPLOYMENT & EMPLOYABILITY OPTIONS

OVERVIEW

Employment provides the dignity of earning one's living and contributing to the community, with the opportunity to develop one's abilities and interests.

Since 2014, SGE has been working with employers, voluntary welfare organisations (VWOs) and government to enhance employability and employment opportunities for persons with disabilities. We focus on three key areas: getting persons with disabilities ready for work, supporting employers to hire and integrate persons with disabilities, and developing a supportive employment ecosystem.

READY JOBSEEKERS

Job Placement

FY16 ended on a high note with 588 persons with disabilities being placed into jobs through the efforts of SGE and our job placement and job support (JPJS) partners ARC, MINDS and SPD. This was an increase of 16% compared to FY15.

Focusing on Abilities in Transition-to-Work Programmes

Moving from a school setting to a work setting can be daunting for many persons with disabilities. Recognising this, since 2014, SGE has rolled-out a number of transition programmes to give persons with disabilities a leg-up in the world of work:

- **Job Shadowing Day** – In September 2016, 80 Special Education (SPED) school students visited 15 inclusive employer sites to learn about the world of work.



Grace Orchard School students visiting a Holiday Inn hotel on Job Shadowing Day



Assoc Prof Muhammad Faishal Ibrahim, Senior Parliamentary Secretary, Ministry of Education and Ministry of Social and Family Development, with Barclays mentor Elizabeth Bell and student mentee Ong Hui Xin at the RISE Mentorship launch

- **RISE Mentorship** – A new initiative that matched tertiary students with disabilities to business manager mentors so that they could tap their mentors' expertise and build professional networks. A total of 15 students were mentored by 15 professionals from companies of the Singapore Business Network on DisAbility such as Accenture, Barclays, Deutsche Bank and Singtel.



SMU student Alister Ong (right) working in the Ministry of National Development's eco-city project office during his internship

- **IHL Internship Programme** – 80 tertiary students have been placed in internships with 56 companies since 2014.
- **Pilot Programme for School-to-Work (S2W) Transition** – Ended its 3-year pilot run in 2016. 84 graduates of SPED schools completed the programme, of whom 65 secured employment post-training. With positive feedback from parents, schools, employers and most importantly, the trainees, SGE and the Ministries of Education and Social and Family Development will expand this programme to more SPED schools from 2017.

Training

Like every employee, persons with disabilities need to upgrade and upskill to stay relevant in the workplace. Leveraging the government's focus on lifelong learning, SGE:

- Ensured that SkillsFuture Credits and Post-Secondary Education Account could be used by persons with disabilities to offset the cost of our training programmes.
- Launched the SkillsFuture Study Awards for persons with disabilities. 11 applicants received grants to pursue higher educational qualifications and enhance their skills.



Mr Tan Chuan-Jin, Minister for Social and Family Development, gave out awards to SkillsFuture Study Award recipients

- Worked with training providers to expand the range of training programmes available to persons with disabilities. In FY16, 854 trainees successfully completed our training courses.

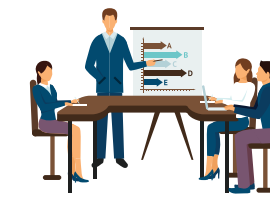
READY EMPLOYERS

Building Capabilities

A total of 651 staff from 112 employers took part in SGE training programmes in FY16 to learn how to create a disability-inclusive workplace. We also developed new tools and resources to get employers ready to hire and integrate persons with disabilities:

- **High Impact Retention & Employment (HIRE) workshop series for employers** – Provided in-depth knowledge on disability-inclusive HR and workplace practices and policies.

651 STAFF FROM 112 EMPLOYERS



ATTENDED THE HIRE WORKSHOP SERIES FOR EMPLOYERS

Recruitment
& Hiring

Advancement
& Retention

Accommodation
& Accessibility

Assistive
Technology

- Expanded the range of Human Resource Management guides on interacting with and managing employees with disabilities on the SGE Disability Employment Portal.

Building Networks

SGE worked actively with the public sector to promote disability-inclusive hiring by public sector agencies. Our multi-pronged approach included appointing agency champions to influence culture change, placing tertiary students with disabilities on internship in the public sector, and organising networking sessions between hiring agencies and persons with disabilities.

READY ENVIRONMENT

Strengthening Capabilities of Employment Professionals

SGE provided more avenues for professional development for job coaches and other employment professionals so that they could provide better employment services to persons with disabilities and employers:

- **SkillsFuture Study Awards for Disability Employment Professionals** – Launched in September 2016, this award funded experienced disability employment professionals to pursue higher professional qualifications.
- **Advanced Certificate in Supported Employment (ACSE)** – Developed by SGE to equip disability employment professionals with the skills and knowledge to provide quality employment support for persons with disabilities. The inaugural run was held in February 2017 with the Social Service Institute.



SGE Training and Career Fair with over 200 training and career opportunities



PROVIDING ACCESS TO SERVICES

INFORMATION & REFERRAL SERVICES

When a person with disabilities has been advised – usually by a healthcare professional or social worker – to use a support service, the next step is often to select a suitable service provider or facility. To reduce the stress of talking to multiple service providers and putting in multiple applications, SGE provides information to help the client choose a service provider and forwards the case to the selected provider for follow-up (i.e. ‘referral’).

In FY16, SGE made more than 2,500 referrals to various government-funded child and adult disability services. These included:

For Children and Youth:

- Children Disability Homes
- Early Intervention Programme for Infants and Children
- Integrated Child Care Programme

For Adults:

- Adult Disability Homes
- Community Group Homes
- Day Activity Centres
- Drop-in Disability Programme
- Home Based Care Services
- Hostels
- Sheltered Workshops

SGE also provided information on the following child disability programmes administered by the Ministry of Social and Family Development:

- Development Support Programme
- Pilot for Private Intervention Providers
- Special Student Care Centres

SCHEMES ADMINISTRATION

SGE handled close to 6,800 applications for various government-run disability support schemes in FY16. These included:

Transport Schemes:

- Car Park Label Scheme
- Public Transport Concession Scheme
- Taxi Subsidy Scheme
- VWO Transport Subsidy

Assistive Technology Schemes:

- Assistive Technology Fund
- Special Assistance Fund

Transport assistance schemes, such as those administered by SGE, help persons with disabilities to leave the confines of their homes and be part of the community. Subject to eligibility, they could tap the Public Transport Concession Scheme and Taxi Subsidy Scheme to enjoy cheaper travel on buses and MRT trains or taxis. Persons with disabilities who take specialised transport to attend school and care services could also benefit from the VWO Transport Subsidy Scheme.



In August 2015, the government implemented a slew of enhancements to the Assistive Technology Fund (ATF) which were welcomed by persons with disabilities and the frail elderly. The surge in applications that resulted continued into FY16 – SGE processed 1,900 ATF applications in FY16, more than double the number in FY15.

COMMON DEVICES SUBSIDISED BY ATF



Wheelchairs



Hearing Aids



Electronic Magnifiers

CONCIERGE SERVICE AND INFOLINE

The concierge service at Enabling Village, a first-stop centre for disability services, provides greater convenience to persons applying for disability support schemes. It served over 3,000 people in FY16, while SGE’s Infoline handled over 13,400 enquiries.

ENGAGING THE COMMUNITY

Since its opening in December 2015, Enabling Village (EV) has hosted a variety of community events that celebrate the abilities of persons with disabilities and encourage interaction among people of all abilities.

From the arts to fitness, from workshops to community markets, the programmes at EV supported and showcased the diverse interests and abilities of people with special needs.

KEY EVENTS AND PROGRAMMES

Bringing People Together

- **Celebrating International Day of Persons with Disabilities and EV’s 1st Anniversary** – SGE partnered some 30 corporations, government agencies, VWOs and social enterprises to organise a carnival for people of all ages and abilities. Over 1,400 visitors enjoyed fun-filled games, activities and performances. The TODAY Enable Fund, dedicated to supporting persons with disabilities, was also launched by the fund patron, Emeritus Senior Minister (ESM) Goh Chok Tong, and TODAY.



Minister Tan taking a wife with ESM Goh, Janelle Lau and her mother. Janelle was one of the participants in “Perception”, which featured persons with special needs as fashion models to show the public a different take on disability



Isabelle's collage of the multi-coloured shop shutters of Rochor Centre



Visitors enjoying activities and performances at EV's 1st anniversary carnival

- **Community Markets** – Two weekend markets held in April and May 2016 attracted over 1,600 visitors to EV. Attractive merchandise, such as arts and crafts items and organic and locally-produced goods, fun activities and universal design features like wider aisles and wheelchair-accessible booths made the events enjoyable for people of all abilities.
- **A Very Special Walk** – An annual fundraising event by ARC supported by SGE, the carnival cum concert featured performances by students from Pathlight School and Eden School.

Arts

- **Perception** – A photography and fashion walk project featuring not-your-usual models that challenges conventional notions of beauty and stereotypes of persons with disabilities.
- **Photography UnLtd** – A workshop by professional photographer Mr Bob Lee to impart photography skills to teenagers with autism and their caregivers.
- **See What I See** – The inaugural solo photo exhibition of Ms Isabelle Lim, a photographer with Nager syndrome.



Children from low-income households or with special needs got a chance to show off their new found music skills in "Reach for the Stars". The music showcase was the highlight of several weeks of training, during which the children learnt to play a musical instrument (Source: Marvin Tang, Superhero Me)

- **Reach for the Stars** – A music showcase organised by Project Infitude, featuring children from low-income households or with special needs.
- **Singing Lotus Concert** – A musical performance by Faith Music Centre, which trains persons with disabilities to play musical instruments.

Health and Fitness

- **Project This Ability Para-Sports Day** – A project by Nanyang Technological University students, bringing disability sports like Boccia, Goalball and Wheelchair Basketball to the community.



- **Fun-Tastic Seniors' Healthy Lifestyle Programme** – A series of four fitness activities for the elderly, organised by SGE in partnership with Standard Chartered Bank and Republic Polytechnic.

Elderly participants learning to use the outdoor fitness equipment at EV, as part of the Fun-Tastic Seniors' Healthy Lifestyle Programme

Disability Awareness

- **Awareness Talk on Deafblindness** – Ms Akiko Fukuda, Secretary-General of the World Federation of the Deafblind, shared her experiences as a deafblind person.
- **Masterclass: The Art of Expression** – This workshop fostered greater understanding of persons with disabilities through interactive art therapy.
- SGE also hosted many government officials and grassroots leaders who wanted to better understand how various organisations in Singapore are supporting and integrating persons with disabilities.



Minister Chan Chun Sing speaks with two trainees who completed the Train-and-Place Programme for Supermarket Retail Assistants at EV



Minister Gan Kim Yong learning about assistive technology at Tech Able



The lush greenery and accessible architecture that garnered design accolades for EV

ACCOLADES

EV was the proud recipient of several design and architectural awards that recognised SGE's efforts to create an inviting and accessible space for the community.

- **President's Design Award Singapore 2016** – Singapore's most prestigious design accolade. EV won the **Design of the Year Award** for its demonstration of heartland rejuvenation and community building, connecting persons with disabilities and the wider society.
- **Landscape Excellence Assessment Framework** – EV was certified as an **Outstanding Project** for its emphasis on recreating habitats with thriving biodiversity and a communal space with lush greenery.
- **Singapore Institute of Architects (SIA) Architectural Design Awards 2016** – This award recognises the pursuit of architectural excellence and innovative solutions. EV received the **Design Award** for transforming austere school buildings into a high-value landscape and community space.

ENABLING TECHNOLOGY ADOPTION

TECH ABLE

Assistive Technology (AT) can enable persons with disabilities to overcome limitations and break through barriers. In 2015, SGE set up Tech Able to promote awareness and adoption of AT.

Jointly managed with SPD, Tech Able reaches out to professionals and members of the public through its AT showcase and education efforts. It also provides AT assessment and training for persons with disabilities. In FY16, over 6,000 people visited Tech Able, while over 300 persons with disabilities received AT assessment and training.



The Communications Training Lab features height-adjustable tables which are accessible to wheelchair users



The technology-enabled home office showcases universal design and AT possibilities in homes and home offices



John Kemp, President and Chief Executive of the Henry Viscardi School in New York, delivering the keynote address at E² Connect

Capability Building

- Supported E² Connect, an AT/IT conference organised by Infocomm Media Development Authority (IMDA).
- Hosted delegates from the National Occupational Therapy Conference, organised by the Singapore Association of Occupational Therapists.
- Hosted therapists from hospitals and allied health students.

Innovation

Through Tech Able, SGE also supported programmes that nurtured new ideas, products and solutions to meet local needs:

- Tech-Factor Challenge 2016 by ST Electronics
- Singtel Future Makers
- Designathon 2017 by DesignSingapore Council

HEARTWHEELS® TRANSPORT MANAGEMENT SYSTEM

SGE also embarked on projects to catalyse the use of technology to benefit persons with disabilities. One such example is the development of HeartWheels®, an electronic transport management system that helps disability transport providers and care centres arrange rides for persons with disabilities more efficiently.



A driver using the HeartWheels® app to manage his daily schedule – the app also features GPS routing, messaging, and client contact functions (Source: The Straits Times © Singapore Press Holdings Limited. Reprinted with permission)

The system allows transport providers to plan, assign and re-assign rides electronically, as well as track drivers and vehicles in real time. Such functions enable them to be more responsive to passengers' requests and provide a more seamless travel experience for persons with disabilities.

As at end FY16, HeartWheels® is being deployed by three specialised transport providers – Caring Fleet, Handicaps Welfare Association (HWA) and Silveray – as well as care centres from HWA and SPD. It supported over 16,000 rides for about 800 users per month.



BUILDING PARTNERSHIPS TO MEET EMERGING NEEDS

TOTE BOARD - ENABLING LIVES INITIATIVE (TB-ELI) GRANT

Launched in October 2014 and managed by SGE, the \$23 million TB-ELI Grant supports innovative projects that address cross-cutting disability issues, for the benefit of persons with disabilities and their caregivers.

Grant Calls

In FY16, \$2.74 million was committed to five new projects. One such project is the development of the FingerReader – a device with an attached video camera that is worn on the user's finger, which helps the blind to identify objects and read small fragments of text on pamphlets, menus or name cards which are not in braille.



Two new grant calls were made in FY16, focusing on the following areas:

- Accessibility and Mobility
- Transition to Work
- Independent Living and Future Care

Participants of the TB-ELI Grant Award Ceremony and Networking Session

Capacity Building

SGE also commissioned the Institute of Systems Science, National University of Singapore (NUS-ISS) to conduct grant proposal writing workshops. The workshops introduced grantees to tools such as the Logic Model framework to articulate the social impact of their projects. They also learnt to incorporate sustainability and outreach strategies when developing their grant proposals.

THANKS TO OUR DONORS

We sincerely thank all funders, donors, partners and well-wishers who have helped to make a difference to the lives of persons with disabilities whom we serve.

Donors

- Cisco Systems (USA) Pte Ltd
- SBS Transit Ltd
- TODAY Enable Fund
- All the individuals and organisations who have donated to our cause

TODAY ENABLE FUND



The TODAY Enable Fund was launched by ESM Goh on 2 December 2016

TODAY Enable Fund (TEF) was set up in December 2016 by TODAY with ESM Goh Chok Tong as the fund patron. TEF focuses on enhancing the education, skills and employment prospects of persons with disabilities, and fostering greater empathy and inclusion in our society.

SGE is one of the beneficiaries of TEF. The Fund contributed towards the RISE Mentorship programme as well as a number of programmes at EV that provided opportunities for persons with disabilities to participate in arts and sports.

FINANCIAL STATEMENTS

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 MARCH 2017

	<u>2017</u>	<u>2016</u>
	\$	\$
INCOME		
Other comprehensive income	2,312,662	1,282,197
EXPENDITURE		
Employee benefits expenditure ¹	13,567,801	12,313,414
Other operating expenditure	5,815,925	4,915,485
Total Expenditure	<u>19,383,726</u>	<u>17,228,899</u>
Operating deficits before grants income	(17,071,064)	(15,946,702)
Grants income	19,026,434	17,603,198
Surplus for the year	<u>1,955,370</u>	<u>1,656,496</u>

¹ Increase commensurates with the growth in headcount from 136 in FY15 to 151 in FY16, including 24 employees of the Community Psychology Hub.

STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2017

	<u>2017</u>	<u>2016</u>
	\$	\$
ASSETS		
Non-current assets	21,135,213	26,782,844
Current assets	21,050,362	22,091,158
TOTAL ASSETS	<u>42,185,575</u>	<u>48,874,002</u>
LIABILITIES		
Non-current liabilities	17,660,444	22,605,954
Current liabilities	11,011,338	14,709,625
TOTAL LIABILITIES	<u>28,671,782</u>	<u>37,315,579</u>
NET ASSETS	<u>13,513,793</u>	<u>11,558,423</u>
RESERVES		
General reserves	9,650,951	6,855,847
Restricted reserves	3,862,842	4,702,576
TOTAL RESERVES	<u>13,513,793</u>	<u>11,558,423</u>

General reserves represent the accumulated surpluses from the income generating activities of the Company. Restricted reserves represent the accumulated surpluses from the specific schemes, programmes and projects. It is restricted for use only for the respective schemes, programmes or projects that the surplus was attributed to.

DISBURSEMENT OF SCHEMES & PROGRAMMES FOR THE YEAR ENDED 31 MARCH 2017

	<u>2017</u>	<u>2016</u>
	\$	\$
SCHEMES AND PROGRAMMES		
Assistive Technology Fund	2,669,276	1,369,416
iEnable Pilot	653	6,696
Job Placement Job Support	1,243,033	1,093,188
Open Door Programme	2,265,165	1,019,310
Pilot for Private Intervention Providers	-	22,197
SEED Fund	156,109	-
SkillsFuture Study Award for Persons with Disabilities and Disability Employment Professionals	65,000	-
Special Assistance Fund	349,799	391,588
Taxi Subsidy Scheme	197,409	172,002
Tech Able	167,460	-
Technology Aided Transitional Programme	134,268	314,549
Tote Board - Enabling Lives Initiative Grant	646,166	151,646
Traffic Accident Fund	-	11,688
VWO Transport Subsidy Scheme	5,332,611	5,234,591
Workability Food Preparation Programme	248,303	248,964
TOTAL DISBURSEMENT IN THE YEAR	<u>13,475,252</u>	<u>10,035,835</u>

CONNECT WITH US

CORPORATE

www.sgenable.sg

facebook.com/sgenable

DISABILITY EMPLOYMENT PORTAL

employment.sgenable.sg

ENABLING VILLAGE

enablingvillage.sg

facebook.com/enablingvillagesg

TECH ABLE

facebook.com/designtechable

TOTE BOARD - ENABLING LIVES INITIATIVE GRANT

enablinglives.sg



SG ENABLE

Inclusive society, Enabled lives.

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