



Training Roadmap for Disability Employment Professionals (DEPs)

For the sector, by the sector

SG ENABLE

Inclusive society. Enabled lives.



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About The Training Roadmap

This training roadmap aims to provide disability employment professionals with a first-stop training roadmap and it comprises a list of course recommendations to



Upskill their core competencies
(basic, intermediate & advanced levels)



Broaden their competency areas
(from core to functional skills)

Please email capabilitydevelopment@sgenable.sg
for the accessible version of the training roadmap.



Who It Is For



Job Coaches

- Disability Sector Social Service Agencies (SSAs)
- Special Education Schools (SPED School)
- In-house Job Coaches



Therapists

- Occupational Therapists
- Speech Therapists (STs)
- Physiotherapists (PTs)



Rehabilitation Specialists in Hospitals



Special Education Needs Officers in Institutes of Higher Learning

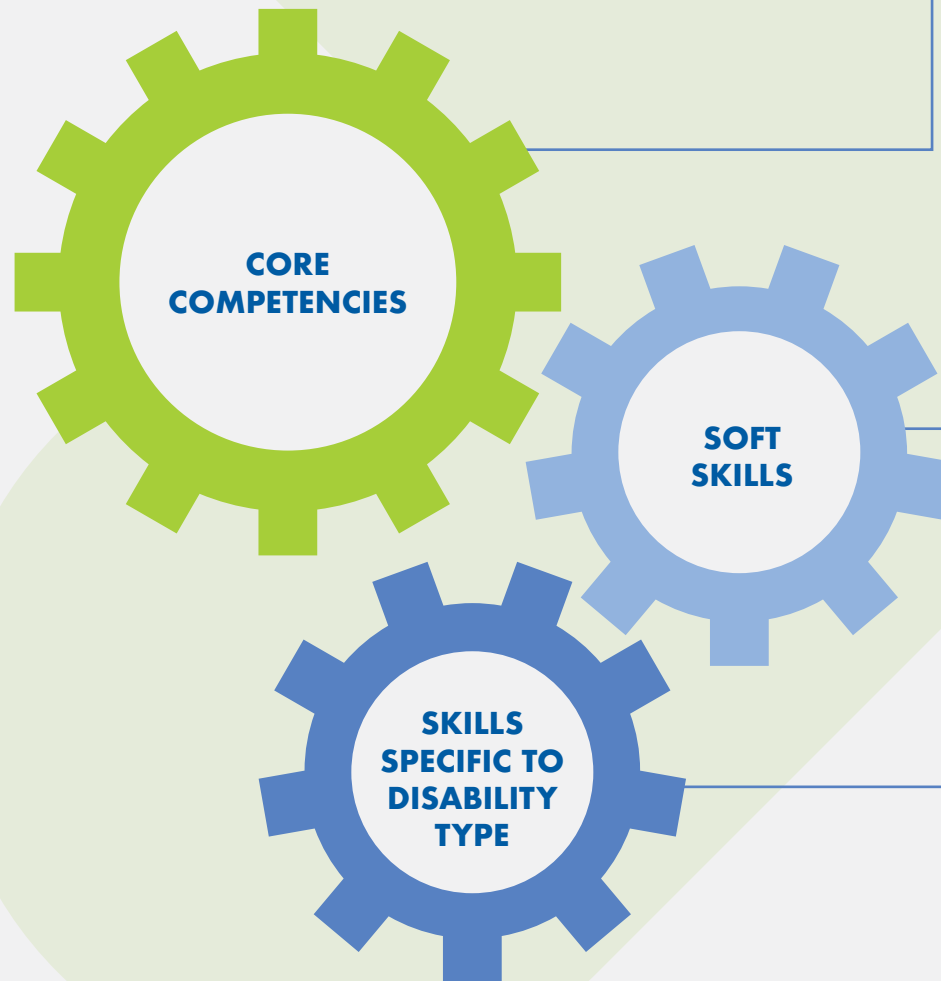


Training Providers



Social Entrepreneurs

Overview



Core Competencies

- Assistive Technology
- Behaviour Support & Management
- First Aid Course
- Independent Mobility & Travel Training
- Job Interviewing
- Resume Writing
- Supported Employment
- Understanding Different Types of Disabilities
- Understanding Government Guidelines and Legislations to Help Persons with Disabilities
- Understanding HR Employment Practices
- Understanding the Social Service Sector
- Workplace Safety and Health Management

Functional Competencies

SOFT SKILLS

- Communication
- Counselling
- Facilitation
- Group Dynamics/ Group Therapy Strategies
- Leadership
- Negotiation
- Self-Care
- Sexuality Education for Persons with Disabilities
- Teaching Strategies/ Therapies

SKILLS SPECIFIC TO DISABILITY TYPE

- For OTs/PTs/STs
 - Rehabilitation Counselling
- Supporting Persons with
 - Autism
 - Intellectual Disability
 - Sensory Disability
 - Physical Disability

Basic Level Training



Core Competencies

- 1) Classroom Behaviour Management: Preventive & Developmental Approach (SSI) – 2 days
<https://bit.ly/33koVqp>
- 2) Understanding Adolescents with Special Needs (RCTC/SSI) – 1 day
<https://bit.ly/3kgdV3x>
- 3) Understanding Persons with Disabilities (SSI) – 2 days
<https://bit.ly/39TVSet>
- 4) Understanding the Social Service Sector (Online) (SSI) – 1 day
<https://bit.ly/2BUuZKQ>
- 5) WSQ Implement and Manage Diversity in the Workplace (SNEF) – 2 days
<https://bit.ly/3k09itY>
- 6) Career Advisory Programme (LLI) - 3 days (Part of WSG Career Development Framework)
 - An introductory level course for professionals who provide basic education and career advisory as a secondary role in their work.<https://bit.ly/2PbOfqn>
- 7) Supported Employment Course (online learning from Virginia Commonwealth University) – 3 months
<https://bit.ly/30jNzFH>

Functional Competencies

Soft Skills

- 1) Mindfulness for Well-Being: Mindfulness-Based Cognitive Therapy (MBCT) (RCTC) – 5 days
<https://bit.ly/2D7HP9e>
- 2) Motivational Interviewing: An Introduction for Social Service Practitioners (SSI) – 2 days
<https://bit.ly/2Dykyxb>
- 3) Community of Practice for DEPs (SG Enable-SSA) Write to CapabilityDevelopment@sgenable.sg to join this network.

Covid-19 Response

- 4) Fact Sheet: Information for Disability Support Providers and Workers (Australian Government – Department of Health)
<https://bit.ly/3hVthZ1>
- 5) Fact Sheet: Information for Support Workers and Carers on Coronavirus (COVID-19) Testing for People with Disability (Australian Government – Department of Health)
<https://bit.ly/30ibW6J>

Skills Specific To Disability Type

Autism

- 1) Fundamentals of Autism (Online) (ARC)
 - 2) The Hidden Curriculum of the Workplace – Preparing for Employment (Online) (ARC) – 3 hours
 - 3) Understanding and Supporting Behaviour in Autism (Online) (ARC) – 0.5 day
 - 4) Autism Expert Series: Webinars (Online) (ARC) – 1 hour
- ARC periodically runs these courses. Check ARC website for course information <https://bit.ly/2Xrlb2t>
- 5) Structured TEACCHing: Individualised Schedules (AHEConnect, online learning from TEACCH) – 1 hour
<https://bit.ly/3FgwNcV>
 - 6) Understanding Stress and Anxiety in Autism (NAS) – 3 hours over 2 days
<https://bit.ly/3oMEySh>

Core Competencies

- 8) Overview of Customised Employment (online learning from Virginia Commonwealth University) – 4 sessions over 16 hours
<https://bit.ly/2Xd8Dvy>

Assistive Technology

- 9) SG Enable HIRE Workshop Series for Employers: Enhancing Employment through Assistive Technology & e-Accessibility – 1 day
<https://bit.ly/3fgRk2L>

- 10) Fundamentals of Assistive Technology (SPD) – 1 day
- Definition of AT and types of devices
 - Basic model/ framework and strategies for AT intervention
 - Hands on experiential learning and case studies application

- 11) Integrating Assistive Technology into Your Inclusive Classroom (SPD) – 1 day

- 12) Introduction to Augmentative and Alternative Communication (SPD) – 1 day

For S/N 10 to 12, courses are run according to demand - Topics and level can be customised according to learners' needs. Write to atc@spd.org.sg to register or find out more.

Functional Competencies

Soft Skills

- 6) Supporting Children and Young People with Additional Needs During COVID-19 Pandemic (Waterford Community Services, HSE)
<https://bit.ly/2EyZnel>

- 7) Supporting Someone with a Disability During the Coronavirus Pandemic (HSE)
<https://bit.ly/2XgAJpS>

- 8) COVID-19 Response: Considerations for Children and Adults with Disabilities (UNICEF)
<https://uni.cf/2EC09dX>

Counselling

- 9) Counselling Skills and Practice: Introduction (SSI) – 2 days
<https://bit.ly/2DA1G0t>

Effective Communication

- 10) Working with Caregivers to Support Employment of Persons with Disabilities Workshop (SGE and RCTC) – 2 days

SGE will organise this course on a periodic basis. Refer to the training calendar for training date.
<https://bit.ly/31NTcvu>

Skills Specific To Disability Type

Physical Disability

- 7) Prescription of Powered Mobility Aids: Building Confidence through Practice (SPD) – 2 days

Courses are run according to demand – Topics and level can be customised according to learners' needs. Write to atc@spd.org.sg to register or find out more.

Sensory Disability

- 8) Deaf Awareness Programme Talks (SADeaf) – 1 to 3 hours
<https://bit.ly/3gkW6xA>

- 9) Deaf Culture, Community and Language and Singapore Sign Language Course (Level One) (SADeaf)
<https://bit.ly/2D8oF34>

- 10) Conversational Sign Language Workshop (TOUCH Silent Club) – 1 day
<https://bit.ly/31cen9Y>

- 11) Dining in the Dark Experience for Public Awareness (SAVH)
<https://bit.ly/3fgQgMA>

Core Competencies

First Aid Course

- 13) Occupational First Aid Course (NTUC Learning Hub) – 3 days
<https://bit.ly/3oRIJNQ>
- 14) Standard First Aid + AED Course (SERA) – 2 days
<https://bit.ly/3AUy3jt>
- 15) Standard First Aid with AED (Singapore Red Cross Society) – 2 days
<https://bit.ly/3zRQCmZ>
- 16) Standard First Aid Course (St John Singapore) – 2 days
<https://bit.ly/32LSh2B>

HR Practices

- 17) Employment Practices (TAFEP)
<https://bit.ly/323Z5J7>

Functional Competencies

Soft Skills

- 11) Keys To Instant Rapport - Effective Communication For Better Working Relationships (SNEF) – 1 day
<https://bit.ly/39Niz43>
- 12) WSQ: Facilitate Effective Communication and Engagement at the Workplace (SNEF) – 2 days
<https://bit.ly/33mBcKK>
- 13) Boleh Saya Bantu Anda? May I help you? (Conversational Malay for Social Service Practitioners- SSI) – 3 days
<https://bit.ly/3fx8gL>
- 14) Cultural Competency: Engaging with and Bridging Across Differences (SSI) – 2 days
<https://bit.ly/2PbKmSI>
- 15) Building Relationships with Employers (Webcast from Virginia Commonwealth University)
<https://bit.ly/2D86LgR>

Group Facilitation

- 16) Train the Trainer: Essential Skills (British Council Singapore) - 3 days
<https://bit.ly/2DskgYl>

Skills Specific To Disability Type

For OTs/PTs/STs

- 12) Empathy and Connection in Rehabilitation (Academy - ShirleyRyanAbilityLab) – 1.5 hours
 - In this webinar, it will explore empathy and the complexities of the clinician-patient relationship. Topics will include empathy and clinical outcomes, clinician engagement, and care ethics.
<https://bit.ly/3k3qmze>
- 13) Revolutionising Rehabilitation: From Disability to Ability (Academy - ShirleyRyanAbilityLab) – 1 hour
 - Recognise how treatment can promote hope, inspiration and encouragement in patients with disabilities.
<https://bit.ly/2PgZZrs>
- 14) Activity Therapy for Persons with Special Needs (Online) (SSI) – 1 day
<https://bit.ly/39U6s5l>

Core Competencies

18) Employment Legislation & Industrial Relations (SHRI) – 2 days
<https://bit.ly/3loY7rh>

More SHRI HR-related courses can be found here:
<https://bit.ly/3ygjbLU>

19) The Employment Act & Its Practical Application Seminar - 1 day (HRSingapore)
<https://bit.ly/3s7JdQv>

20) Overview of the Employment Act (TAFEP) – 1 day
<https://bit.ly/2ESvXZr>

Job Interviewing Skills

21) Preparing For An Interview (Intellisoft) – 1 day
<https://bit.ly/2PfNLj6>

22) Crack a Job Interview (Udemy) – 1 hour on-demand video
<https://bit.ly/30cKI9P>

23) Job Interviewing: Complete Job Interview Success Course 6HR (Udemy) – 6 hours on-demand video
<https://bit.ly/2PfLMva>

24) Mastering Interview Skills in 1 Hour with Fortune 500 Exec (Udemy) – 1 hour on-demand video
<https://bit.ly/39KgKVm>

Functional Competencies

Soft Skills

Leadership

17) Leadership Milestone Programme – Lead Self (SSI) – 2 weeks
<https://bit.ly/3fkygRc>

Negotiation Skills

18) Effective Negotiation Skills (British Council) – 2 days
<https://bit.ly/3gkj5Jk>

19) Negotiation Skills (Intellisoft) – 1 day
<https://bit.ly/39LKWzp>

20) Mini Series: Becoming More Effective at Influencing Powered By Wiley (NTUC Learning Hub) – 4 hours
<https://bit.ly/3IWKole>

21) WSQ Participate in Negotiations Powered By Wiley (NTUC Learning Hub) – 2 days
<https://bit.ly/3Dfq6FU>

Technical Support

22) You have a New PC or Laptop. Here's how to set it up the best way. (C|Net)
<https://cnet.co/3gwC0AR>

Skills Specific To Disability Type

15) Return to work: Competencies for Occupational Therapists (TTSH)
 • Assisting OT/PT/ST to assess and match clients' physical and cognitive functional abilities to their job demands, conduct workplace assessment and develop return to work goals to facilitate return to work.

TTSH periodically runs this course.
<https://bit.ly/3iv3Q0G>

16) Occupational Rehabilitation Workshops for OTs (TTSH) – 2 days

TTSH periodically runs this course. Check with TTSH for course information.

Core Competencies

25) The Complete Job Interviewing Skills Masterclass Course (Udemy) – 22 hours on-demand video
<https://bit.ly/39O43ZC>

26) Win Any Job Interview – TOP Strategies for Job Interviews (Udemy) – 5 hours on-demand video and audio
<https://bit.ly/316NggB>

Positive Behaviour Support

27) Positive Behaviour Support for Persons with Disability (Online) (SSI) – 3 days
<https://bit.ly/3frBthS>

Resume Writing

28) Resume Writing – The Ultimate Resume Writing Course (Udemy) – 21 minutes on-demand video
<https://bit.ly/39KgSUQ>

29) Resume Writing – Your Ultimate Step-By-Step Resume Guide (Udemy) - 2 hours on-demand video
<https://bit.ly/2Pd1Ygm>

30) The Complete Resume and CV Writing Course: Get The Ideal Job (Udemy) – 12 hours on-demand video
<https://bit.ly/33ebRCL>

Functional Competencies

Soft Skills

23) Setting Up A Computer (GCFGlobal)
<https://bit.ly/3k13el1>

24) Setting Up A Wireless Network (Microsoft)
<https://bit.ly/3gi1ul6>

25) How to Set Up and Configure A New Computer (Techvera)
<https://bit.ly/31ehsqm>

26) Set Up a Home Server (Wired)
<https://bit.ly/2PfwaOR>

Skills Specific To Disability Type

Core Competencies

SG Enable HIRE Workshops for Employers

- 31) Introduction to Disability Management – 1 day
- 32) Job Accommodation and Workplace Accessibility – 1 day
- 33) Recruitment & Hiring of Persons with Disabilities – 1 day
- 34) Career Advancement and Retention of Persons with Disabilities – 1 day

For S/N 9, 31 to 34 on SG Enable HIRE workshop series, more information can be found here:
<https://bit.ly/3fgRk2L>

Workplace Safety and Health Management

- 35) Implementing Total Workplace Safety and Health (Learners Hub Pte Ltd) – 4 hours
<https://bit.ly/3ikUcQJ>
- 36) Apply WSH Policy (Learners Hub Pte Ltd) – 2 days
<https://bit.ly/3zUgyP2>
- 37) Comply with Workplace Safety and Health Policies & Procedures (SNEF) – 1 day
<https://bit.ly/2YndYUm>
- 38) Apply Workplace Safety and Health Policy (SNEF) – 2 days
<https://bit.ly/3FmEFtl>

Functional Competencies

Soft Skills

Skills Specific To Disability Type



Intermediate Level Training



Core Competencies

- 1) Assistive Technology Certificate Programme (online learning from California State University) – 100 hours, includes:
 - Assistive Technology Assessment
 - Assistive Technologies for different disability types: Sensory, Intellectual Disabilities, Autism
 - To bridge education to employment<https://bit.ly/30ijUN1>
- 2) Digital Accessibility: Enabling Participation in the Information Society (University of Southampton) – 5 weeks, 3 hours every week.
 - Relationship between ‘usability’, ‘accessibility’ and ‘user experience’
 - Video and Audio Barriers
 - Input and Output Devices
 - Digital and Web Accessibility<https://bit.ly/317py3R>
- 3) Career Advisory Programme (LLI) - 9 days excluding assessment - leads to attainment of WSQ Advanced Certificate in Career Development Facilitation (ACCDF):
Suitable for career practitioners who provide education and career advisory service as a primary role in their work. It aims to equip career practitioners with advanced education and career advisory competencies.
<https://bit.ly/30h45pN>

Functional Competencies

Soft Skills

Art Therapy

- 1) Creative Therapy for Working With Persons With Special Needs: Art Therapy (SSI) – 3 days
<https://bit.ly/30gBMrC>
- 2) Using Art and Creativity to Build Social and Emotional Skills (SSI) – 2 days
<https://bit.ly/316RzZj>

Counselling

- 3) Specialist Certificate in Work Place Counselling and Conflict Management (ACC School of Counselling and Psychology) – 12 sessions (once a week)
<https://bit.ly/30inKEZ>
- 4) Counselling Skills and Practice: Intermediate (SSI) – 2 days
<https://bit.ly/2YJBc4L>

Skills Specific To Disability Type

Autism

- 1) Certificate in Autism (Job Coaching) (ARC) – 4 months
 - Overview of ASD and the unique learning needs, challenges and opportunities for individuals with autism
 - Overview of intervention strategies
 - The ICEBERG framework and its application
 - Teaching strategies with visual tools and supports
 - Use of schedules, work systems and prompting
 - Understanding sensory issues and strategies to accommodate
 - 2) Autism Expert Series: Coaching Sessions (Online) (ARC) – 1.5 hours
 - 3) Empowered Learning Series: Coaching Sessions (Online) (ARC) – 6 hours
- ARC periodically runs these courses. Check ARC website for course information. <https://bit.ly/2Xrlb2t>

Core Competencies

- 4) Advanced Certificate in Supported Employment (ACSE), jointly developed by SGE and SSI – 5 months
- Supported Employment and Working with Clients of Different Disabilities
 - Basic Counselling Skills and Practice for Job Coaches
 - Introduction to Case Management
 - Conflict, Leadership and People Management
 - Client and Employer Engagement
- <https://bit.ly/3mAknS>

- 5) Advanced Certificate in Social Service (SSI) – 13 months part-time
- Interpret service types, legal provisions and functions of players in social service
 - Apply relationship building skills and understand group dynamics
 - Organise and implement basic social-recreational activities
 - Work with volunteers
 - Provide support level service to families, children, youths, seniors and persons with disabilities
- <https://bit.ly/3FzVyRr>

- 6) Independent Travel Training for Professionals Supporting Persons with Disabilities (SGE and SSI) – 3 days
- <https://bit.ly/2PfxuKN>

Functional Competencies

Soft Skills

Group Facilitation

- 5) Professional Certificate in Group Work (NSWCF Foundational) (SSI) – 4.5 days
- Apply Group Work Theories and Processes to work effectively with clients in a group
 - Group formation skills to help plan effective group work interventions
 - Facilitate Group Work Sessions to create a purposeful group experience
 - Evaluate progress and effectiveness of a group work programme.
- <https://bit.ly/2Dr7Cc6>

Leadership

- 6) Leadership Milestone Programme – Lead People (SSI) – 3 months
- <https://bit.ly/2D0LCFv>

Skills Specific To Disability Type

- 4) TEACCH Webinar Series on Dual Diagnosis and Other Complex Issues in Autism Identification and Treatment
- Helping Adults with Autism Understand and Develop Romantic Relationships
 - Understanding and Treating Comorbid Anxiety in Individuals with Autism Spectrum Disorder (ASD)
 - Depression in the context of ASDs
 - Suicidality and ASDs
 - Adapting Professional Practices to fit the unique learning differences of individuals with ASD
- <https://bit.ly/3jYcMxb>

Intellectual Disability

- 5) True Communication: Using Intensive Interaction to Connect with Learners with Profound Intellectual Disabilities (SSI) – 2 days
- <https://bit.ly/2CZ9Fof>

Sensory Disability

- 6) Singapore Sign Language Course (Level Two to Four) (SADeaf) - 12 lessons X 2 hrs
- <https://bit.ly/2PhiZ9r>

Core Competencies

7) Augmentative and Alternative Communication:
Skills and Strategies (SPD) – 1 day

Courses are run according to demand. Topics and level can be customised according to learners' needs. Write to atc@spd.org.sg to register or find out more.

Functional Competencies

Soft Skills

Skills Specific To Disability Type

For OTs / PTs

7) Functional Capacity Evaluation + Return to Work + Work Hardening / Conditioning Certification Training Course (Online Course from Occupro) – 3 days

- To implement or enhance a full workers' return to work rehab programme

<https://bit.ly/39KjYs2>

8) Manufacturer Functional Capacity Evaluation Training and Certification (Online course will be open for 6 months from date of enrolment by Jtech Medical)

<https://bit.ly/3FKLxkP>

Sexuality Education

9) Managing Sexuality Issues of Adults with Intellectual Disabilities (Online) (SSI) – 2 days

<https://bit.ly/2Xi1bPJ>

10) Nurturing Healthy Sexual Development in Persons with Developmental Disabilities (RCTC / SSI) – 1 day

<https://bit.ly/3gi5Jx2>



Advanced Level Training



Core Competencies

Functional Competencies

Soft Skills

Skills Specific To Disability Type

Diploma

- 1) Diploma in Disability Studies (College of Allied Educators) – 6 months part-time
 - Specific learning difficulties
 - ASD
 - Attention Deficit Hyperactivity disorders
 - Sensory integration
 - Communication disorders<https://bit.ly/3hXdk4K>
- 2) Diploma in Social Work (NYP) – 3 years full-time
 - Social Work, Psychology, Sociology, Basic Counselling skills, Ethical and Legal issues in social services, group dynamics and facilitation, case management, working with minority groups etc.<https://bit.ly/3gqkRsw>
- 3) Diploma in Organisational Psychology (Enhanced) (SHRI) – 16 months part-time
Includes:
 - Emotional Intelligence
 - Effective Communication
 - Workplace Intervention & Counselling
 - Employment Legislation & Practices
 - Attracting, Developing, Engaging and Growing Employees<https://bit.ly/3lZP4NL>

Counselling

- 1) Specialist Diploma in Counselling Psychology (ACC School of Counselling and Psychology) – 6 months part-time
<https://bit.ly/3hPqSz8>
- 2) Postgraduate Diploma in Counselling Psychology (College of Allied Educators) – 15 months part-time
<https://bit.ly/33h7Qxm>
- 3) Graduate Diploma in Counselling Practice (Counselling and Care Centre) – 11 months part-time
<https://bit.ly/3mGJlSt>
- 4) Higher Diploma in Psychology (MDIS) – 10 months full-time, 14 months part-time
<https://bit.ly/3FluCol>
- 5) Diploma in Counselling (Kaplan) – 8 months full-time
<https://bit.ly/3HcczBv>
- 6) Specialist Diploma in Career Counselling (RP) – 1 year part-time
<https://bit.ly/2Phl2KI>

Autism

- 1) Graduate Certificate (Degree) in Autism Studies (online learning from Griffith University) – 0.5 year full-time, 1 year part-time
 - Understanding Autism
 - Evaluating the evidence. What counts?
 - Autism, education and learning
 - Managing behaviours that challenge<https://bit.ly/3hPr3QZ>
- 2) Masters of Autism Studies (Online Learning from Griffith University) – 1 year full-time, 2 years part-time
 - Autism across the lifespan
 - Diagnosis and early intervention
 - Understanding research
 - Understanding strengths and managing difficulties
 - Communication in Autism<https://bit.ly/3gjGzyj>

For OTs / PTs

- 3) Bachelor of Science (Honours) in Occupational Therapy (SIT) – 4 years
<https://bit.ly/3k303cw>
- 4) Bachelor of Science (Honours) in Physiotherapy (SIT) – 4 years
<https://bit.ly/3i130sv>

Core Competencies

- 4) Higher Diploma in Social Service (SSI)
– 16 months part-time
Includes:
- Apply writing, presentation skills, online information and human behaviour concepts to facilitate social service practice
 - Apply family life cycle, psychological, sociological and cultural concepts to facilitate social service practice
 - Apply basic research methodologies
 - Apply a legal framework in the protection of vulnerable people
- <https://bit.ly/3DwwV6C>

Master Degree

- 5) Masters of Science in Assistive Technology and Human Services (online learning from California State University) – 2 years
<https://bit.ly/2EFSyrY>
- 6) Master of Learning and Professional Development (MLPD) (IAL) – 2 years
- Programme comprises 10 courses with 1 involving a capstone project
 - Skills and performance in the workplace
- <https://bit.ly/3i1IFmR>

Functional Competencies

Soft Skills

Leadership

- 7) Leadership Milestone Programme – Lead Managers (SSI) – 3 months
<https://bit.ly/33cDmNb>

Skills Specific To Disability Type

- 5) Graduate Diploma in Rehabilitation Counselling (University of Sydney – Overseas course)
– 1 year full-time, 2 years part-time
<https://bit.ly/32Mylg1>
- 6) Masters in Rehabilitation Counselling (University of Sydney – Overseas course)
– 2 years full-time, 4 years part-time
<https://bit.ly/2Xix8HF>

Learning Pathway Guide for New Disability Employment Professionals

Disability Employment Professionals (ie. Disability Sector SSAs Job Coaches, SPED School Job Coaches and In-House Job Coaches) who are new to the disability sector or their job roles may choose to attend the courses listed below, under core and functional competencies that are relevant to you for the start of your learning journey.



Core Competencies

Functional Competencies

For New Disability Sector SSAs Job Coaches		
1) Introduction to Disability Management (SGE) https://bit.ly/3fgRk2L	8) Working with Caregivers to Support Employment of Persons with Disabilities (SGE and RCTC) https://bit.ly/31NTcvu SGE will organise this course on a periodic basis. Refer to the training calendar for training date	1) Fundamentals of Autism (Online) (ARC) https://bit.ly/2Xrlb2t
2) Recruitment & Hiring of Persons with Disabilities (SGE) https://bit.ly/3fgRk2L		2) Deaf Awareness Programme Talks (SADeaf) https://bit.ly/3gkW6xA
3) Job Accommodation & Workplace Accessibility (SGE) https://bit.ly/3fgRk2L	9) Overview of the Employment Act (TAFEP) https://bit.ly/2ESvXZr	3) Dining in the Dark Experience for Public Awareness (SAVH) https://bit.ly/3fgQgMA
4) Career Advancement & Retention of Employees with Disabilities (SGE) https://bit.ly/3fgRk2L	10) Standard First Aid with AED (Singapore Red Cross Society) https://bit.ly/3zRQCmZ	4) Learning Journeys for the respective sectors / industries
5) Enhancing Employment through Assistive Technology & e-Accessibility (SGE) https://bit.ly/3fgRk2L	11) Workplace Safety and Health Management (SNEF) https://bit.ly/3CUvLLk	5) Webinar Tools e.g. Zoom and Teams
6) Advanced Certificate in Supported Employment (SGE and SSI) https://bit.ly/3mAkjnS	12) Resume Writing – The Ultimate Resume Writing Course (Udemy) https://bit.ly/39KgSUQ	6) Urban farming
7) Independent Travel Training for Professionals Supporting Persons with Disabilities (SGE and SSI) https://bit.ly/2PfxuKN	13) The Complete Job Interviewing Skills Masterclass Course (Udemy) https://bit.ly/39O43ZC	7) Cybersecurity
		8) E-commerce

Core Competencies

Functional Competencies

For New SPED Schools Job Coaches		
1) Introduction to Disability Management (SGE) https://bit.ly/3fgRk2L	8) Working with Caregivers to Support Employment of Persons with Disabilities (SGE and RCTC) https://bit.ly/31NTcvu	1) Fundamentals of Autism (Online) (ARC) https://bit.ly/2Xrlb2t
2) Recruitment & Hiring of Persons with Disabilities (SGE) https://bit.ly/3fgRk2L	SGE will organise this course on a periodic basis. Refer to the training calendar for training date	2) Deaf Awareness Programme Talks (SADeaf) https://bit.ly/3gkW6xA
3) Job Accommodation & Workplace Accessibility (SGE) https://bit.ly/3fgRk2L	9) Overview of the Employment Act (TAFEP) https://bit.ly/2ESvXZr	3) Dining in the Dark Experience for Public Awareness (SAVH) https://bit.ly/3fgQgMA
4) Career Advancement & Retention of Employees with Disabilities (SGE) https://bit.ly/3fgRk2L	10) Standard First Aid with AED (Singapore Red Cross Society) https://bit.ly/3zRQCmZ	4) Learning Journeys for the respective sectors / industries
5) Enhancing Employment through Assistive Technology & e-Accessibility (SGE) https://bit.ly/3fgRk2L	11) Workplace Safety and Health Management (SNEF) https://bit.ly/3CUvLk	5) Webinar Tools e.g. Zoom and Teams
6) Advanced Certificate in Supported Employment (SGE and SSI) https://bit.ly/3mAkjnS	12) Resume Writing – The Ultimate Resume Writing Course (Udemy) https://bit.ly/39KgSUQ	
7) Independent Travel Training for Professionals Supporting Persons with Disabilities (SGE and SSI) https://bit.ly/2PfxuKN	13) The Complete Job Interviewing Skills Masterclass Course (Udemy) https://bit.ly/39O43ZC	

Core Competencies

Functional Competencies

For New In-house Job Coaches

In-house job coaches are staff from the employers in the industries who take on the additional role of supporting colleagues with disabilities at their workplace.

1) Introduction to Disability Management (SGE)
<https://bit.ly/3fgRk2L>

2) Recruitment & Hiring of Persons with Disabilities (SGE)
<https://bit.ly/3fgRk2L>

3) Job Accommodation & Workplace Accessibility (SGE)
<https://bit.ly/3fgRk2L>

4) Career Advancement & Retention of Employees with Disabilities (SGE)
<https://bit.ly/3fgRk2L>

5) Enhancing Employment through Assistive Technology & e-Accessibility (SGE)
<https://bit.ly/3fgRk2L>

6) Advanced Certificate in Supported Employment (SGE and SSI)
<https://bit.ly/3mAkjnS>

7) Independent Travel Training for Professionals Supporting Persons with Disabilities (SGE and SSI)
<https://bit.ly/2PfxuKN>

8) Working with Caregivers to Support Employment of Persons with Disabilities (SGE and RCTC)
<https://bit.ly/31NTcvu>

SGE will organise this course on a periodic basis. Refer to the training calendar for training date

9) Workplace Safety and Health Management (SNEF)
<https://bit.ly/3CUvLLk>

1) Fundamentals of Autism (Online) (ARC)
<https://bit.ly/2Xrlb2t>

2) Deaf Awareness Programme Talks (SADeaf)
<https://bit.ly/3gkW6xA>

3) Dining in the Dark Experience for Public Awareness (SAVH)
<https://bit.ly/3fgQgMA>

4) Learning Journeys for the respective sectors / industries

5) Webinar Tools e.g. Zoom and Teams

Suggestions on Overseas Conferences



Suggestions on Overseas Conferences

- 1) World Disability & Rehabilitation Conference, Jan 2022 – Jul 2022 (held throughout the year), various locations
<https://bit.ly/3Axc29c>
- 2) Pacific Rim International Conference on Disability & Diversity: Mobilise for Action, 28 Feb 2022 – 1 Mar 2022, virtual conference
<https://bit.ly/3iP57SZ>
- 3) The 4th International Conference of the World of Federation of the Deaf, 20 Apr 2022 – 22 Apr 2022, Bangkok, Thailand
<https://bit.ly/3p4V1S3>
- 4) 14th Conference of the European Union of Supported Employment (EUSE), 11 May 2022 – 13 May 2022, Oslo, Norway
<https://bit.ly/3mJ1qiF>
- 5) APSE Conference 2022: Moving Mountains Together, 13 June 2022 – 15 June 2022, Denver, Colorado, USA
<https://bit.ly/3BxPLJM>
- 6) The 2022 Disability: IN Annual Conference, 18 July 2022 – 21 July 2022, Dallas, Texas, USA
<https://bit.ly/2YFCoIQ>
- 7) National Autism Conference, 1 Aug 2022 – 4 Aug 2022, Pennsylvania, USA
<https://bit.ly/3Dxtigr>
- 8) National Supported Employment Conference, 27 Sep 2022 – 29 Sep 2022, virtual conference
<https://bit.ly/3DtEgDL>

Industry-Related Courses



Industry-Related Courses

Cleaning

- 1) Train-The-Trainer Course For Training Cleaners (Cleaning Masterclass) – 1 to 3 days options
<https://bit.ly/3gmmYgJ>
- 2) WSQ Environmental Cleaning Courses (Coursemology)
<https://bit.ly/3fljyJI>
- 3) Perform General Cleaning Activities (CRS-Q-0006323-HCS) (Singhealth Academy) – 3 days
<https://bit.ly/3fkqN4O>

Cybersecurity

- 1) Introduction to Cybersecurity (Class Central) – 8 weeks @ 3 hours per week
<https://bit.ly/2XhJXlv>
- 2) Introduction to Cybersecurity (edX) – 6 weeks @ 2 to 5 hours
<https://bit.ly/2EH1Tjd>
- 3) Cyber Security Essentials (NP CET Academy) – 5 days
<https://bit.ly/3hYLoNS>
- 4) CyberSecurity Essentials (1 Day Beginner) (RP ACE)
<https://bit.ly/2XjLWG3>
- 5) Introduction to Cybersecurity (TP) – 4 hours online micro-learning
<https://bit.ly/3yjpqyn>

E-Commerce

- 1) Introduction to E-Commerce (Alison) – 3 hours
<https://bit.ly/39KI1qZ>
- 2) Certificate in E-Commerce (SMU Academy) – 3 days
<https://bit.ly/3gvZUfq>

Environment Sustainability

- 1) Introduction to Sustainability (Coursera) – 27 hours
<https://bit.ly/319FuCx>
- 2) Basic Awareness for Environmental Management System (EduQuest) – 1 day
<https://bit.ly/3wBvilo>
- 3) Introduction to Environmental Sustainability (Griffith University) - 1 trimester
<https://bit.ly/3gqq3ww>
- 4) Specialist Diploma in Sustainable Facilities Management (NP CET Academy) – 1 year part-time
<https://bit.ly/319FVNb>
- 5) Certificate in Sustainability (SP) – 3 semesters
<https://bit.ly/2XfSVzM>

- 6) Environmental Management and Sustainable Development (HFSY357) (SUSS) – 6 months
<https://bit.ly/2PchfhC>

Food Manufacturing & Hygiene

- 1) Food Safety Course Level 1 – Basic Food Hygiene Course (Avanta Academy) – 1 day
<https://bit.ly/3msGNH2>
- 2) Food Safety Course Level 1 (EduQuest) – 1 day
<https://bit.ly/3t1kcE7>

Healthcare

- 1) (Core) WSQ Work In A Safe Working Environment That Meets the Workplace Safety and Health (Healthcare) Guidelines (NTUC Learning Hub) – 16 hours
<https://bit.ly/3IXTBAd>
- 2) Comply with Workplace Safety and Health Policies and Procedures in the Healthcare Industry (WSQ - CRS-Q-0022026-HCS) (SingHealth Academy) – 5 days
<https://bit.ly/3fnUB0m>

Industry-Related Courses

IT / ICT

- 1) Deep Dive into Python (NP CET Academy) – 5 days
<https://bit.ly/31bIRcn>
- 2) Digital Photography (NP) – 2 days
<https://bit.ly/3gn8Y6r>
- 3) Jumpstart to Digital Media & Programming (NP CET Academy) – 3 days
<https://bit.ly/2DmJkjM>
- 4) Make IT Work for You (NP CET Academy)
<https://bit.ly/33jo2hl>
- 5) Robotic Process Automation (RPA) for Executives (NP CET Academy) – 2 days
<https://bit.ly/2Xi9OtU>
- 6) IT Academy (NTUC Learning Hub)
<https://bit.ly/31fS5Zg>
- 7) Computational Thinking and Coding (NYP) – 7 hours
<https://bit.ly/2Xk3zpf>
- 8) Fundamentals of Software Testing (NYP) – 3 days
<https://bit.ly/39Y52a5>
- 9) Learning to Code (NYP) – 1 day
<https://bit.ly/3hV53y6>
- 10) Artificial Intelligence for Everyone – A Practical Experience (RP ACE) - 1 day beginner
<https://bit.ly/30iWMht>

- 11) Digitalisation for Everyone (RP ACE) – 1 day
<https://bit.ly/30jM6z3>

- 12) Introductory Programming Using Python (RP ACE) – 2 days
<https://bit.ly/2BOFWIU>

- 13) Information Technology Essentials – Introduction to Information Technology and Information Systems (Udemy) – 4 hours on-demand video
<https://bit.ly/2EFZm90>

- 14) Networks Explained - For ICT-IGSE Students (Udemy) – 2 hours on-demand video
<https://bit.ly/33eSTfh>

- 15) Understanding ICT – Information and Communication Technology (Udemy) – 5.5 hours on-demand video
<https://bit.ly/2PgTk0A>

Landscaping

- 1) Plant Health Management and Disease Control (Level 1) (CUGE) – 9 hours
<https://bit.ly/3s42a2t>
- 2) Plant Identification (Level 1) (CUGE) – 9 hours
<https://bit.ly/3wCkBTW>

- 3) Plant Pruning (Level 1) (CUGE) – 9 hours
<https://bit.ly/2Q37wOu>

- 4) Turf Maintenance (Level 1) (CUGE) – 24 hours
<https://bit.ly/3g4dGJd>

- 5) Vegetation Planting (Level 1) (CUGE) – 24 hours
<https://bit.ly/3a9PdhR>

Logistics

- 1) Diploma in Commerce (Logistics & Supply Chain Management) (FT) (Kaplan Higher Education Academy) – 8 months
<https://bit.ly/3G1yniq>

- 2) Logistics & Supply Chain Management (London School of Business & Finance) – 2 days
<https://bit.ly/3i0qA8O>

- 3) Certificate in Logistics Operations (Bridging Course for TLA Diplomas) (The Logistics Academy) – 4 days
<https://bit.ly/2PcrLpd>

Industry-Related Courses

Recycling

- 1) Learn The Basics of Waste Management: Manage & Reduce Waste (Udemy) – 1 hour on-demand video
<https://bit.ly/3hQU5JU>
- 2) WSQ Carry out Collection of Waste and Recyclable Waste Change (PI-WM-104E-1) (WMRAS) – 27 hours
<https://bit.ly/2DNompX>

Urban Farming

- 1) CoC in Urban Farming - Soil & Planting Techniques (ITE) – 7 hours
<https://bit.ly/2D8qf4Y>
- 2) CoC in Urban Farming (Compost & Fertiliser) (ITE) – 7 hours
<https://bit.ly/3wEt5pa>
- 3) CoC in Urban Farming (Pest & Diseases) (ITE) – 7 hours
<https://bit.ly/3fQVqCX>
- 4) 1-Day Growing Organic Vegetables Using Soil and Soil-Less Methods (Gardens with Purpose) – 1 day
<https://bit.ly/3a9YaYv>

- 5) Urban Farming Using Hydroponics (NP CET Academy) – 1 day
<https://bit.ly/30gueFp>

- 6) Where to Learn Urban Farming (ST)
<https://bit.ly/3gkYdSc>

- 7) Basic Hydroponics Course for Urban Farming (TCourses) – 1 day
<https://bit.ly/3ycAgVw>

- 8) Full Day Urban Farming Course (The Living Centre) – 1 day
<https://bit.ly/30glyOe>

Abbreviations & Acronyms

S/N	Acronym	Name	S/N	Acronym	Name
1	ACC	Academy of Certified Counsellors	17	RP ACE	Republic Polytechnic Academy for Continuing Education
2	AHEConnect	North Carolina AHEConnect Learning Management System by North Carolina Area Health Education Center Program	18	SADeaf	The Singapore Association for the Deaf
3	AND	Australian Network on Disability	19	SAVH	Singapore Association of the Visually Handicapped
4	ARC	Autism Resource Centre	20	SERA	Singapore Emergency Responder Academy
5	ASD	Autism Spectrum Disorder	21	SHRI	Singapore Human Resources Institute
6	CSUN	California State University Northridge	22	SMU Academy	Singapore Management University Academy
7	HCS	Human Capital Singapore	23	SNEF	Singapore National Employers Federation
8	HSE	Health Service Executive, Ireland	24	SP	Singapore Polytechnic
9	IAL	Institute for Adult Learning Singapore	25	SSA	Social Service Agency
10	ITE	Institute of Technical Education	26	SSI	Social Service Institute
11	LLI	Lifelong Learning Institute	27	ST	The Straits Times
12	NAS	National Autistic Society	28	SUSS	Singapore University of Social Sciences
13	NP	Ngee Ann Polytechnic	29	TAFEP	Tripartite Alliance for Fair & Progressive Employment Practices
14	NYP	Nanyang Polytechnic	30	TEACCH	Treatment and Education of Autistic and Related Communication Handicapped
15	RCTC	Rainbow Centre Training & Consultancy	31	TCourses	Tertiary Courses
16	RP	Republic Polytechnic			

Abbreviations & Acronyms

S/N	Acronym	Name
32	TP	Temasek Polytechnic
33	TTSH	Tan Tock Seng Hospital
34	UNICEF	United Nations Children's Fund
35	WMRAS	Waste Management & Recycling Association of Singapore
36	WSG / WSG CDF	Workforce Singapore / Workforce Singapore Career Development Framework
37	WSQ	Singapore Workforce Skills Qualifications



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We welcome feedback on this training roadmap.

Email us at capabilitydevelopment@sgenable.sg

This version is updated as of November 2021.

Course information and dates are generally updated on a yearly basis by the training providers, and will be made online when available.

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