

Career Exploration Guide for Logistics

Career Exploration Guide

In today's world, the open employment market is becoming increasingly competitive, and for persons with disabilities, finding suitable employment opportunities can be particularly challenging. In response to this, there is a growing need for initiatives that aim to bridge the gap between persons with disabilities and the open job market and enable them to explore potential career opportunities. This objective is also in line with the EMP2030 target employment rate of 40%.

The current Singapore SkillsFuture (SSG) Skills Framework is designed for persons without disabilities, and our 'Career Exploration Guide' has been developed by referencing and adapting the SSG SFw Critical Core Skills (CCS) and aligning them with the Enabling Skills and Competencies Framework (Persons with Disabilities). Furthermore, the 'Career Exploration Guide' also offers a list of potential workplace challenges and corresponding accommodations that can assist individuals with disabilities in their employment.

By doing so, we hope to provide persons with disabilities with a more comprehensive and relevant skills framework to support their **job search and career development**.

Development of the Career Exploration Guide

The 'Career Exploration Guide' was designed to address the disparity in employment rates among persons with disabilities. This guide highlights the key soft skills and possible challenges and accommodations required for typical roles across different sectors, to better align the interests and abilities of persons with disabilities.

The following 35 sectors have been identified to be prevalent and emerging sectors:

• Accountancy	• Aerospace	• Air Transport	• Arts	• Biopharmaceuticals Manufacturing	• Built Environment	• Design
• Early Childhood	• Electronics	• Energy & Chemicals	• Energy & Power	• Engineering Services	• Environmental Services	• Financial Services
• Food Manufacturing	• Food Services	• Healthcare	• Hotel and Accommodation Services	• Human Resources	• Infocomm Technology	• Intellectual Property
• Landscape and Urban Farming	• Logistics	• Marine and Offshore	• Media	• Precision Engineering	• Public Transport	• Retail
• Sea Transport	• Security	• Social Services	• Tourism	• Training and Adult Education	• Wholesale Trade	• Workplace Safety and Health


a. Essential soft skills for work readiness

- ▶ The essential soft skills have been adapted with reference to the SSG SFw Critical Core Skills (CCS)
- ▶ Subsequently, it was aligned and mapped back to the Enabling Skills and Competencies Framework (Persons with Disabilities) specifically designed for individuals with disabilities

b. List of possible challenges and accommodations

- ▶ The list of possible challenges and accommodations was listed down based on the domain of functioning (e.g., mobility)
- ▶ Sector-specific examples were incorporated

Challenges and Accommodations Categories

 Challenges
 Accommodations

Workplace Accessibility

Challenges relating to physical barriers and limitations that hinder the accessibility of the workplace (e.g., Inaccessible entrances, narrow doorways, or lack of ramps)

Accessing and Processing Information and/or Objects

Challenges relating to barriers in obtaining, comprehending or understanding information or interacting with objects in the workplace

Workplace Navigation and Travel

Challenges relating to navigating/travelling to/moving around the workplace (e.g., wayfinding, signage and orientation in the workplace)

Social Interaction

Challenges relating to forming relationships, communicating, and connecting with others (e.g., unable to read nonverbal cues, interpret social norms, expectations, and maintain eye contact)

Environmental Stimuli

Challenges relating to one's working environment causing a sensory overload (e.g., bright lights and noises)

Nature of Job and Tasks

Challenges relating to difficulties specific to the nature of the job or work tasks in effectively performing one's job responsibilities (e.g., physically demanding tasks)

Attentiveness and Concentration

Challenges relating to difficulties in maintaining focus, attention and concentration in the workplace

Workplace Accessibility Accommodations

Modification made to the physical environment of the workplace for individuals with disabilities

Job Task Accommodations

Adjustments made to the specific tasks to enable individuals with disabilities to perform their job effectively

Job Coaching and Scheduling Accommodations

Provide support and guidance to individuals with disabilities in their job roles (e.g., mentorship, modification to work schedule)

Communication Accommodations

Modification to communication methods to ensure effective interaction with individuals with disabilities (e.g., sign language interpreters, captioning)

Sensory Accommodations

Modification to the work environment to minimise sensory distractions or provide sensory support (e.g., noise-cancelling headphones)

Technological Assistance

Use of technology to support individuals with disabilities in their work (e.g., assistive technology, software)

Organisational Culture

Adjustments and initiatives made within the workplace that foster an inclusive and supportive environment for all employees

How to Read the Career Exploration Guide – Essential Soft Skills for Work Readiness

Functional Track: Beverage Service

Job Level: Managerial ★★

- Barista Supervisor/ Senior Barista
- Bartender Supervisor
- Wine Specialist/ Demi Sommelier
- Head Barista
- Head Bartender
- Head Sommelier/ Sommelier
- Group Beverage Manager

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Physical, Mental and Emotional Health	Manage Emotions	a. Use appropriate regulation or self-management strategies to address triggers of uncomfortable emotions encountered on a daily basis or within the work environment
Communication and Self-Advocacy	Build Conversation Skills	a. Respond appropriately to tone and body language of others (i.e., facial expression, body posture and hand gestures) in informal and formal conversations at different activities b. Use a variety of communication tools/channels appropriately at different activities (i.e., verbal, email, Whatsapp)
	Communicate One's Needs	a. Express one's requests (e.g., needs and wants); and views (e.g., thoughts and feelings) appropriately at different settings b. Understand the difference between healthy communication and unhealthy communication
Relate with Others	Interact in Groups	a. Observe appropriate social boundaries at different settings (e.g., interacting with friends, co-workers, customers)
	Work and Collaborate in Teams	a. Generate solutions to challenges faced in the team b. Contribute to a positive and cooperative environment in the team through coordinated problem-solving c. Use collaborative communication tools to accomplish group tasks (i.e., Google Drive, Microsoft Teams, Popplet, Padlet, Whatsapp)
	Demonstrate Service Orientation	a. Demonstrate an understanding of the organisation's service mission and culture of service excellence b. Provide positive experiences for customers including pre- and post-service (i.e., providing timely response to customer complaints/feedback/comments)
	Manage Conflicts	a. Conduct conflict resolution planning b. Assess effectiveness of conflict resolution strategies c. Adapt from previous conflict resolution strategies for various contexts
Career Preparation and Development	Demonstrate Appropriate Behaviour and Conduct	a. Explore areas of strengths and growth based on the feedback received to further improve behaviour b. Self-reflect and self-correct one's behaviour at different settings
	Set Goals and Fulfil Responsibilities	a. Refine the goals and action plan b. Display self-motivation in completing a task (i.e., show enthusiasm, perform self-check to spot efforts and correct errors)
	Initiate Career Exploration	a. Effectively communicate one's brand through resume and online profiles such as LinkedIn b. Know the potential skills gaps and competencies and develop them to be work ready
	Demonstrate Leadership Skills	a. "Walk-the-talk" and demonstrate good leadership traits to other colleagues in the workplace

Functional Track

Name of the functional track

Job Level

Job roles listed here are based on job level

Essential Soft Skills

The competencies are listed based on job levels to ensure their relevance to specific job levels

How to Read the Career Exploration Guide – Possible Challenges & Accommodations

Mobility - Challenges and Accommodations

LIST OF POSSIBLE WORK CHALLENGES

Workplace Accessibility

- a. Difficulties with getting around the F&B outlet/kitchen in larger mobility aids (e.g., wheelchairs)

Workplace Navigation and Travel

- a. Difficulties with commuting to-and-from work (e.g., inaccessible transportation or long-distance travel to work)

LIST OF POSSIBLE ACCOMMODATIONS

Job Task Accommodations

- a. Allow periodic breaks for toileting and repositioning

Technological Assistance

- a. Install devices and programmes that allow alternative access to computers (e.g. Trackballs, key guards, compact keyboard to allow accessibility to the point-of-sale system)
- b. Provide enhanced motorised wheelchairs (e.g. An elevating wheelchair enables the wheelchair user to extend their reach and retrieve items from higher shelves)
- c. Use of Assisted Travel Mobile Application (e.g. The "AllGoEasy" free platform helps wheelchair users to plan their journeys and find out if their destination is wheelchair accessible)

Workplace Accessibility Accommodations

- a. Provide wheelchair-accessible workstations (e.g. Set up kitchen amenities at a height accessible from a wheelchair)
- b. Make a slip-stop mat available
- c. Place utility and equipment controls within easy reach from a seated position (e.g. Handling a cold food holder or blast freezer)
- d. Provide and/or arrange transportation to work
- e. Ensure accessibility of premises (e.g. Install ramps, portable ramps, automatic doors, clear and accessible walkway) within the working area (e.g. Kitchen or dining area)
- f. Provide height-adjustable desks or tables for persons who cannot work comfortably at an existing desk
- g. Install height-adjustable tables for motorised wheelchairs
- h. Adjust shelving units to be at wheelchair-accessible height

FOOD SERVICES

Possible Challenges and Accommodations

Brief description of possible work challenges and accommodations that can be taken for the sector

How to Read the Career Exploration Guide – Supporting Resources

Supporting Resources



For Persons with disabilities



For Employers

Target Audience
Available supporting resources for different stakeholder groups: Persons with Disabilities and Employers

Assistive Technology Fund (ATF)

[SG Enable | Assistive Technology Fund \(ATF\)](#)

The Assistive Technology Fund (ATF) is a valuable resource for Singaporeans with disabilities, designed to empower and support their journey towards independent living. With subsidies covering up to 90% of costs for essential assistive devices, capped at \$40,000, the ATF is committed to enhancing the quality of life for persons with disabilities. Whether it's for acquiring new technology, replacing old equipment, or making necessary upgrades, the ATF stands as a beacon of hope, ensuring that financial constraints do not hinder access to tools that facilitate autonomy in daily activities. If you or someone you know could benefit from this program, consider the ATF as your partner in navigating the path to independence and self-reliance.

Enabling Employment Credit (EEC)

[Ministry of Manpower | Enabling Employment Credit \(EEC\)](#)

The Enabling Employment Credit (EEC) is a government initiative designed to encourage employers to hire Persons with Disabilities (PwDs). Firms employing PwDs who have been out of work for at least 6 months will receive enhanced support. This is in addition to the existing wage offset for all PwD employees earning below \$4,000/month. With the EEC, employers can become champions of diversity and inclusion, contributing to a workforce that recognizes the talents and potential of about 10,000 PwDs annually. This credit serves as a resource for employers to not only enrich their teams but also to make a positive impact on the community by supporting the employment of PwDs.

Link to the Resource
Click on the link to find out more about the resource

Description
Description to understand what the initiative/resource is about

Summary of Sector and Functional Tracks

LOGISTICS

- a. [Warehouse Management and Operations](#)
- b. [Transportation Management and Operations](#)
- c. [Freight Forwarding and Operations](#)
- d. [Sales and Customer Service](#)
- e. [Logistics Solutions and Programme Management](#)
- f. [Logistics Process Improvement and Information System](#)

Note:

1. We understand that besides the challenges already stated, the following barriers could potentially hinder persons with disabilities despite accommodations:
 - a. Lack of an inclusive workplace culture
 - b. Lack of awareness on how to interact with or manage persons with disabilities
 - c. Lack of knowledge on how to conduct job redesign - Employers can refer to the Enabling Skills and Competencies Framework (Employers) for guidance on the relevant skills to mitigate them.
2. The implementation of accommodations and the presence of essential soft skills required is not a key assurance of employment for persons with disabilities

Functional Track: Warehouse Management and Operations

Job Level: Entry ★

 [Return to summary of sectors](#)

• Material Handling Equipment (MHE) Operator / Forklift Operator / Warehouse Assistant / Inventory Assistant

• Warehouse Storekeeper / Inventory Coordinator / Logistics Coordinator

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Physical, Mental and Emotional Health	Manage Emotions	<ul style="list-style-type: none"> a. Explore regulation or self-management strategies that can be applied to manage triggers or performance of tasks (i.e., taking deep breaths, counting to 20) b. Identify triggers which may result in uncomfortable emotions (e.g., anxiety, embarrassment, anger, sadness) c. Understand one's emotions and adopt techniques to manage the triggers such that one can better respond in a constructive manner
Relate with Others	Work and Collaborate in Teams	<ul style="list-style-type: none"> a. Show appreciation for diverse strengths of team members b. fulfil one's own role and responsibilities in the team towards achieving team goals c. Provide assistance and support needed by team members
	Demonstrate Service Orientation	<ul style="list-style-type: none"> a. Discuss possible causes and solutions to problems encountered at different settings b. Generate solutions to solve problems at different activities, independently or with help from others
	Interact in Groups	<ul style="list-style-type: none"> a. Participate in basic social interaction activities with others at different settings (i.e., saying 'thank you', greeting colleagues) b. Show care and consideration when interacting with others at different settings (i.e., giving words of encouragement, asking 'How are you?')
	Manage Conflicts	<ul style="list-style-type: none"> a. Apply conflict resolution techniques b. Apply effective communication techniques in a conflict c. Manage one's emotions in a conflict
Career Preparation and Development	Demonstrate Appropriate Behaviour and Conduct	<ul style="list-style-type: none"> a. Differentiate appropriate and inappropriate behaviours in different settings b. Appropriate behaviours include: good manners, practise care and courtesy, use appropriate vocalisation and gesture, personal space, turn-taking, etc. c. Inappropriate behaviours include: using phone excessively while at work, raising voice at colleagues or customers, etc. d. Display appropriate behaviours at different settings e. Discuss the consequences of inappropriate behaviours

Functional Track: Warehouse Management and Operations

Job Level: Entry ★

 [Return to summary of sectors](#)

• Material Handling Equipment (MHE) Operator / Forklift Operator / Warehouse Assistant / Inventory Assistant

• Warehouse Storekeeper / Inventory Coordinator / Logistics Coordinator

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Communication and Self-Advocacy	Build Conversation Skills	<ul style="list-style-type: none"> a. Initiate informal conversation during participation at different settings b. Ask questions to seek clarity about task expectations during different activities c. Use appropriate pace, tone, volume and body language to communicate at different settings d. Listen for key information during different activities e. Observe how body language is used by others at different activities to convey meaning f. Observe turn-taking in conversations at different settings
	Communicate One's Needs	<ul style="list-style-type: none"> a. Identify different types of communication (including verbal and non-verbal communication) b. Practise basic requests which could be made at different settings (e.g., communicate if one is unwell, request to repeat instructions, ask to be provided with additional time to complete tasks)
Adaptability	Develop Problem-Solving Skills	<ul style="list-style-type: none"> a. Discuss possible causes and solutions to problems encountered at different settings b. Generate solutions to solve problems at different activities, independently or with help from others

Functional Track: Warehouse Management and Operations

Job Level: Managerial★★

 [Return to summary of sectors](#)

- Warehouse Supervisor / Inventory Control Supervisor / Quality Control Supervisor

- Warehouse Officer / Inventory Controller / Quality Control Officer / Warehouse Facilities Management Officer

- Health, Safety and Environmental Coordinator

- Warehouse Operations Executive/Inventory Management Executive/Warehouse Assistant Manager

- Health, Safety and Environmental Officer

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Relate with Others	Manage Emotions	<ul style="list-style-type: none"> a. Explore regulation or self-management strategies that can be applied to manage workplace triggers or performance of work tasks (i.e., taking deep breaths, counting to 20) b. Identify triggers which may result in uncomfortable emotions (e.g., anxiety, embarrassment, anger, sadness) c. Understand one's emotions and adopt techniques to manage the triggers such that one can better respond in a constructive manner
	Work and Collaborate in Teams	<ul style="list-style-type: none"> a. Show appreciation for diverse strengths of team members b. fulfil one's own role and responsibilities in the team towards achieving team goals c. Provide assistance and support needed by team members
	Demonstrate Service Orientation	<ul style="list-style-type: none"> a. Provide service in a polite and friendly manner b. Show good product/service knowledge to meet others' needs and expectations
	Interact in Groups	<ul style="list-style-type: none"> a. Participate in basic social interaction activities with others at different settings (i.e., saying 'thank you', greeting colleagues) b. Show care and consideration when interacting with others at different settings (i.e., giving words of encouragement, asking 'How are you?')
Career Preparation and Development	Manage Conflicts	<ul style="list-style-type: none"> a. Apply conflict resolution techniques b. Apply effective communication techniques in a conflict c. Manage one's emotions in a conflict
	Demonstrate Appropriate Behaviour and Conduct	<ul style="list-style-type: none"> a. Differentiate appropriate and inappropriate behaviours in different settings b. Appropriate behaviours include: good manners, practise care and courtesy, use appropriate vocalisation and gesture, personal space, turn-taking, etc. c. Inappropriate behaviours include: using phone excessively while at work, raising voice at colleagues or customers, etc. d. Display appropriate behaviours at different settings e. Discuss the consequences of inappropriate behaviours
Physical, Mental and Emotional Health		

Functional Track: Warehouse Management and Operations

Job Level: Managerial★★

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|--|--|--|---|--|
| • Warehouse Supervisor / Inventory Control Supervisor / Quality Control Supervisor | • Warehouse Officer / Inventory Controller / Quality Control Officer / Warehouse Facilities Management Officer | • Health, Safety and Environmental Coordinator | • Warehouse Operations Executive/Inventory Management Executive/Warehouse Assistant Manager | • Health, Safety and Environmental Officer |
|--|--|--|---|--|

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Communication and Self-Advocacy	Build Conversation Skills	<ul style="list-style-type: none"> a. Initiate informal conversation during participation at different settings b. Ask questions to seek clarity about task expectations during different activities c. Use appropriate pace, tone, volume and body language to communicate at different settings d. Listen for key information during different activities e. Observe how body language is used by others at different activities to convey meaning f. Observe turn-taking in conversations at different settings
	Communicate One's Needs	<ul style="list-style-type: none"> a. Identify different types of communication (including verbal and non-verbal communication) b. Practise basic requests which could be made at different settings (e.g., communicate if one is unwell, request to repeat instructions, ask to be provided with additional time to complete tasks)
Adaptability	Develop Problem-Solving Skills	<ul style="list-style-type: none"> a. Discuss possible causes and solutions to problems encountered at different settings b. Generate solutions to solve problems at different activities, independently or with help from others

Functional Track: Warehouse Management and Operations

Job Level: Executive ★★★

 [Return to summary of sectors](#)

- Warehouse Operations Manager/Inventory Management Manager/Capacity Management Manager

- Health, Safety and Environmental Manager

- Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Physical, Mental and Emotional Health	Maintain Positive Outlook	<ul style="list-style-type: none"> a. Divide long-term goals (that appear to be overwhelming or difficult) into smaller manageable milestones b. Engage in different ways of creating a positive and happy environment for oneself c. Take time to do some self-reflection, or use appropriate regulation and focus on events/activities that bring about positive emotions
	Manage Emotions	<ul style="list-style-type: none"> a. Divide long-term goals (that appear to be overwhelming or difficult) into smaller manageable milestones b. Engage in different ways of creating a positive and happy environment for oneself c. Take time to do some self-reflection, or use appropriate regulation and focus on events/activities that bring about positive emotions
Relate with Others	Interact in Groups	<ul style="list-style-type: none"> a. Establish and maintain positive social relationships with different people at different settings (e.g., friends, co-workers, customers)
	Manage Conflicts	<ul style="list-style-type: none"> a. Conduct conflict resolution planning b. Assess effectiveness of conflict resolution strategies c. Adapt from previous conflict resolution strategies for various contexts
Career Preparation and Development	Set Goals and Fulfil Responsibilities	<ul style="list-style-type: none"> a. Refine the goals and action plan b. Display self-motivation in completing a task (i.e., show enthusiasm, perform self-check to spot efforts and correct errors)
	Initiate Career Exploration	<ul style="list-style-type: none"> a. Effectively communicate one's brand through resume and online profiles such as LinkedIn b. Know the potential skills gaps and competencies and develop them to be work ready
	Demonstrate Leadership Skills	<ul style="list-style-type: none"> a. "Walk-the-talk" and demonstrate good leadership traits to other colleagues in the workplace
	Demonstrate Appropriate Behaviour and Conduct	<ul style="list-style-type: none"> a. Explore areas of strengths and growth based on the feedback received to further improve behaviour b. Self-reflect and self-correct one's behaviour at different settings

Functional Track: Warehouse Management and Operations

Job Level: Executive ★★★

 [Return to summary of sectors](#)

- Warehouse Operations Manager/Inventory Management Manager/Capacity Management Manager

- Health, Safety and Environmental Manager

- Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Communication and Self-Advocacy	Build Conversation Skills	a. Engage different people in informal and formal conversations at different activities (i.e., social exchanges vs. work-related discussions)
	Communicate One's Needs	a. Identify the appropriate channel and the appropriate person(s) at different settings, to communicate one's requests and views at different activities (e.g., channels could include relevant personnel online / physical form, helpdesk)
	Practise Negotiation	a. Utilise negotiation strategies in various situations and contexts b. Employ non-verbal communication strategies (e.g., direct eye contact, indicating understanding) c. Adapt initial negotiation pitch when necessary d. Engage in workplace negotiations
Adaptability	Develop Problem-solving Skills	a. Evaluate possible solutions to problems by comparing the pros and cons b. Demonstrate resilience in overcoming problems c. Reflect on the effectiveness of the solutions to the problems as part of improving one's problem-solving process
	Practise Time Management	a. Divide long-term goals (that appear to be overwhelming or difficult) into smaller manageable milestones b. Engage in different ways of creating a positive and happy environment for oneself c. Take time to do some self-reflection, or use appropriate regulation and focus on events/activities that bring about positive emotions
	Cope with Challenging Situations	a. Maintain a positive and confident outlook even when faced with various challenging situations b. Recognise symptoms of stress/ burnout early and take concrete measures to prevent them from happening (e.g., disconnecting from work)

Functional Track: Transportation Management and Operations

Job Level: Entry ★

 [Return to summary of sectors](#)

• Rigger / Signalman

• Dispatch Operator / Transport Operator / Last Mile Delivery Driver / Container Driver

• Lifting Supervisor

• Traffic Coordinator / Dispatch Coordinator

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Relate with Others	Demonstrate Service Orientation	<ul style="list-style-type: none"> a. Provide service in a polite and friendly manner b. Show good product/service knowledge to meet others' needs and expectations
	Interact in Groups	<ul style="list-style-type: none"> a. Participate in basic social interaction activities with others at different settings (i.e., saying 'thank you', greeting colleagues) b. Show care and consideration when interacting with others at different settings (i.e., giving words of encouragement, asking 'How are you?')
	Manage Conflicts	<ul style="list-style-type: none"> a. Apply conflict resolution techniques b. Apply effective communication techniques in a conflict c. Manage one's emotions in a conflict
Communication and Self-Advocacy	Build Conversation Skills	<ul style="list-style-type: none"> a. Initiate informal conversation during participation at different settings b. Ask questions to seek clarity about task expectations during different activities c. Use appropriate pace, tone, volume and body language to communicate at different settings d. Listen for key information during different activities e. Observe how body language is used by others at different activities to convey meaning f. Observe turn-taking in conversations at different settings
	Communicate One's Needs	<ul style="list-style-type: none"> a. Identify different types of communication (including verbal and non-verbal communication) b. Practise basic requests which could be made at different settings (e.g., communicate if one is unwell, request to repeat instructions, ask to be provided with additional time to complete tasks)
Adaptability	Develop Problem-Solving Skills	<ul style="list-style-type: none"> a. Discuss possible causes and solutions to problems encountered at different settings b. Generate solutions to solve problems at different activities, independently or with help from others

Functional Track: Transportation Management and Operations

Job Level: Managerial★★

 [Return to summary of sectors](#)

• Project Engineer	• Project Supervisor	• Depot Supervisor/Traffic Supervisor/Dispatch Supervisor/Hub Operations Supervisor	• Traffic Controller/Transport Officer/Line Haul Operations Officer	• Senior Project Engineer	• Project Executive	• Transport Assistant Manager/Transport Executive/Line Haul Operations Executive
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ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Relate with Others	Work and Collaborate in Teams	<ul style="list-style-type: none"> a. Generate solutions to challenges faced in the team b. Contribute to a positive and cooperative environment in the team through coordinated problem-solving c. Use collaborative communication tools to accomplish group tasks (i.e., Google Drive, Microsoft Teams, Popplet, Padlet, WhatsApp)
	Interact in Groups	<ul style="list-style-type: none"> a. Establish and maintain positive social relationships with different people at different settings (e.g., friends, co-workers, customers)
Communication and Self-Advocacy	Build Conversation Skills	<ul style="list-style-type: none"> a. Respond appropriately to tone and body language of others (i.e., facial expression, body posture and hand gestures) in informal and formal conversations at different activities b. Use a variety of communication tools/channels appropriately at different activities (i.e., verbal, email, WhatsApp)
	Communicate One's Needs	<ul style="list-style-type: none"> a. Express one's requests (e.g., needs and wants); and views (e.g., thoughts and feelings) appropriately at different settings b. Understand the difference between healthy communication and unhealthy communication
Career Preparation and Development	Set Goals and Fulfil Responsibilities	<ul style="list-style-type: none"> a. Develop an action plan to complete a task according to expectations, within the given resources and time
	Initiate Career Exploration	<ul style="list-style-type: none"> a. Understand and be able to articulate one's unique value proposition and what one can bring to an organisation b. Gain and apply essential interview skills - confidently communicate in interviews and answer questions with clarity and conciseness
	Pursue Career Progression	<ul style="list-style-type: none"> a. Engage in discussions with supervisors to set goals b. Demonstrate confidence when engaging in difficult conversations with supervisors and colleagues, including when gathering feedback c. Understand how to navigate through difficult conversations with supervisors and colleagues
	Set Goals and Fulfil Responsibilities	<ul style="list-style-type: none"> a. Develop an action plan to complete a task according to expectations, within the given resources and time
	Demonstrate Leadership Skills	<ul style="list-style-type: none"> a. Recognise how different behaviours affect work situations b. Know the traits of a good leader c. Understand the various leadership styles d. Understand benefits of the traits of a leader (e.g., effective communication skills)
Adaptability	Develop Problem-solving Skills	<ul style="list-style-type: none"> a. Evaluate possible solutions to problems by comparing the pros and cons b. Demonstrate resilience in overcoming problems c. Reflect on the effectiveness of the solutions to the problems as part of improving one's problem-solving process

Functional Track: Transportation Management and Operations

Job Level: Executive ★★★

 [Return to summary of sectors](#)

• Project Manager

• Transportation Operations Manager

• Chief Executive Officer / Chief Operating Officer / Managing Director / General Manager

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Physical, Mental and Emotional Health	Maintain Positive Outlook	<ul style="list-style-type: none"> a. Divide long-term goals (that appear to be overwhelming or difficult) into smaller manageable milestones b. Engage in different ways of creating a positive and happy environment for oneself c. Take time to do some self-reflection, or use appropriate regulation and focus on events/activities that bring about positive emotions
	Manage Emotions	<ul style="list-style-type: none"> a. Use appropriate regulation or self-management strategies to address triggers of uncomfortable emotions encountered on a daily basis or within the work environment
Relate with Others	Interact in Groups	<ul style="list-style-type: none"> a. Establish and maintain positive social relationships with different people at different settings (e.g., friends, co-workers, customers)
	Manage Conflicts	<ul style="list-style-type: none"> a. Conduct conflict resolution planning b. Assess effectiveness of conflict resolution strategies c. Adapt from previous conflict resolution strategies for various contexts
Communication and Self-Advocacy	Communicate One's Needs	<ul style="list-style-type: none"> a. Identify the appropriate channel and the appropriate person(s) at different settings, to communicate one's requests and views at different activities (e.g., channels could include relevant personnel online / physical form, helpdesk)
	Practise Negotiation	<ul style="list-style-type: none"> a. Utilise negotiation strategies in various situations and contexts b. Employ non-verbal communication strategies (e.g., direct eye contact, indicating understanding) c. Adapt initial negotiation pitch when necessary d. Engage in workplace negotiations
	Build Conversation Skills	<ul style="list-style-type: none"> a. Engage different people in informal and formal conversations at different activities (i.e., social exchanges vs. work-related discussions)

Functional Track: Transportation Management and Operations

Job Level: Executive ★★★

 [Return to summary of sectors](#)

• Project Manager

• Transportation Operations Manager

• Chief Executive Officer / Chief Operating Officer / Managing Director / General Manager

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Career Preparation and Development	Set Goals and Fulfil Responsibilities	<ul style="list-style-type: none"> a. Refine the goals and action plan b. Display self-motivation in completing a task (i.e., show enthusiasm, perform self-check to spot efforts and correct errors)
	Demonstrate Appropriate Behaviour and Conduct	<ul style="list-style-type: none"> a. Explore areas of strengths and growth based on the feedback received to further improve behaviour b. Self-reflect and self-correct one's behaviour at different settings
	Initiate Career Exploration	<ul style="list-style-type: none"> a. Effectively communicate one's brand through resume and online profiles such as LinkedIn b. Know the potential skills gaps and competencies and develop them to be work ready
	Demonstrate Leadership Skills	<ul style="list-style-type: none"> a. "Walk-the-talk" and demonstrate good leadership traits to other colleagues in the workplace
Adaptability	Practise Time Management	<ul style="list-style-type: none"> a. Implement tools and systems to manage time more effectively b. Use routine and modify the schedule to meet changing demands
	Cope with Challenging Situations	<ul style="list-style-type: none"> a. Maintain a positive and confident outlook even when faced with various challenging situations b. Recognise symptoms of stress/ burnout early and take concrete measures to prevent them from happening (e.g., disconnecting from work)
	Develop Problem-solving Skills	<ul style="list-style-type: none"> a. Evaluate possible solutions to problems by comparing the pros and cons b. Demonstrate resilience in overcoming problems c. Reflect on the effectiveness of the solutions to the problems as part of improving one's problem-solving process

Functional Track: Freight Forwarding and Operations

Job Level: Entry ★

 [Return to summary of sectors](#)

• Incoming Quality Coordinator/Tally Assistant

• Import Export Administrative Assistant/Shipping Assistant

• Permit Coordinator/Shipping Coordinator/Custom Clearance Coordinator

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Relate with Others	Demonstrate Service Orientation	<ul style="list-style-type: none"> a. Provide service in a polite and friendly manner b. Show good product/service knowledge to meet others' needs and expectations
	Interact in Groups	<ul style="list-style-type: none"> a. Observe appropriate social boundaries at different settings (e.g., interacting with friends, co-workers, customers)
	Work and Collaborate in Teams	<ul style="list-style-type: none"> a. Show appreciation for diverse strengths of team members b. fulfil one's own role and responsibilities in the team towards achieving team goals c. Provide assistance and support needed by team members
	Manage Conflicts	<ul style="list-style-type: none"> a. Apply conflict resolution techniques b. Apply effective communication techniques in a conflict c. Manage one's emotions in a conflict
Adaptability	Develop Problem-Solving Skills	<ul style="list-style-type: none"> a. Discuss possible causes and solutions to problems encountered at different settings b. Generate solutions to solve problems at different activities, independently or with help from others
Digital Literacy	Use Phone/Other Electronic Devices	<ul style="list-style-type: none"> a. Know how to read up on news and search for information online
	Avoid Phishing Scams	<ul style="list-style-type: none"> a. Know the different avenues (e.g., Anti-Scam helpline) for scam-related advice and to report scams b. Know how to prevent the scams (e.g., hoaxes and phishing scams) c. Identification of the common phishing scams and how to spot them (e.g., impersonation scams - do not click on any attachment linked in a message)
	Avoid Fake News Online	<ul style="list-style-type: none"> a. Avoid falsehoods and fake news by referring to credible sources (e.g., official government websites, reputable news agencies)
	Understand the Internet and Social Media	<ul style="list-style-type: none"> a. Develop and practise a plan to stay safe when using the Internet, cell phones and social media b. Take appropriate steps to protect one's digital footprint c. Know how to create posts to connect and chat with friends d. Adopt different approaches for different social media platforms (e.g., Facebook, Instagram, Twitter etc.)
	Use Technology Responsibly	<ul style="list-style-type: none"> a. Use strategies to regulate use of electronic devices (e.g., monitor screen time) b. Know when and where to get help in managing usage of electronic devices c. Recognise online content that is undesirable or unsafe (e.g., dark web, pornography sites)

Functional Track: Freight Forwarding and Operations

Job Level: Managerial★★

 [Return to summary of sectors](#)

• Freight Inspector/Incoming Quality Inspector

• Brokerage Supervisor/Freight Supervisor

• Freight Officer

• Shipping Specialist/Import Export Specialist/Freight Executive

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Relate with Others	Work and Collaborate in Teams	<ul style="list-style-type: none"> a. Generate solutions to challenges faced in the team b. Contribute to a positive and cooperative environment in the team through coordinated problem-solving c. Use collaborative communication tools to accomplish group tasks (i.e., Google Drive, Microsoft Teams, Popplet, Padlet, WhatsApp)
	Interact in Groups	<ul style="list-style-type: none"> a. Establish and maintain positive social relationships with different people at different settings (e.g., friends, co-workers, customers)
	Manage Conflicts	<ul style="list-style-type: none"> a. Conduct conflict resolution planning b. Assess effectiveness of conflict resolution strategies c. Adapt from previous conflict resolution strategies for various contexts
	Demonstrate Service Orientation	<ul style="list-style-type: none"> a. Provide service in a polite and friendly manner b. Show good product/service knowledge to meet others' needs and expectations
Communication and Self-Advocacy	Build Conversation Skills	<ul style="list-style-type: none"> a. Respond appropriately to tone and body language of others (i.e., facial expression, body posture and hand gestures) in informal and formal conversations at different activities b. Use a variety of communication tools/channels appropriately at different activities (i.e., verbal, email, WhatsApp)
	Communicate One's Needs	<ul style="list-style-type: none"> a. Express one's requests (e.g., needs and wants); and views (e.g., thoughts and feelings) appropriately at different settings b. Understand the difference between healthy communication and unhealthy communication
Adaptability	Develop Problem-solving Skills	<ul style="list-style-type: none"> a. Evaluate possible solutions to problems by comparing the pros and cons b. Demonstrate resilience in overcoming problems c. Reflect on the effectiveness of the solutions to the problems as part of improving one's problem-solving process

Functional Track: Freight Forwarding and Operations

Job Level: Executive ★★★

 [Return to summary of sectors](#)

• Import Export Manager/Freight Allocation Manager/Freight Shipping Manager/Freight Documentation Manager/Freight Pricing Manager

• Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Physical, Mental and Emotional Health	Maintain Positive Outlook	<ul style="list-style-type: none"> a. Recognise some of the signs of negative emotions and stress b. Practise strategies to manage negative emotions and stress (e.g., reflection, meditation) c. Develop self-confidence and self-esteem (e.g., practise positive self-talk) d. Recognise what brings one happiness/ contentment
	Manage Emotions	<ul style="list-style-type: none"> a. Use appropriate regulation or self-management strategies to address triggers of uncomfortable emotions encountered on a daily basis or within the work environment
Relate with Others	Interact in Groups	<ul style="list-style-type: none"> a. Establish and maintain positive social relationships with different people at different settings (e.g., friends, co-workers, customers)
Communication and Self-Advocacy	Communicate One's Needs	<ul style="list-style-type: none"> a. Identify the appropriate channel and the appropriate person(s) at different settings, to communicate one's requests and views at different activities (e.g., channels could include relevant personnel online / physical form, helpdesk)
	Practise Negotiation	<ul style="list-style-type: none"> a. Utilise negotiation strategies in various situations and contexts b. Employ non-verbal communication strategies (e.g., direct eye contact, indicating understanding) c. Adapt initial negotiation pitch when necessary d. Engage in workplace negotiations
	Build Conversation Skills	<ul style="list-style-type: none"> a. Engage different people in informal and formal conversations at different activities (i.e., social exchanges vs. work-related discussions)
Career Preparation and Development	Set Goals and Fulfil Responsibilities	<ul style="list-style-type: none"> a. Refine the goals and action plan b. Display self-motivation in completing a task (i.e., show enthusiasm, perform self-check to spot efforts and correct errors)
	Initiate Career Exploration	<ul style="list-style-type: none"> a. Effectively communicate one's brand through resume and online profiles such as LinkedIn b. Know the potential skills gaps and competencies and develop them to be work ready
	Demonstrate Leadership Skills	<ul style="list-style-type: none"> a. "Walk-the-talk" and demonstrate good leadership traits to other colleagues in the workplace
	Demonstrate Appropriate Behaviour and Conduct	<ul style="list-style-type: none"> a. Explore areas of strengths and growth based on the feedback received to further improve behaviour b. Self-reflect and self-correct one's behaviour at different settings

Functional Track: Freight Forwarding and Operations

Job Level: Executive☆☆☆

 [Return to summary of sectors](#)

• Import Export Manager/Freight Allocation Manager/Freight Shipping Manager/Freight Documentation Manager/Freight Pricing Manager

• Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Adaptability	Practise Time Management	<ul style="list-style-type: none">a. Implement tools and systems to manage time more effectivelyb. Use routine and modify the schedule to meet changing demands
	Cope with Challenging Situations	<ul style="list-style-type: none">a. Maintain a positive and confident outlook even when faced with various challenging situationsb. Recognise symptoms of stress/ burnout early and take concrete measures to prevent them from happening (e.g., disconnecting from work)

• Order Fulfilment Assistant/Sales Operations Management Assistant/Customer Service Assistant

• Order Fulfilment Coordinator/Sales Operations Management Coordinator/Customer Service Coordinator

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA		
LOGISTICS	Physical, Mental and Emotional Health	Manage Emotions	<ul style="list-style-type: none"> a. Explore regulation or self-management strategies that can be applied to manage workplace triggers or performance of work tasks (i.e., taking deep breaths, counting to 20) b. Identify triggers which may result in uncomfortable emotions (e.g., anxiety, embarrassment, anger, sadness) c. Understand one's emotions and adopt techniques to manage the triggers such that one can better respond in a constructive manner
	Relate with Others	Demonstrate Service Orientation	<ul style="list-style-type: none"> a. Provide service in a polite and friendly manner b. Show good product/service knowledge to meet others' needs and expectations
		Interact in Groups	<ul style="list-style-type: none"> a. Observe appropriate social boundaries at different settings (e.g., interacting with friends, co-workers, customers)
		Work and Collaborate in Teams	<ul style="list-style-type: none"> a. Show appreciation for diverse strengths of team members b. fulfil one's own role and responsibilities in the team towards achieving team goals c. Provide assistance and support needed by team members
	Manage Conflicts	<ul style="list-style-type: none"> a. Apply conflict resolution techniques b. Apply effective communication techniques in a conflict c. Manage one's emotions in a conflict 	
Career Preparation and Development	Demonstrate Appropriate Behaviour and Conduct	<ul style="list-style-type: none"> a. Acknowledge feedback, including compliments on one's behaviour at different settings, appropriately b. Respond appropriately to feedback (i.e., from job coach or supervisor) to correct one's inappropriate action or behaviour 	
Communication and Self-Advocacy	Practise Self-Advocacy	<ul style="list-style-type: none"> a. Express one's disabilities needs/requests at different situations b. Request for accommodations based on one's disability needs at different settings c. Practise speaking out for inclusion, non-discrimination and respect for diversity (e.g., in the disability sector) d. Acknowledge one's past contributions, affirm one's current value and recognise self-worth in the future 	
	Build Conversation Skills	<ul style="list-style-type: none"> a. Respond appropriately to tone and body language of others (i.e., facial expression, body posture and hand gestures) in informal and formal conversations at different activities b. Use a variety of communication tools/channels appropriately at different activities (i.e., verbal, email, WhatsApp) 	
Adaptability	Develop Problem-Solving Skills	<ul style="list-style-type: none"> a. Discuss possible causes and solutions to problems encountered at different settings b. Generate solutions to solve problems at different activities, independently or with help from others 	

Functional Track: Sales and Customer Service

Job Level: Managerial★★

 [Return to summary of sectors](#)

• Field Sales Executive/Key Account Executive/Sales Operations Management Specialist

• Order Management Executive/Quote Desk Executive/Order Fulfilment Officer/Inside Sales Officer

• Customer Service Officer/Service Quality Analyst

• Senior Customer Service Officer/Customer Service Specialist

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Relate with Others	Work and Collaborate in Teams	<ul style="list-style-type: none"> a. Generate solutions to challenges faced in the team b. Contribute to a positive and cooperative environment in the team through coordinated problem-solving c. Use collaborative communication tools to accomplish group tasks (i.e., Google Drive, Microsoft Teams, Popplet, Padlet, WhatsApp)
	Interact in Groups	<ul style="list-style-type: none"> a. Observe appropriate social boundaries at different settings (e.g., interacting with friends, co-workers, customers)
	Manage Conflicts	<ul style="list-style-type: none"> a. Conduct conflict resolution planning b. Assess effectiveness of conflict resolution strategies c. Adapt from previous conflict resolution strategies for various contexts
	Demonstrate Service Orientation	<ul style="list-style-type: none"> a. Demonstrate an understanding of the organisation's service mission and culture of service excellence b. Provide positive experiences for customers including pre- and post-service (i.e., providing timely response to customer complaints/feedback/comments)
Communication and Self-Advocacy	Build Conversation Skills	<ul style="list-style-type: none"> a. Respond appropriately to tone and body language of others (i.e., facial expression, body posture and hand gestures) in informal and formal conversations at different activities b. Use a variety of communication tools/channels appropriately at different activities (i.e., verbal, email, WhatsApp)
	Communicate One's Needs	<ul style="list-style-type: none"> a. Express one's requests (e.g., needs and wants) and views (e.g., thoughts and feelings) appropriately at different settings b. Understand the difference between healthy communication and unhealthy communication
Adaptability	Develop Problem-solving Skills	<ul style="list-style-type: none"> a. Evaluate possible solutions to problems by comparing the pros and cons b. Demonstrate resilience in overcoming problems c. Reflect on the effectiveness of the solutions to the problems as part of improving one's problem-solving process

Job Level: Executive ★★★

 [Return to summary of sectors](#)

- Business Development Manager/Sales and Marketing Manager/Vertical Sales Account Manager/Key Account Manager/Project Cargo Sales Manager/Route Development Manager/Trade Lane Manager

- Customer Service Manager

- Business Development Director/Country Route Development Director/Trade Lane Director/Freight Trade Director

- Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Relate with Others	Interact in Groups	a. Establish and maintain positive social relationships with different people at different settings (e.g., friends, co-workers, customers)
	Manage Conflicts	a. Conduct conflict resolution planning b. Assess effectiveness of conflict resolution strategies c. Adapt from previous conflict resolution strategies for various contexts
Communication and Self-Advocacy	Communicate One's Needs	a. Identify the appropriate channel and the appropriate person(s) at different settings, to communicate one's requests and views at different activities (e.g., channels could include relevant personnel online / physical form, helpdesk)
	Practise Negotiation	a. Utilise negotiation strategies in various situations and contexts b. Employ non-verbal communication strategies (e.g., direct eye contact, indicating understanding) c. Adapt initial negotiation pitch when necessary d. Engage in workplace negotiations
	Build Conversation Skills	a. Engage different people in informal and formal conversations at different activities (i.e., social exchanges vs. work-related discussions)
Career Preparation and Development	Set Goals and Fulfil Responsibilities	a. Refine the goals and action plan b. Display self-motivation in completing a task (i.e., show enthusiasm, perform self-check to spot efforts and correct errors)
	Initiate Career Exploration	a. Effectively communicate one's brand through resume and online profiles such as LinkedIn b. Know the potential skills gaps and competencies and develop them to be work ready
	Demonstrate Leadership Skills	a. "Walk-the-talk" and demonstrate good leadership traits to other colleagues in the workplace
Adaptability	Develop Problem-Solving Skills	a. Evaluate possible solutions to problems by comparing the pros and cons b. Demonstrate resilience in overcoming problems c. Reflect on the effectiveness of the solutions to the problems as part of improving one's problem-solving process

Functional Track: Logistics Solutions and Programme Management

Job Level: Managerial★★

 [Return to summary of sectors](#)

• Logistics Solutions Analyst

• Logistics Contracts Analyst / Logistics Operations Analyst

• Logistics Solutions Specialist/Logistics Solutions Engineer

• Logistics Contracts Executive / Logistics Operations Executive / Logistics Operations Specialist

• Vertical Specialist

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Relate with Others	Manage Conflicts	a. Conduct conflict resolution planning b. Assess effectiveness of conflict resolution strategies c. Adapt from previous conflict resolution strategies for various contexts
	Demonstrate Service Orientation	a. Demonstrate an understanding of the organisation's service mission and culture of service excellence b. Provide positive experiences for customers including pre- and post-service (i.e., providing timely response to customer complaints/feedback/comments)
Adaptability	Develop Problem-solving Skills	a. Evaluate possible solutions to problems by comparing the pros and cons b. Demonstrate resilience in overcoming problems c. Reflect on the effectiveness of the solutions to the problems as part of improving one's problem-solving process

Functional Track: Logistics Solutions and Programme Management

Job Level: Executive ★★★

 [Return to summary of sectors](#)

• Logistics Solution Manager

• Logistics Contracts Manager /
Logistics Programme Manager

• Vertical Product Manager

• Logistics Solutions and Implementation
Director / Tailored Supply Chain
Director / Channel Operations Director

• Chief Executive Officer/Chief Operating
Officer/Managing Director/General Manager

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Relate with Others	Interact in Groups	a. Establish and maintain positive social relationships with different people at different settings (e.g., friends, co-workers, customers)
	Manage Conflicts	a. Conduct conflict resolution planning b. Assess effectiveness of conflict resolution strategies c. Adapt from previous conflict resolution strategies for various contexts
	Demonstrate Service Orientation	a. "Walk-the-talk" and demonstrate good leadership traits to other colleagues in the workplace
Communication and Self-Advocacy	Communicate One's Needs	a. Identify the appropriate channel and the appropriate person(s) at different settings, to communicate one's requests and views at different activities (e.g., channels could include relevant personnel online / physical form, helpdesk)
	Practise Negotiation	a. Utilise negotiation strategies in various situations and contexts b. Employ non-verbal communication strategies (e.g., direct eye contact, indicating understanding) c. Adapt initial negotiation pitch when necessary d. Engage in workplace negotiations
	Build Conversation Skills	a. Engage different people in informal and formal conversations at different activities (i.e., social exchanges vs. work-related discussions)
Career Preparation and Development	Set Goals and Fulfil Responsibilities	a. Refine the goals and action plan b. Display self-motivation in completing a task (i.e., show enthusiasm, perform self-check to spot efforts and correct errors)
	Initiate Career Exploration	a. Effectively communicate one's brand through resume and online profiles such as LinkedIn b. Know the potential skills gaps and competencies and develop them to be work ready
	Demonstrate Leadership Skills	a. Demonstrate an understanding of the organisation's service mission and culture of service excellence b. Provide positive experiences for customers including pre- and post-service (i.e., providing timely response to customer complaints/feedback/comments)
Adaptability	Develop Problem-Solving Skills	a. Evaluate possible solutions to problems by comparing the pros and cons b. Demonstrate resilience in overcoming problems c. Reflect on the effectiveness of the solutions to the problems as part of improving one's problem-solving process

- Logistics Data Management Coordinator / Logistics Data Entry Coordinator

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Relate with Others	Manage Emotions	<ul style="list-style-type: none"> a. Explore regulation or self-management strategies that can be applied to manage workplace triggers or performance of work tasks (i.e., taking deep breaths, counting to 20) b. Identify triggers which may result in uncomfortable emotions (e.g., anxiety, embarrassment, anger, sadness) c. Understand one's emotions and adopt techniques to manage the triggers such that one can better respond in a constructive manner
	Interact in Groups	<ul style="list-style-type: none"> a. Observe appropriate social boundaries at different settings (e.g., interacting with friends, co-workers, customers)
	Work and Collaborate in Teams	<ul style="list-style-type: none"> a. Show appreciation for diverse strengths of team members b. fulfil one's own role and responsibilities in the team towards achieving team goals c. Provide assistance and support needed by team members
Career Preparation and Development	Manage Conflicts	<ul style="list-style-type: none"> a. Apply conflict resolution techniques b. Apply effective communication techniques in a conflict c. Manage one's emotions in a conflict
	Demonstrate Appropriate Behaviour and Conduct	<ul style="list-style-type: none"> a. Acknowledge feedback, including compliments on one's behaviour at different settings, appropriately b. Respond appropriately to feedback (i.e., from job coach or supervisor) to correct one's inappropriate action or behaviour
Communication and Self-Advocacy	Communicate One's Needs	<ul style="list-style-type: none"> a. Identify different types of communication (including verbal and non-verbal communication) b. Practise basic requests which could be made at different settings (e.g., communicate if one is unwell, request to repeat instructions, ask to be provided with additional time to complete tasks)
	Build Conversation Skills	<ul style="list-style-type: none"> a. Respond appropriately to tone and body language of others (i.e., facial expression, body posture and hand gestures) in informal and formal conversations at different activities b. Use a variety of communication tools/channels appropriately at different activities (i.e., verbal, email, WhatsApp)
Adaptability	Develop Problem-Solving Skills	<ul style="list-style-type: none"> a. Discuss possible causes and solutions to problems encountered at different settings b. Generate solutions to solve problems at different activities, independently or with help from others

Functional Track: Logistics Process Improvement and Information System

Job Level: Managerial★★

 [Return to summary of sectors](#)

- Logistics Data Specialist/Master Data Analyst/Master Data Executive

- Business Process Excellence Engineer/Operations Specialist/Industrial Operations Engineer

- Logistics IT Executive/Digital Services Executive/Logistics System Analyst

- Operations Integration Specialist/System Integration Engineer/Infrastructure Specialist

- IT Business Solutions Project Specialist/Digital Services Project Specialist

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Relate with Others	Work and Collaborate in Teams	<ul style="list-style-type: none"> a. Generate solutions to challenges faced in the team b. Contribute to a positive and cooperative environment in the team through coordinated problem-solving c. Use collaborative communication tools to accomplish group tasks (i.e., Google Drive, Microsoft Teams, Popplet, Padlet, WhatsApp)
	Interact in Groups	<ul style="list-style-type: none"> a. Observe appropriate social boundaries at different settings (e.g., interacting with friends, co-workers, customers)
	Manage Conflicts	<ul style="list-style-type: none"> a. Conduct conflict resolution planning b. Assess effectiveness of conflict resolution strategies c. Adapt from previous conflict resolution strategies for various contexts
	Demonstrate Service Orientation	<ul style="list-style-type: none"> a. Demonstrate an understanding of the organisation's service mission and culture of service excellence b. Provide positive experiences for customers including pre- and post-service (i.e., providing timely response to customer complaints/feedback/comments)
Communication and Self-Advocacy	Build Conversation Skills	<ul style="list-style-type: none"> a. Respond appropriately to tone and body language of others (i.e., facial expression, body posture and hand gestures) in informal and formal conversations at different activities b. Use a variety of communication tools/channels appropriately at different activities (i.e., verbal, email, WhatsApp)
	Communicate One's Needs	<ul style="list-style-type: none"> a. Respond appropriately to tone and body language of others (i.e., facial expression, body posture and hand gestures) in informal and formal conversations at different activities b. Use a variety of communication tools/channels appropriately at different activities (i.e., verbal, email, WhatsApp)
Adaptability	Develop Problem-solving Skills	<ul style="list-style-type: none"> a. Evaluate possible solutions to problems by comparing the pros and cons b. Demonstrate resilience in overcoming problems c. Reflect on the effectiveness of the solutions to the problems as part of improving one's problem-solving process

Functional Track: Logistics Process Improvement and Information System

Job Level: Executive ★★★

 [Return to summary of sectors](#)

• Logistics Innovation and Process Improvement Manager/Customer and Logistics Systems Manager

• IT Business Solutions Manager / Digital Services Manager

• Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Physical, Mental and Emotional Health	Maintain Positive Outlook	<ul style="list-style-type: none"> a. Recognise some of the signs of negative emotions and stress b. Practise strategies to manage negative emotions and stress (e.g., reflection, meditation) c. Develop self-confidence and self-esteem (e.g., practise positive self-talk) d. Recognise what brings one happiness/ contentment
	Manage Emotions	<ul style="list-style-type: none"> a. Use appropriate regulation or self-management strategies to address triggers of uncomfortable emotions encountered on a daily basis or within the work environment
Relate with Others	Interact in Groups	<ul style="list-style-type: none"> a. Establish and maintain positive social relationships with different people at different settings (e.g., friends, co-workers, customers)
	Manage Conflicts	<ul style="list-style-type: none"> a. Conduct conflict resolution planning b. Assess effectiveness of conflict resolution strategies c. Adapt from previous conflict resolution strategies for various contexts
Communication and Self-Advocacy	Communicate One's Needs	<ul style="list-style-type: none"> a. Identify the appropriate channel and the appropriate person(s) at different settings, to communicate one's requests and views at different activities (e.g., channels could include relevant personnel online / physical form, helpdesk)
	Practise Self-Advocacy	<ul style="list-style-type: none"> a. Know one's rights in different settings (e.g., work - employee rights based on HR policies in terms of allowance and discrimination) b. Know to approach the appropriate person/organisation for help if individual or employee rights are infringed c. Advocate against stigma and discrimination and for inclusion, non-discrimination, and respect for diversity in the disability sector
	Practise Negotiation	<ul style="list-style-type: none"> a. Utilise negotiation strategies in various situations and contexts b. Employ non-verbal communication strategies (e.g., direct eye contact, indicating understanding) c. Adapt initial negotiation pitch when necessary d. Engage in workplace negotiations
	Build Conversation Skills	<ul style="list-style-type: none"> a. Engage different people in informal and formal conversations at different activities (i.e., social exchanges vs. work-related discussions)

Functional Track: Logistics Process Improvement and Information System

Job Level: Executive ★★★

 [Return to summary of sectors](#)

- Logistics Innovation and Process Improvement Manager/Customer and Logistics Systems Manager

- IT Business Solutions Manager / Digital Services Manager

- Chief Executive Officer/Chief Operating Officer/Managing Director/General Manager

ESSENTIAL SOFT SKILLS

DOMAINS	SUB-COMPETENCY AREA	
Career Preparation and Development	Set Goals and Fulfil Responsibilities	<ul style="list-style-type: none"> a. Refine the goals and action plan b. Display self-motivation in completing a task (i.e., show enthusiasm, perform self-check to spot efforts and correct errors)
	Initiate Career Exploration	<ul style="list-style-type: none"> a. Effectively communicate one's brand through resume and online profiles such as LinkedIn b. Know the potential skills gaps and competencies and develop them to be work ready
	Demonstrate Appropriate Behaviour and Conduct	<ul style="list-style-type: none"> a. Explore areas of strengths and growth based on the feedback received to further improve behaviour b. Self-reflect and self-correct one's behaviour at different settings
	Demonstrate Leadership Skills	<ul style="list-style-type: none"> a. "Walk-the-talk" and demonstrate good leadership traits to other colleagues in the workplace
Adaptability	Develop Problem-Solving Skills	<ul style="list-style-type: none"> a. Evaluate possible solutions to problems by comparing the pros and cons b. Demonstrate resilience in overcoming problems c. Reflect on the effectiveness of the solutions to the problems as part of improving one's problem-solving process
	Cope with Challenging Situations	<ul style="list-style-type: none"> a. Maintain a positive and confident outlook even when faced with various challenging situations b. Recognise symptoms of stress/ burnout early and take concrete measures to prevent them from happening (e.g., disconnecting from work)
	Practise Time Management	<ul style="list-style-type: none"> a. Implement tools and systems to manage time more effectively b. Use routine and modify the schedule to meet changing demands

LIST OF POSSIBLE WORK CHALLENGES

Nature of Job and Tasks

- a. Difficulties in reaching for certain items/parcels (e.g., items placed on tall shelves)
- b. Physical strain/stress from vibration and shaking of vehicles when sitting in vehicles for extended periods of time
- c. Difficulties in operating heavy vehicles (e.g., prime movers, lorries)
- d. Challenges in managing workload, work pace and remuneration expectations of colleagues and clients (e.g. if colleagues view accommodations as special treatments or unfair distributions of tasks, if clients request for lower fees)
- e. Difficulties in initiating career exploration and one's organisational fit (e.g. confidence in applying for roles)

Workplace Accessibility

- a. Difficulties in moving around in a wheelchair in warehouses (e.g. not enough space for a wheelchair to move between shelves)

Workplace Navigation and Travel

- a. Difficulties with commuting to-and-from work (e.g., warehouses in industrial zones that are inaccessible by public transport)

Social Interaction

- a. Challenges in maintaining client relationships and managing their expectations regarding the speed and quality of work

LIST OF POSSIBLE ACCOMMODATIONS

Job Task Accommodations

- a. Allow periodic breaks for toileting and repositioning
- b. Provide equipment to allow persons with disabilities to operation vehicles with the use of hands only (e.g., Portable hand controls, accelerator ring, all-in-one driving system)
- c. Provide anti-vibration seat covers to reduce stress and strain from vibration

Technological Assistance

- a. Provide enhanced motorised wheelchairs (e.g., An elevating wheelchair enables the wheelchair user to extend their reach and retrieve items from higher shelves)
- b. Use of Assisted Travel Mobile Application (e.g., The "AllGoEasy" free platform helps wheelchair users to plan their journeys and find out if their destination is wheelchair accessible)
- c. Install devices and programmes that allow alternative access to computers (e.g., Trackballs, key guards, compact keyboard)

Workplace Accessibility Accommodations

- a. Ensure accessibility of premises (e.g., Install ramps, portable ramps, automatic doors, clear and accessible walkway, special flooring, lower tables) within the office or meeting site
- b. Place office supplies and frequently used materials on the most accessible shelves or drawers for those who cannot reach upper and lower shelves and drawers
- c. Allocate workspaces near to office machines (e.g., Printers) or entrances/exits
- d. Use of aerial, scissors and platform lifts to access objects at heights out of reach
- e. Provide/Arrange transportation to-and-from work
- f. Provide accessible working areas (e.g., Height-adjustable desks for wheelchair users)

LIST OF POSSIBLE WORK CHALLENGES	LIST OF POSSIBLE ACCOMMODATIONS
	<p><u>Organisational culture</u></p> <ul style="list-style-type: none"> a. Communicate and advocate for disability inclusiveness to external stakeholders (e.g. set, negotiate, and manage client expectations, discuss any concerns and adjust plans as necessary to align with client expectations) b. Promote an inclusive culture among employees/co-workers to facilitate relationships among all employees* (e.g. incorporating inclusion-related values and competencies into employees, educating colleagues on reasons for accommodations so that they are not seen as special treatment or unfair distribution of tasks) c. Facilitate accessible and diverse staff bonding activities and office social events (e.g., providing alternative activities or modifications to physical events, ensuring venues are accessible) d. Providing accessible and more flexible recruitment opportunities (e.g. holding interviews in disability-friendly locations)

Note:

LIST OF POSSIBLE WORK CHALLENGES	LIST OF POSSIBLE ACCOMMODATIONS
<p><u>Nature of Job and Tasks</u></p> <ul style="list-style-type: none"> a. Physical strain/stress from vibration and shaking of vehicles when sitting in vehicles for extended periods of time b. Difficulties in sorting and loading heavy/ bulky cargo from various warehouses or storage locations c. Difficulties in operating heavy machinery (e.g., forklifts, cranes) or heavy vehicles (e.g., prime movers, lorries) d. Challenges in managing workload, work pace and remuneration expectations of colleagues and clients (e.g. if colleagues view accommodations as special treatments or unfair distributions of tasks, if clients request for lower fees) e. Difficulties in initiating career exploration and one's organisational fit (e.g. confidence in applying for roles) <p><u>Social Interaction</u></p> <ul style="list-style-type: none"> a. Challenges in maintaining client relationships and managing their expectations regarding the speed and quality of work 	<p><u>Technological Assistance</u></p> <ul style="list-style-type: none"> a. Provide voice-activated speaker phones with large buttons, an automatic dialing system and voice mail system, and/or headsets b. Provide alternative access for computers (e.g., Speech recognition, morse code entry, trackballs, key guards, alternative keyboards, and/or mouth sticks) c. Provide switch buttons to navigate and select icons on the computer screen (can be configured for other software and commands) d. Provide accessible switches or power controls by using adhesive Velcro to securely attach the switches or controls to surfaces e. Provide reading systems (e.g., Scanner, computer, monitor, and sound card), Optical Character Recognition (OCR) software, and a reading and filing program <p><u>Job Task Accommodations</u></p> <ul style="list-style-type: none"> a. Modify machinery/vehicles to reduce strain effort on arms/hands (e.g., Install foot switches, gear shift extensions, adapted shifter) b. Provide anti-vibration seat covers to reduce stress and strain from vibration c. Provide writing aids for a person who cannot grip a writing tool (e.g., Ergonomic rubber grip for pen) d. Provide and install doorknob extension handles to allow multiple ways to manipulate doorknobs e. Provide page turners and book holders for a person who cannot manipulate paper

LIST OF POSSIBLE WORK CHALLENGES	LIST OF POSSIBLE ACCOMMODATIONS
	<p><u>Organisational culture</u></p> <ul style="list-style-type: none">a. Communicate and advocate for disability inclusiveness to external stakeholders (e.g. set, negotiate, and manage client expectations, discuss any concerns and adjust plans as necessary to align with client expectations)b. Promote an inclusive culture among employees/co-workers to facilitate relationships among all employees* (e.g. incorporating inclusion-related values and competencies into employees, educating colleagues on reasons for accommodations so that they are not seen as special treatment or unfair distribution of tasks)c. Facilitate accessible and diverse staff bonding activities and office social events (e.g., providing alternative activities or modifications to physical events, ensuring venues are accessible)d. Providing accessible and more flexible recruitment opportunities

Note:

LIST OF POSSIBLE WORK CHALLENGES

Accessing and Processing Information and/or Objects

- a. Difficulties with using a telephone in terms of accessing buttons and visual displays
- b. Difficulties in accessing printed text (e.g., shipping labels)
- c. Difficulties in accessing computer information, and/or writing notes (e.g., inventory list)

Social Interaction

- a. Difficulties in non-verbal communications (e.g., body language, hand gestures, and eye contact)
- b. Challenges in maintaining client relationships and managing their expectations regarding the speed and quality of work

Workplace Navigation and Travel

- a. Difficulties in workplace navigation (e.g., parcels may become tripping hazards)
- b. Difficulties with commuting to-and-from work (e.g., Inaccessible transportation or long-distance travel to work)

Nature of Job and Tasks

- a. Challenges in managing workload, work pace and remuneration expectations of colleagues and clients (e.g. if colleagues view accommodations as special treatments or unfair distributions of tasks, if clients request for lower fees)
- b. Difficulties in initiating career exploration and one's organisational fit (e.g. confidence in applying for roles)

LIST OF POSSIBLE ACCOMMODATIONS

Job Coaching and Scheduling Accommodations

- a. Engage job coaches/on-site mentors and designate a consistent buddy to support on job tasks and workplace navigation
- b. Provide flexible working arrangements (e.g. flexible working hours, remote work, reduced hours and scaled-down job roles based on mutual agreement and suitability for the person with disability)

Job Task Accommodations

- a. Provide auditory versions of printed documents (e.g. Braille formatted document, optical character recognition, tactile graphic document)
- b. Use photocopier enlarged paper material
- c. Use overlay to increase colour contrast between printed text and document background (e.g. colour paper, acetate sheet)

Communication Accommodations

- a. Use specific and descriptive language (e.g. instead of saying "there is a kerb", say "there is a kerb on your right")

Workplace Accessibility Accommodations

- a. Conduct mobility and orientation training to familiarise persons with disabilities with the workplace
- b. Install detectable warning surfaces, tactile map of evacuation and common routes, talking landmark or GPS
- c. Provide a well-lit working environment
- d. Provide/Arrange transportation to-and-from work

LIST OF POSSIBLE WORK CHALLENGES

LIST OF POSSIBLE ACCOMMODATIONS

Organisational culture

- a. Communicate and advocate for disability inclusiveness to external stakeholders (e.g. set, negotiate, and manage client expectations, discuss any concerns and adjust plans as necessary to align with client expectations)
- b. Promote an inclusive culture among employees/co-workers to facilitate relationships among all employees* (e.g. incorporating inclusion-related values and competencies into employees, educating colleagues on reasons for accommodations so that they are not seen as special treatment or unfair distribution of tasks)
- c. Facilitate accessible and diverse staff bonding activities and office social events (e.g., providing alternative activities or modifications to physical events, ensuring venues are accessible)
- d. Providing accessible and more flexible recruitment opportunities (e.g. making job advertisements and postings screen-reader compatible, using clear and inclusive language)

Note:

LIST OF POSSIBLE WORK CHALLENGES

Social Interaction

- a. May not be able to fully capture all of the discussion pointers raised during presentations and meetings
- b. Difficulties in communicating effectively with co-workers and/or clients who may have limited experience working with persons with hearing disability
- c. Challenges in maintaining client relationships and managing their expectations regarding the speed and quality of work

Nature of Job and Tasks

- a. Challenges in managing workload, work pace and remuneration expectations of colleagues and clients (e.g. if colleagues view accommodations as special treatments or unfair distributions of tasks, if clients request for lower fees)
- b. Difficulties in initiating career exploration and one's organisational fit (e.g. confidence in applying for roles)

LIST OF POSSIBLE ACCOMMODATIONS

Communication Accommodations

- a. Encourage and send employees/co-workers to undergo a sign language course to facilitate communication
- b. Provide conducive meeting environments (e.g., Ensure that meeting/discussion venues beheld in a quiet room with good lighting and visual access to the speaker)
- c. Provide any written materials such as meeting agendas, course or training outlines before meetings and meeting notes afterwards
- d. Educate staff to speak one at a time, maintain eye contact and not cover their mouth when speaking
- e. Provide sign interpreters

Job Task Accommodations

- a. Use of vehicle rear vision system to operate a vehicle in the workplace (e.g., Forklifts)

Technological Assistance

- a. Provide the use of alerting devices that use vibrating or visual indicators (e.g., Flashing lights)
- b. Use of personal assistive technology (e.g., Hearing aids, visual communication aids to communicate face-to-face with co-workers or others)
- c. Use of instant messaging software (e.g., WhatsApp) for communication
- d. Use of Wireless microphone and receivers for those with hearing aids to hear better and not be affected by ambient environment noise
- e. Provide the use of live transcribing applications for communication (e.g., Closed captioning of videos and voice-to-text systems)
- f. Provide the use of Assisted Hearing Mobile Applications to record and recognise sounds/respond to environment signals

Sensory Accommodations

- a. Provide hearing protection for those who need to work in a noisy environment (e.g., Earmuffs)

LIST OF POSSIBLE WORK CHALLENGES

LIST OF POSSIBLE ACCOMMODATIONS

Organisational culture

- a. Communicate and advocate for disability inclusiveness to external stakeholders (e.g. set, negotiate, and manage client expectations, discuss any concerns and adjust plans as necessary to align with client expectations)
- b. Promote an inclusive culture among employees/co-workers to facilitate relationships among all employees* (e.g. incorporating inclusion-related values and competencies into employees, educating colleagues on reasons for accommodations so that they are not seen as special treatment or unfair distribution of tasks)
- c. Facilitate accessible and diverse staff bonding activities and office social events (e.g., providing alternative activities or modifications to physical events, ensuring venues are accessible)
- d. Providing accessible and more flexible recruitment opportunities (e.g. alternative application methods such as written interviews or including sign language interpreters, instead of face-to-face)

Note:

Please refer to the Enabling Skills and Competencies Framework for Employers, Competency Domain "Inclusive Workplace Culture" for skills related to creating an inclusive and supportive workplace culture for persons with disabilities.

LIST OF POSSIBLE WORK CHALLENGES

Accessing and Processing Information and/or Objects

- a. Difficulties in absorbing complex and large amounts of information
- b. Challenge in adapting to complex work tasks (e.g., long and complex process chain)

Social Interaction

- a. Difficulties with communication due to the lack of social skills (e.g., shyness, intimidation, behaviour disorders, or low self-esteem)
- b. Difficulties in interacting with co-workers/supervisors who are already apprehensive about working with persons with disabilities
- c. Challenges in maintaining client relationships and managing their expectations regarding the speed and quality of work

Workplace Accessibility

- a. Difficulties in navigating obstacles in work environment (e.g., slippery floors or high shelves)

Workplace Navigation and Travel

- a. Difficulties with commuting to-and-from work (e.g., Inaccessible transportation or long-distance travel to work)

Nature of Job and Tasks

- a. Challenges in managing workload, work pace and remuneration expectations of colleagues and clients (e.g. if colleagues view accommodations as special treatments or unfair distributions of tasks, if clients request for lower fees)
- b. Difficulties in initiating career exploration and one's organisational fit (e.g. confidence in applying for roles)

LIST OF POSSIBLE ACCOMMODATIONS

Communication Accommodations

- a. Speak directly to the individual and make eye contact
- b. Speak in clear short sentences and use simple words
- c. Ask only one question at a time and allow plenty of time for a response
- d. Train other colleagues on how to interact with persons with disabilities

Job Coaching and Scheduling Accommodations

- a. Engage job coaches/on-site mentors and designate a consistent buddy to support communication and job tasks

Job Task Accommodations

- a. Break information up and represent it in other visual forms (e.g. Infographics, pictorial representations, and simplified diagrams)
- b. Provide additional training time or retraining if needed, to reinforce learning
- c. Separate tasks based on priority and assign new tasks only when the previous one is completed
- d. Provide frequent intermittent breaks for employees who may need conditioning and building up of stamina over time
- e. Use timer or time management application to help employee keep track of time
- f. Establish routine repetitive tasks, allowing persons with disabilities to get familiarised and comfortable with the job. Once they are able to achieve a comfortable speed of performing the above job with good quality, a wider scope will be assigned to them again with great care

Sensory Accommodations

- a. Provide a quiet room for individuals to calm down and reduce sensory overload

Workplace Accessibility Accommodations

- a. Provide/Arrange transportation to-and-from work

LIST OF POSSIBLE WORK CHALLENGES

LIST OF POSSIBLE ACCOMMODATIONS

Organisational culture

- a. Communicate and advocate for disability inclusiveness to external stakeholders (e.g. set, negotiate, and manage client expectations, discuss any concerns and adjust plans as necessary to align with client expectations)
- b. Promote an inclusive culture among employees/co-workers to facilitate relationships among all employees* (e.g. incorporating inclusion-related values and competencies into employees, educating colleagues on reasons for accommodations so that they are not seen as special treatment or unfair distribution of tasks)
- c. Facilitate accessible and diverse staff bonding activities and office social events (e.g., providing alternative activities or modifications to physical events, ensuring venues are accessible)
- d. Providing accessible and more flexible recruitment opportunities (e.g. being flexible in structure of interviews, instead of fast-paced, back-and-forth conversational styles in interviews)

Note:

LIST OF POSSIBLE WORK CHALLENGES	LIST OF POSSIBLE ACCOMMODATIONS
<p><u>Attentiveness and Concentration</u></p> <ul style="list-style-type: none"> a. Difficulties in time management (e.g. organising, planning, prioritising) b. Difficulties in sustaining attention or concentrating on a task for extended periods of time <p><u>Environmental stimuli</u></p> <ul style="list-style-type: none"> a. Sensitivity to lights and noise in the workplace (e.g. noise from machinery and vehicles) <p><u>Nature of Job and Tasks</u></p> <ul style="list-style-type: none"> a. Difficulties in adapting to non-routine tasks and/or changes in work schedule (e.g. outside office hours or do shift work) b. Challenges in managing workload, work pace and remuneration expectations of colleagues and clients (e.g. if colleagues view accommodations as special treatments or unfair distributions of tasks, if clients request for lower fees) c. Difficulties in initiating career exploration and one's organisational fit (e.g. confidence in applying for roles) <p><u>Social Interaction</u></p> <ul style="list-style-type: none"> a. Difficulties with communication due to the lack of social skills (e.g. shyness, intimidation, behaviour disorders, or low self-esteem) b. Challenges in maintaining client relationships and managing their expectations regarding the speed and quality of work <p><u>Accessing and Processing Information and/or Objects</u></p> <ul style="list-style-type: none"> a. Difficulties in absorbing complex and large amounts of information <p><u>Workplace Navigation and Travel</u></p> <ul style="list-style-type: none"> a. Difficulties with commuting to-and-from work (e.g., inaccessible transportation or long-distance travel to work) 	<p><u>Communication Accommodations</u></p> <ul style="list-style-type: none"> a. Speak directly to the individual and make eye contact b. Speak in clear short sentences and use simple words c. Ask only one question at a time and allow plenty of time for a response d. Train other colleagues on how to interact with persons with disabilities <p><u>Job Coaching and Scheduling Accommodations</u></p> <ul style="list-style-type: none"> a. Engage job coaches/on-site mentors and designate a consistent buddy to support communication and job tasks b. Provide flexible working arrangements (e.g. flexible working hours, remote work, reduced hours and scaled-down job roles based on mutual agreement and suitability for the person with disability) c. Provide early notice of work schedule <p><u>Job Task Accommodations</u></p> <ul style="list-style-type: none"> a. Break information up and represent it in other visual forms (e.g. Infographics, pictorial representations, and simplified diagrams) b. Separate tasks based on priority and assign new tasks only when the previous one is completed c. Establish routine repetitive tasks, allowing persons with disabilities to get familiarised and comfortable with the job. Once they are able to achieve a comfortable speed of performing the above job with good quality, a wider scope will be assigned to them again with great care d. Avoid changing processes too often or abruptly. If there are any changes, explain the changes in a clear and direct way

LIST OF POSSIBLE WORK CHALLENGES	LIST OF POSSIBLE ACCOMMODATIONS
	<p><u>Sensory Accommodations</u></p> <ol style="list-style-type: none"> Provide a quiet room for individuals to calm down and reduce sensory overload Install anti-glare filters for fluorescent lights to allow them to more closely resemble natural sunlight Avoid installing strong or colourful lighting that may cause sensory overload Allow employees' workstation to be positioned away from high human traffic or background noises (e.g. Machine, equipment) if the person with disability requests for it <p><u>Workplace Accessibility Accommodations</u></p> <ol style="list-style-type: none"> Provide/Arrange transportation to-and-from work <p><u>Technological Assistance</u></p> <ol style="list-style-type: none"> Use of voice recorder to capture instructions and information <p><u>Organisational culture</u></p> <ol style="list-style-type: none"> Communicate and advocate for disability inclusiveness to external stakeholders (e.g. set, negotiate, and manage client expectations, discuss any concerns and adjust plans as necessary to align with client expectations) Promote an inclusive culture among employees/co-workers to facilitate relationships among all employees* (e.g. incorporating inclusion-related values and competencies into employees, educating colleagues on reasons for accommodations so that they are not seen as special treatment or unfair distribution of tasks) Facilitate accessible and diverse staff bonding activities and office social events (e.g., providing alternative activities or modifications to physical events, ensuring venues are accessible) Providing accessible and more flexible recruitment opportunities (e.g. being flexible in structure of interviews, instead of fast-paced, back-and-forth conversational styles in interviews)

Note:



For Persons with disabilities

Assistive Technology Fund (ATF)

[SG Enable | Assistive Technology Fund \(ATF\)](#)

The Assistive Technology Fund (ATF) is a valuable resource for Singaporeans with disabilities, designed to empower and support their journey towards independent living. With subsidies covering up to 90% of costs for essential assistive devices, capped at \$40,000, the ATF is committed to enhancing the quality of life for persons with disabilities. Whether it's for acquiring new technology, replacing old equipment, or making necessary upgrades, the ATF stands as a beacon of hope, ensuring that financial constraints do not hinder access to tools that facilitate autonomy in daily activities. If you or someone you know could benefit from this program, consider the ATF as your partner in navigating the path to independence and self-reliance.



For Employers

Enabling Employment Credit (EEC)

[Ministry of Manpower | Enabling Employment Credit \(EEC\)](#)

The Enabling Employment Credit (EEC) is a government initiative designed to encourage employers to hire Persons with Disabilities (PwDs). Firms employing PwDs who have been out of work for at least 6 months will receive enhanced support. This is in addition to the existing wage offset for all PwD employees earning below \$4,000/month. With the EEC, employers can become champions of diversity and inclusion, contributing to a workforce that recognizes the talents and potential of about 10,000 PwDs annually. This credit serves as a resource for employers to not only enrich their teams but also to make a positive impact on the community by supporting the employment of PwDs.



For Employers

Employment Support Programme

[SG Enable | Employment Support for Employers to hire PwDs](#)

The Employment Support Programme for PwDs, backed by Workforce Singapore and SkillsFuture Singapore and administered by SG Enable, offers employers subsidies, grants, and services to aid in hiring and integrating Persons with Disabilities into their workforce. Employers benefit from up to 90% course fee subsidies, job redesign grants capped at \$20,000, and a year of complimentary recruitment and job support services, enhancing workplace inclusivity and leveraging the unique talents of PwDs. This programme is also aligned with the SkillsFuture Enterprise Credit scheme for additional financial support.

Open Door Programme (ODP)

[MSF, WSG | Open Door Policy \(ODP\)](#)

The Open Door Programme (ODP), funded by the Ministry of Social and Family Development and Workforce Singapore, and managed by SG Enable, is a key resource for employers to support the employment of persons with disabilities. It offers grants for job redesign, training subsidies, and recruitment services, helping employers to create an inclusive workplace that values diversity and nurtures talent among persons with disabilities.

Job Accommodation Network (JAN)

[Job Accommodation Network](#)

The Job Accommodation Network (JAN) offers guidance on creating inclusive workplaces through accommodations. It provides comprehensive A to Z listings by disability, limitation, function, and topic, with practical solutions like equipment modification, job restructuring, and policy adjustments. Employers can use JAN as a starting point to foster a supportive environment and ensure the success of their employees with disabilities.