
INCLUSIVE SOCIETY, ENABLED LIVES.

SG Enable Annual Report 2018



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CHAIRMAN'S Message

FY18 was a year of scaling up our efforts to enable persons with disabilities. We worked with more partners to promote inclusive employment. We rallied caregivers and social service agencies (SSAs) to work together to strengthen the support network for caregivers.

Working with SG Enable's job placement and job support partners, we placed over 680 persons with disabilities in employment in FY18. We focused our effort on building employers' capability through the Workplace Disability Inclusive Index and Inclusive Business Forum. Through our i'mable initiative, we partnered Singapore Airlines and the Autism Resource Centre to feature in-flight amenities designed by persons with disabilities. Not only did the i'mable initiative help raise awareness of the abilities and aspirations of persons with disabilities, it was a new platform for the community and persons with disabilities to collaborate and create value.

The Caregiver Coalition was set up to gather like-minded SSAs and hospitals to co-create solutions that would support caregivers better in their caregiving journey. In December, we launched the Caregivers Pod at the Enabling Village as a meeting and training space for peer support groups and coalition members.

We are grateful for the trust and support of caregivers as well as many other individuals and organisations that share their experience, innovative ideas and time. We are particularly appreciative of Mediacorp who strengthened their commitment to the TODAY Enable Fund. Thank you all for joining us in this journey to build an inclusive society and enable lives.

Chew Hock Yong
Chairman

OUR Vision

Inclusive Society, Enabled Lives.

OUR Mission

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



BOARD OF DIRECTORS & Management

BOARD OF DIRECTORS

CHAIRMAN

Mr Chew Hock Yong

MEMBERS

Mr Anjan Kumar Ghosh
 Ms Chew Seow Chien
 Ms Chia Yong Yong
 Dr Chong Yoke Sin
 Ms Jean Tan Lay Kuan
 Ms Ku Geok Boon (ex-officio)
 Ms Lynn Ng Hui Wah
 Mr Suhaimi Bin Salleh
 Dr Wong Meng Ee
 Mr Zee Yoong Kang
 Mrs Clara Goh
 Mr Ng Cher Pong
 Mr Tan Kwang Cheak
 Mr Xie Yao Quan

AUDIT COMMITTEE

(as at 31 March 2019)

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

FINANCE AND DEVELOPMENT COMMITTEE

(as at 31 March 2019)

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

HR COMMITTEE

(as at 31 March 2019)

Mr Chew Hock Yong (Chairman)
 Dr Wong Meng Ee
 Mr Zee Yoong Kang

MANAGEMENT

CHIEF EXECUTIVE OFFICER

Ms Ku Geok Boon

ASSISTANT CHIEF EXECUTIVE

Mr Ng Herk Low (Apr 2018 to Dec 2018)
 Mr Tan Ko We (From 1 Jan 2019)

CORPORATE Information

CORPORATE STATUS

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

CHARITY STATUS

Charity Registration Date – 1 March 2009

IPC STATUS

Effective Period – 1 March 2018 to 28 February 2021

REGISTERED ADDRESS

20 Lengkok Bahru, #02-06, Singapore 159053

EXTERNAL AUDITOR

Ernst & Young LLP

COMPANY SECRETARY

Kiar Lee Noi
 Boardroom Corporate & Advisory Services Pte Ltd

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



Photo credit : Patrick Bingham-Hall

ENHANCING EMPLOYMENT & Employability Options

"As an employer, when you focus on abilities, persons with disabilities will prove themselves at the workplace. They can take on many jobs, with some workplace accommodation and the use of assistive technology."

MR DESMOND LEE
Minister for Social and Family Development



Inclusive employment is a win-win, achievable goal for all stakeholders.

Persons with disabilities can contribute meaningfully to an organisation's performance when employers focus on their abilities, provide the right job match, and introduce job redesign where needed. Inclusion in the workplace can help to build a culture that welcomes different perspectives and is caring for both staff and customers.

SG Enable adopts an ecosystem approach in promoting and sustaining inclusive hiring: equipping jobseekers to be ready to work, supporting employers to be ready to hire and integrate persons with disabilities, and developing an environment that is ready to support jobseekers and employers.

Employment



684 persons with disabilities placed in jobs



174 persons with disabilities took part in SG Enable's internship, mentorship, school-to-work and hospital-to-work programmes

Training



25 training providers funded to develop customised courses



1,430 training places curated



605 persons with disabilities trained



1,470 employers trained

READY Environment

Disability employment professionals, such as job coaches, play an instrumental role in enabling persons with disabilities to integrate in the workforce and perform well in their jobs.

In FY18, SG Enable organised study trips for disability employment professionals to learn best practices and network with their peers. These included a job coaching attachment in Adelaide, Australia, and the National Association of People Supporting Employment First (APSE) Conference in Orlando, United States. The National APSE Conference featured more than 1,000 community leaders, businesses and individuals with disabilities from across the world.

We continued to support disability employment professionals through initiatives such as:

- Advanced Certificate in Supported Employment (ACSE), which improves the capabilities of disability employment professionals in providing job support for persons with disabilities.
- SkillsFuture Study Award for Disability Employment Professionals, which offers government grants to professionals to pursue higher qualifications in related fields.



BUSINESSES PICK UP TIPS ON INCLUSIVE CUSTOMER SERVICE

SG Enable piloted training for organisations on how they can be more inclusive to their customers. In FY18, about 500 bus captains and service staff from SBS Transit were trained on how they could better assist commuters with disabilities, such as techniques on helping people with crutches board or alight from buses.

READY Jobseekers

We worked with our job placement and job support partners – ARC, MINDS and SPD – to place persons with disabilities in jobs, and provide assessment, career consultancy and job support services.



We also worked with social service agencies, schools and employers to run initiatives that provide early preparation for jobseekers, especially students from special education (SPED) schools and tertiary students. These include:

- **Job Shadowing Day** - SPED school students visit workplaces to get a close-up look of what working life entails. In FY18, workplaces they visited included Adecco, Google, National Youth Council, Tropic Planners & Landscape and Ya Kun Kaya Toast.
- **School-to-Work programme** - support graduating students from SPED schools in their transition to work.
- **IHL Internship** - students from institutes of higher learning are matched in internships.
- **RISE Mentorship** - tertiary students with disabilities are matched with business manager mentors to build their professional networks and tap the mentors' work experience.
- **Hospital-to-Work programme** - persons with acquired disabilities are supported in their return to work.

A FRUITFUL INTERNSHIP



Through the IHL Internship programme, Eugene Chua, who has cerebral palsy, secured a six-month internship with Prudential. He was eventually hired as a full-time contract associate, processing contracts and working with data. Having studied banking services in school, he found the internship to be a "good and fruitful experience" where he could apply what he learnt. He was also motivated by Prudential's positive and encouraging environment.

TRAINING FOR JOBSEEKERS



SG Enable worked with training providers to offer courses to enhance the employability of persons with disabilities. We funded 25 training providers to develop customised courses with 1,430 training spaces. These courses included accounting and administration, creative industries and the arts, and information communications and technology.

After a person with disability is hired, he can continue to receive in-job training support from SG Enable. Through the Open Door Programme (ODP),

a government-funded initiative that we administer, course fee subsidies are offered to defray employers' cost of sending their employees with disabilities for training.

We also administer the SkillsFuture Study Award for Persons with Disabilities – in FY18, we funded 12 persons with disabilities to pursue higher educational qualifications in majors such as Accountancy, Business Administration, Engineering and Law.

CV CLINICS AND LINKEDIN WORKSHOPS

To help jobseekers improve their chances of clinching jobs, SG Enable piloted CV clinics and LinkedIn workshops. These were held in collaboration with the Singapore Business Network on Disability (SBNoD) and LinkedIn.

At the CV clinics, human resource professionals and SBNoD volunteers gave talks on how to write CVs and conducted one-to-one consultation. In the LinkedIn workshops, participants learnt how to build their professional networks on social media, make their job search efforts more effective, and use LinkedIn Learning to upgrade their skills.

Close to 400 persons with disabilities took part in these initiatives.



READY Employers



BUILDING CAPABILITIES

Some organisations are interested to hire persons with disabilities but are unsure where to start. This is where SG Enable can come in and adopt an employer-centric approach in providing relevant advice and introducing the suite of resources and support available.

In FY18, SG Enable held disability awareness talks and High Impact Retention & Employment (HIRE) workshops to train 1,470 staff, equipping them with practical tips on how they can hire and integrate persons with disabilities. We offer the Workplace Disability Inclusive Index – a free online tool, available at singapore.benchmarkability.org, for employers to self-assess their readiness for inclusive hiring. The index was developed in collaboration with Cornell University, with funding from the Singapore Business Federation Foundation (SBFF).

STRENGTHENING PARTNERSHIPS

We worked with the Singapore Business Network on Disability (SBNoD) on various initiatives, including our CV clinics, IHL Internship and RISE Mentorship programmes, and the Training & Career Fair 2018.

We also worked with the public sector and business groups such as SBFF, Singapore National Employers Federation (SNEF) and Tripartite Alliance for Fair & Progressive Employment Practices (TAFEP) to promote inclusive hiring.

"The index provided us with benchmarks across various categories of what an inclusive organisation should aim to achieve, and gives good suggestions on how I can improve in the various metrics."

MR LIM WEI JIE
Founder, Foreword Coffee

"Our partnership with SG Enable has proven to be critical not only in readying our workforce to embrace persons with disabilities, but also in establishing systems and processes as we continue to build an inclusive workforce, which we strongly believe influences our competitiveness."

MS WEE WEI LING
Executive Director
(Asset, Lifestyle & Corporate Social Responsibility),
Pan Pacific Hotels Group

INCLUSIVE BUSINESS Forum 2018

The second run of the biennial Inclusive Business Forum (IBF) was held on 25 July 2018. Minister for Social and Family Development Desmond Lee hosted the event, which was attended by about 400 participants. Centred around the theme “Focus on Abilities – Training, Hiring and Integrating Persons with Disabilities”, IBF sought to boost employers’ confidence and capabilities to work with persons with disabilities.

The keynote speakers – Mr Jim Sinocchi of JPMorgan Chase & Co. and Ms Susan Hwee of UOB – shared about how they had tapped the talent pool of persons with disabilities, and how employees with disabilities can add value to organisations.

Participants also heard from employees with disabilities on their work experiences and thoughts on inclusive hiring in Singapore. They had the opportunity to interact with social enterprises and inclusive companies from different sectors in breakout sessions.



Mr Jim Sinocchi, Head of Disability Inclusion, JPMorgan Chase & Co., had a surfing accident when he was 25 years old. He had to use a wheelchair ever since, but this was never an impediment in his illustrious career.

Besides sharing his personal story, Jim talked about how he partnered senior leaders in JPMorgan Chase & Co. to champion inclusive hiring.

Ms Susan Hwee, Managing Director and Head of Group Technology & Operations, UOB, shared about the bank’s inclusive hiring practices and why businesses should consider hiring persons with disabilities. UOB Scan Hub, a department that scans and archives customers’ documents, hires people with autism and hearing impairment, and has seen a lower employee turnover and increased productivity.



“People with disabilities are in the workforce with the right qualifications and competing for the same jobs that able-bodied people are doing. We shouldn’t be just a diversity metric. We have the skills to build professional careers and want to be part of a thriving business.”

MR JIM SINOCCHI
Head of Disability Inclusion, JPMorgan Chase & Co.



MAKING SUPPORT & Services More Accessible

Timely access to information, referral services, grants and support schemes is an important part of our mission of empowering persons with disabilities and their caregivers.



The concierge counter at Enabling Village is usually the first-stop for SG Enable clients and Enabling Village visitors. It provides information and advice on SG Enable-related schemes and services for persons with disabilities and their caregivers.

INFORMATION & REFERRAL

When a person with disability or caregiver needs social support, SG Enable helps by providing information on disability services, before referring the case to the appropriate service provider for follow-up.

In FY18, over 3,000 referrals were made to government-funded child and adult disability services that ranged from early intervention therapy programmes for children to adult disability homes.

SCHEMES ADMINISTRATION

SG Enable handles applications for government-funded support schemes, mainly in the areas of assistive technology and transport.

In FY18, SG Enable processed nearly 2,500 Assistive Technology Fund applications which provides subsidies for assistive devices.

OUR Touchpoints



4,352

people served at the Concierge



12,176

infoline enquiries served



84,852

page views of SG Enable website

OUR Beneficiaries



3,037

referrals to child and adult disability services



6,850

persons with disabilities and caregivers received subsidies and support



2,490

applications for Assistive Technology Fund processed



4,976

beneficiaries of VWO Transport Subsidy scheme

THE ENABLING GUIDE

In FY18, SG Enable embarked on the development of the Enabling Guide (www.enablingguide.sg), a first-stop resource portal for persons with disabilities and their caregivers searching for information on social support for themselves or their loved ones. The portal pulls together schemes and services available in Singapore to help persons with disabilities and their caregivers make informed decisions about support that best suit their needs.

We adopted a collaborative and inclusive approach in developing the Enabling Guide. Through design sprints and focus group discussions, key stakeholders and caregivers provided valuable insights on the Enabling Guide's features and functionalities.



GROWING THE Seeds of Care

Caregivers are a crucial link between persons with disabilities and the community. SG Enable aims to build a network of support for caregivers who are facing daily challenges in their caregiving journey, so they can better support the needs of their care recipients and themselves.



SG Enable looks to identify service gaps and innovate new ideas by mobilising resources, amplifying common interests and best practices among social service agencies and the community, and mending the fragmented info and skill landscape for caregivers.

In FY18, SG Enable focused on three key areas to support caregivers:

EQUIP CAREGIVERS WITH KNOWLEDGE AND SKILLS

While information on caregiving and caregiver support is not lacking, it is often hard to find. There is also no clear roadmap to guide caregivers on the skills needed to look after their care recipients and themselves.

Caregiver training

Caregivers need to be equipped to be better caregivers. SG Enable worked with different partners in 2018 to roll out several training initiatives for caregivers. These include:

1. A customised seven-week Caregivers-to-Caregivers training in partnership with Caregivers Alliance Limited. The training which ran from April to May 2018 covered topics such as communication, empathy and self-care skills.
2. A one-day Introductory Workshop on Assistive Technology (AT) for caregivers in partnership with SPD. The workshop which ran in October 2018 and January 2019 gave an overview of AT and how it can empower individuals with disabilities to increase their participation and quality of life. Caregivers were introduced to Alternative and Augmentative Communication (AAC) systems, along with AT for learning, mobility, and computer/tablet accessibility.
3. Three virtual reality modules for caregivers to train their care recipients in independent living skills, and gain a better understanding of how someone with autism may experience a trip to the supermarket. The VR modules were launched in December 2018.

Caregiver resources

To help caregivers get better access to knowledge, SG Enable worked with the National Library Board to curate a list of e-books that are available at the Caregivers Pod. This way, caregivers can save the time and hassle of borrowing and returning physical books at the library.



ENABLE SUPPORT FOR CARE RECIPIENTS AT TRANSITION POINTS

The caregiving journey for a person with disability is long and often time challenging. This is especially so at critical transition points of the care recipient's life when caregivers need to make important decisions and deal with the changes that come from the transition.

Coalition of partners

For a start, SG Enable brought together 22 social service agencies and two hospitals to form a coalition on 31 May 2018 committed to improve the support for caregivers of persons with disabilities. The partners shared knowledge on caregiver-related issues and learnt from one another good caregiving practices. Quarterly meetings were held with a rotating host to work on four main interest areas: ageing caregivers, improving community support, assessment and support framework, and caregivers with complex needs.

EXPAND PEER AND COMMUNITY SUPPORT FOR CAREGIVERS

The focus of the caregivers is often on the care recipients, and seldom on themselves. As caregivers face many types of challenges in caregiving, neglecting self-care remains a challenge. It is therefore important to build an ecosystem of support by leveraging on the community and caregivers themselves.

CARElendar

An initiative introduced in October 2018 was CARElendar - a free mobile app that aggregates inclusive events for caregivers and persons with disabilities. Users can browse the app to look for events that meet their interests and needs. The aim is to reach out to isolated caregivers and encourage event organisers to make their events more inclusive. In FY18, the app was downloaded by more than 800 users and reached out to over 100 event organisers.

Peer to Peer Mentors

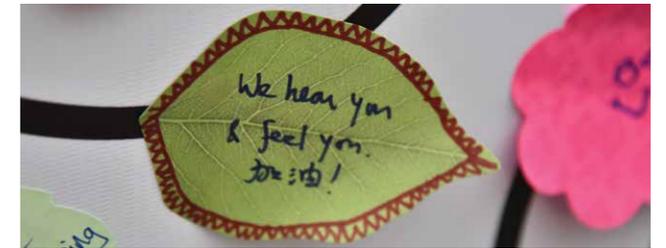
To step up efforts in peer support, the inaugural Peer to Peer (P2P) Caregiver Mentor training was conducted in November 2018 by W.C. Hoecke, a veteran of the P2P programme in the United States. He equipped 15 caregivers with skills to mentor other caregivers. The idea was to enable more experienced caregivers to support and journey alongside new caregivers.



Caregivers Pod

To strengthen community support, the Caregivers Pod was launched on 3 December 2018. It was graced by Mr Desmond Lee, Minister for Social and Family Development, and attended by over 130 partners, social service agency representatives, caregivers and persons with disabilities. Minister Lee also penned some words of encouragement (image on the right) to the caregivers at the event.

The Caregivers Pod is a dedicated multi-purpose space, which caregivers can use to organise small group activities like training and support group sessions. They can also drop by for some respite while their care recipients are engaged in activities within the Enabling Village or bond with their care recipients using the resources and facilities available.

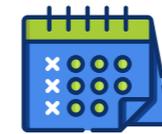


"The caregiving journey can be challenging and life-changing – it can be emotionally and physically draining and taxing, any help matters a lot. It means a lot to caregivers to know they are not alone, I look forward to using the Caregivers Pod to learn from the experience of peers and experts."

JULIAH BTE KASIMAN
Caregiver



BUILDING A Network of Support



25
events held at Caregivers Pod



22
training days for caregivers



10
meetings and engagements with Coalition partners



749
caregivers engaged through various outreach efforts

ENGAGING The Community

SG Enable believes that persons with disabilities should have access to opportunities to thrive at work, live and play, and be an integral part of our society.



SG Enable embarked on several events and initiatives with two objectives in mind. The first is to promote community integration. The second is to empower persons with disabilities to hone their communication and social skills, explore various career paths, and gain independence by developing a source of income.

OUR INITIATIVES

VOKational Carnival by NTU Welfare Service Club

The one-day carnival enabled persons with disabilities to explore different career paths, as well as raise awareness about their capabilities. Organised by students from Nanyang Technological University on 30 June 2018, it comprised station games featuring different vocations.



The event was open to the public as well as representatives from social service agencies and special education schools. Many students took part as volunteers, thus making it a platform for meaningful engagement between the youth and persons with disabilities.

Story Carnival & Inclusive Workshop for Storytellers by Story Connection

Born in FY17 with the idea of bringing storytelling to the community, this initiative evolved to champion inclusivity.

The Carnival held from 17 to 18 August 2018 became an enhanced learning experience for both persons with disabilities and the storytellers. An additional day was included to provide customised storytelling and workshop for persons with disabilities, especially those who have communication difficulties, and their caregivers.

Building on the inclusivity theme, a two-day Workshop was held from 31 January to 2 February 2019 to improve storytellers' skills in engaging children with complex communication needs with a view to enhance their learning, communication and social skills. The session benefited therapists and special needs educators.





I'MABLE INITIATIVE

I'mable spotlights the abilities of persons with disabilities through the works of special needs artists and artisans. By mastering new skills in handicraft and art, they can become active contributors to the economy and bring vibrant diversity to the Singapore creative circle.

Kicking off the initiative was the memorandum of understanding inked between SG Enable, Singapore Airlines and Autism Resource Centre on 24 May 2018, which led to the commitment to feature designs by artists with special needs on SIA's in-flight products.

SG Enable also collaborated with the Singapore Tourism Board for *A Craftsman Journey: From Dream to Reality*, a campaign which showcased the passion of local entrepreneurs at the Singapore Visitor Centre. This saw special needs artists conduct hands-on craft workshops for visitors from November 2018 to January 2019 at the Centre. Visitors could also purchase merchandise featuring their artworks at the venue.

To usher in Chinese New Year 2019 at the Enabling Village, SG Enable brought together two social enterprises – Samsui Supplies & Services and Sowing Room to create the Chinese New Year *Bao Bao*, a bag filled with edible goodies. The bags were sewn by Sowing Room's women at risk while the goodies were baked by persons with disabilities.



OUR TALENTS

Aaron Yap

Aaron, 23, is a local artist with autism from the Artist Development Programme by Pathlight School. He is the first artist to be featured as part of the i'mable initiative between SG Enable, Singapore Airlines and Autism Resource Centre.

His artwork – *Local Food* – highlighted local delights such as *satay* (grilled meat skewers) and claypot rice on in-flight snack boxes, which were distributed to passengers from June 2018 onwards. Messages on the snack box educated the public on how they could support inclusiveness in fun ways, such as by shopping for products by artists with autism or visiting the Enabling Village.



Wesley Seah

Wesley is a Chinese ink painting and calligraphy artist who is blind in his right eye and has less than 40 per cent vision in his left eye. The 51-year-old artist held a craft workshop at the Singapore Visitor Centre as part of a campaign to highlight the stories of local craftsmen.

SG Enable worked with Wesley to design an experiential learning activity at the workshop on 16 December 2018. Over 80 visitors – locals and foreigners – had the chance to wear simulator goggles and experience what it is like to do simple calligraphy with a deteriorating eye condition.

"The visitors had to listen for instructions - they were startled and froze for a while. Some of them couldn't differentiate between left and right; it was a bit hilarious," shared Wesley.

"It was a good experience and a chance to showcase our work. A lot of participants were willing to try the whole process, and put themselves in the shoes (of a person with an eye condition)."

BUILDING A COMMUNITY

In A Village



Photo credit : Edward Hendricks

A multi-functional development from adaptive re-use of an educational institution built in the 1970s, the Enabling Village is both a resource centre for persons with disabilities and an accessible community space for all to enjoy.

The Enabling Village is an inclusive public space housing training, vocational and community services at 20 Lengkok Bahru. It is a joint initiative by SG Enable and the Ministry of Social and Family Development (MSF), in partnership with organisations and individuals from the people and private sectors. The 3 hectares site provides an accessible environment where people of different abilities can come together to learn, work and enjoy leisure activities.

The Enabling Village was officially opened by Prime Minister Lee Hsien Loong in December 2015 with the following objectives:

- Serve as the focal point for services for persons with disabilities and centre of excellence to promote different aspects of an enabling environment for persons with disabilities, especially on employability and employment.

- Offer convenient, and in some cases one-stop access, to key information, referral, services and facilities for persons with disabilities and their caregivers, as well as employers open to hiring persons with disabilities and social service agencies serving persons with disabilities.
- Provide a platform to expand and try out new initiatives in training and employment of persons with disabilities.

LEARNING JOURNEYS

The Enabling Village is open all year round for the public to find out about its universal design features and programmes to integrate persons with disabilities in the community. SG Enable hosted close to 4,000 local and foreign visitors in FY18.

FACILITIES AND SERVICES

On average, around 30,000 visitors per month utilised the Enabling Village's wide range of retail, lifestyle, event, employment and training facilities and services for both persons with disabilities and the larger community.

DIGNITARY VISITS

The Enabling Village was honoured by visits from two special guests. On 12 July, Mrs Lee Hsien Loong hosted Mdm Kim Jung-Sook, First Lady of the Republic of Korea, when she came to the village to find out how it operates as an inclusive community space with a focus on training and employment for persons with disabilities.



On 31 August, SG Enable and the Autism Resource Centre took President of Singapore Halimah Yacob on a guided tour of the village. She visited the Employment and Employability Centre to understand what is being done to train, place and support adults with autism in employment, as well as Tech Able, managed by SG Enable and SPD, to see how persons with disabilities use assistive technology for greater independence.



CELEBRATING THREE YEARS AT ENABLING VILLAGE!

The Enabling Village celebrated its third birthday with the official opening of the Caregivers Pod on 3 December 2018 by Mr Desmond Lee, Minister for Social and Family Development. It brought together

the collective effort of the people, private and public sectors to support caregivers of persons with disabilities.

DEVELOPING INNOVATIVE INITIATIVES

To Transform Lives

SG Enable brings together the expertise of various stakeholders - government agencies, companies, social enterprises, social service agencies, schools and innovators - to find solutions to complex problems.



The \$23 million Tote Board Enabling Lives Initiative Grant is funded by the Tote Board and administered by SG Enable to support innovative and evidence-based projects to improve the well-being of persons with disabilities and their caregivers.

The Grant funds three key areas:

Caregiver and Natural Support

Caregivers provide daily assistance to persons with disabilities and may face a number of stresses that come with the role. Hence supporting caregivers' socio-emotional and training needs would be helpful in their journey. Natural support entails the development of communities, groups and solutions to provide care and support networks to persons with disabilities and their caregivers.



Data and Technology

The use of data and technology will provide persons with disabilities and their caregivers with more opportunities to get involved in education, employment, as well as social and civic life.

Transition Management

Persons with disabilities and their caregivers may experience a change in life phase of support services, which may sometimes be challenging. Transitioning can be made smoother by looking into clients' needs and preferences, and providing the necessary support.

In FY18, nearly \$2.9 million was committed to fund nine projects in the areas of Caregivers Support: Emergent Daily Needs, and Work and Community Integration. More than 5,000 persons with disabilities and caregivers will benefit from these projects conceptualised by social service agencies, social enterprises, institutes of higher learning, research institutes, non-profit organisations and charities.



ENHANCEMENT OF CAREGIVERS' ROLE

To help the caregivers play a bigger role, the Tote Board Enabling Lives Initiative Grant funded Faith Music Centre's "A Family that Plays Together, Stays Together" project. This equipped 30 caregivers with stage mastering and music skills, and enabled them to learn from music instructors to set up or play instruments, and perform at public events, sometimes alongside their children. The project transformed caregivers from chaperones into active partners, and gave them new skills to interact with their children.

MAKING TECHNOLOGY A Part Of Everyday Life

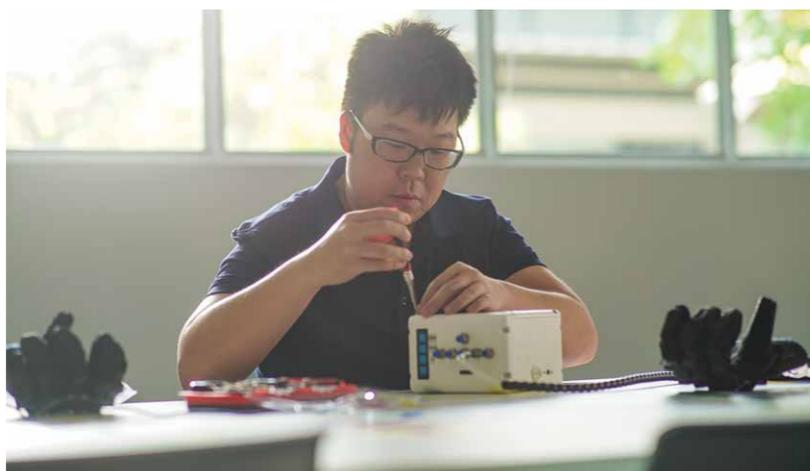
SG Enable aims to promote the awareness and adoption of technology by persons with disabilities and their caregivers so as to encourage independence in all aspects of living.

Located at the Enabling Village, Tech Able is an integrated assistive technology* resource space that highlights the possibilities of the technology for work, learning and living. Jointly managed by SG Enable and SPD, Tech Able is co-funded by the Government, Singtel, and ST Engineering.

The centre provides consultation, assessment and training for persons with disabilities through:

- Information and assistive technology training
- Speech and mobility assessment, device modification services
- Ideas for making homes and offices friendly to users with disabilities

SPD also operates an assistive technology loan library at Tech Able, where users can borrow the devices for a small fee.



*Assistive Technology refers to any item, piece of equipment or product system, whether acquired commercially off the shelf, modified, or customised, that is used to increase, maintain, or improve the functional capabilities of persons with disabilities.

CAPTIONING AND SUBTITLING WORKSHOPS TO PRODUCE INCLUSIVE VIDEOS

When a deaf or hearing-impaired person watches a movie or educational show that has no captions or subtitles, they will have to guess some of what the characters are saying. Thus, it can be difficult for them to fully comprehend what is happening and immerse themselves in the experience.

To make entertainment or educational tools more inclusive, CaptionCube conducted a number of workshops at the Enabling Village in FY18 to teach people how to create high-quality captions and subtitles.

SMART HOME WORKSHOPS FOR PERSONS WITH DISABILITIES

Smart home devices can transform the lives of persons with disabilities by enabling greater convenience and independence.

SG Enable and home automation company eVida Smarthome conducted three runs of the Smart Home Workshop for Persons with Disabilities in FY18 to raise awareness of the convenience of smart home technologies, especially as devices are becoming less expensive and easier to use.

Held at the Enabling Village and supported by POSB, the event included a demonstration by Darius Sim, founder of eVida Smarthome, on the use of various smart home devices that can be controlled through a smartphone app. The workshops generated much interest among the 26 participants, with some wanting to learn more about other products, and others asking for more hands-on training.



ENABLE, EMPOWER AND CONNECT FORUM

Taking place over 19 and 20 November 2018, the Forum showcased how infocomm and assistive technology can enable persons with disabilities to function independently at home, work and on the move. It was organised by IMDA with the support of the Lifelong Learning Institute, SPD and SG Enable. Through our showcases, over 450 participants learnt about Tech Able and assistive technology, employment initiatives and support, and outcomes from an independent travelling pilot project.



OUR Beneficiaries



3,800

engaged at Tech Able and through other outreach efforts



6,280

persons with disabilities, employers and sector professionals engaged



262

persons with disabilities assessed and trained

SINCERE THANKS TO ALL

Our Donors, Funders and Partners



SCALING UP FUNDRAISING EFFORTS

In November 2018, Mediacorp and SG Enable announced the setting up of Mediacorp Enable Fund (MEF), a charity fund which had its roots in TODAY Enable Fund. Initiated by fund patron, Emeritus Senior Minister (ESM) Goh Chok Tong, the transition reflects a scaling up in efforts and investment of resources by Mediacorp and SG Enable. The objective of the fund remained unchanged – to help build a society where persons with disabilities are recognised for their abilities, leading fulfilling and socially integrated lives. ESM Goh kickstarted fundraising efforts for MEF by pledging to donate the proceeds of signed copies and royalties of his biography *Tall Order – The Goh Chok Tong Story*.



At the Charity Gourmet Night 2018, Mr Tan Chuan-Jin, Speaker of Parliament, donated 10 of his limited edition photographs that were showcased in a photo exhibition titled "Vantages and Vistas". Proceeds from the sale of the prints went to the MEF to help persons with disabilities and raise awareness of the challenges they have to overcome.

MEDIACORP ENABLE FUND

Beneficiaries

604 
 persons with disabilities received transition support to maximise their learning and work potential, enabling them to lead more independent lives

42 
 persons with disabilities had their aspirations and last mile needs funded

2,402 
 beneficiaries took part in community integration efforts to build greater empathy and inclusion

LAUNCH OF GOH CHOK TONG ENABLE AWARDS

The Goh Chok Tong (GCT) Enable Awards, a new initiative by MEF, was launched on 15 January 2019. The Awards aim to recognise the achievements of persons with disabilities, and motivate those with promise and potential to go the distance with their endeavours. The Awards comprise two categories: GCT Enable Award (UBS Achievement) and GCT Enable Award (UBS Promise). It is supported by Tote Board as the Founding Sponsor and UBS Singapore as the Principal Sponsor.

SOCIETY STAPLES

Society Staples manages Different Dragons, a dragon boat group of paddlers with different disabilities. MEF supported the group's efforts to encourage persons with disabilities to lead an active lifestyle with a \$6,000 grant. The grant defrayed the costs of supporting 29 persons with disabilities to train and take part in two dragon boat race events in March and June 2019.



GABRIEL LU

Since young, Gabriel has been interested in technology and computer programming. The teenager has bilateral profound hearing loss and cochlear implants in both ears.

MEF supported Gabriel in attending coding courses covering Python and JavaScript.

FINANCIAL Statements

Statement of Comprehensive Income for the Year Ended 31 March 2019

	2019	2018
	\$	\$
INCOME		
Other comprehensive income	5,273,982	3,181,501
EXPENDITURE		
Employee benefits expenditure	15,494,709	14,670,000
Other operating expenditure	6,417,356	5,774,148
Total Expenditure	21,912,065	20,444,148
Deficits before grants income	(16,638,083)	(17,262,647)
Grants income	22,131,762	17,886,577
Surplus for the year	5,493,679	623,930

Statement of Financial Position as at 31 March 2019

	2019	2018
	\$	\$
ASSETS		
Non-current assets	15,093,885	17,576,521
Current assets	25,704,001	19,733,667
TOTAL ASSETS	40,797,886	37,310,188
LIABILITIES		
Non-current liabilities	12,219,046	14,588,289
Current liabilities	8,947,438	8,584,176
TOTAL LIABILITIES	21,166,484	23,172,465
NET ASSETS	19,631,402	14,137,723
RESERVES		
General reserves	11,180,003	9,834,723
Specific reserves	8,451,399	4,303,000
TOTAL RESERVES	19,631,402	14,137,723

Disbursement of Schemes and Programmes for the Year Ended 31 Mar 2019

	2019	2018
	\$	\$
SCHEMES AND PROGRAMMES		
Assistive Technology Fund	3,591,351	3,738,886
iEnable Pilot		1,684
Job Placement Job Support	969,052	1,301,449
Open Door Programme	2,625,512	2,003,247
SkillsFuture Study Award for Persons with Disabilities and Disability Employment Professionals	65,000	120,000
Special Assistance Fund	444,249	522,361
Taxi Subsidy Scheme	226,539	206,718
Tech Able	334,920	-
Technology Aided Transitional Programme	-	66,252
DBS Subsidy for Rides	100,000	-
Tote Board Enabling Lives Initiative Grant	3,175,242	1,533,554
VWO Transport Subsidy Scheme	6,075,604	5,578,943
Workability (Food Prep) Programme	167,400	-
TOTAL DISBURSEMENT IN THE YEAR	17,774,869	15,073,094

BOARD Meetings

An annual board retreat and board meetings are held to review the Company's plans, financial position, delivery of programmes and services, and achievement of desired outcomes and key performance targets. To facilitate attendance, the meetings are scheduled a year ahead. Papers are circulated to the Board Directors a week prior to meeting dates. Minutes of the Board and Committee meetings' proceedings are recorded and circulated in a timely manner to ensure information flow within the Board and its Committees. The Directors are also briefed on compliance related matters during the respective Board and Committee meetings. At the last meeting of the financial year, the Board will approve the annual budget for the following year.

A total of three Board meetings and two Committee meetings were held in financial year 2018. Attendance by the Directors for the meetings is as follows:

Name of Member	Date of First Appointment	Date of Last Re-Appointment	Expiry of Term	Board of Directors	Audit Committee	Finance & Development Committee	Human Resource Committee
				Number of Meetings Attended			
Mr Chew Hock Yong (Chairman)	1 May 2016	1 Jan 2018	31 Dec 2019	3	-	3	2
Mr Anjan Kumar Ghosh	1 Jan 2014	1 Jan 2018	31 Dec 2019	2	2	-	-
Ms Chew Seow Chien	1 Jan 2014	1 Jan 2018	31 Dec 2019	1	-	1	-
Ms Chia Yong Yong	1 Jan 2014	1 Jan 2018	31 Dec 2019	1	-	-	-
Dr Chong Yoke Sin	1 Jan 2014	1 Jan 2018	31 Dec 2019	1	-	3	-
Mrs Clara Goh Yau Hong	1 Jan 2018	-	31 Dec 2019	2	2	-	-
Ms Ku Geok Boon (Chief Executive Officer)	16 Sep 2013	1 Jan 2018	31 Dec 2019	3	-	-	-
Mr Ng Cher Pong	1 Jan 2018	-	31 Dec 2019	1	-	-	-
Ms Lynn Ng Hui Wah	1 Jan 2016	1 Jan 2018	31 Dec 2019	2	-	-	-
Mr Suhaimi Bin Salleh	1 Jan 2014	1 Jan 2018	31 Dec 2019	3	2	-	-
Mr Tan Kwang Cheak	1 Jan 2018	-	31 Dec 2019	2	-	-	-
Ms Jean Tan Lay Kuan	28 May 2015	1 Jan 2018	31 Dec 2019	2	-	-	-
Mr Xie Yao Quan	1 Jan 2018	-	31 Dec 2019	2	-	-	-
Dr Wong Meng Ee	1 Jan 2014	1 Jan 2018	31 Dec 2019	2	-	-	2
Mr Zee Yoong Kang	28 Feb 2014	1 Jan 2018	31 Dec 2019	2	-	-	1

CONNECT

With Us!

Corporate

www.sgenable.sg

[Facebook.com/SGEnable](https://www.facebook.com/SGEnable)

Disability Employment Portal

employment.sgenable.sg

Enabling Village

enablingvillage.sg

[Facebook.com/EnablingVillageSG](https://www.facebook.com/EnablingVillageSG)

Tech Able

[Facebook.com/TechAbleSG](https://www.facebook.com/TechAbleSG)

Tote Board Enabling Lives

Initiative Grant

enablinglives.sg

SG ENABLE

Inclusive society, Enabled lives.

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