



SG ENABLE



# FIRSTSTOP

2021

Inclusive Society. Enabled Lives.

# Our Vision

Inclusive Society. Enabled Lives.

# Our Mission

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

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# Chairman's

## Chew Hock Yong

Chairman (till 15 April 2022)

2021 was an exciting year in both our core areas of work and new functions.

During the year, SG Enable ran the Sustained C.A.R.E. initiative, supported by Mediacorp Enable Fund, to continue helping vulnerable persons with disabilities and their caregivers during this difficult time. We also developed an information kit that helped home vaccination teams better communicate with persons with autism and intellectual disabilities.

In the area of public education, we partnered National Day Parade (NDP) to feature artworks of persons with disabilities on NDP collaterals for the second year running. We also worked with the Land Transport Authority, Public Transport Council and public transport operators to foster a more caring and inclusive commuting culture.

We held the inaugural Enabling Mark Awards to accredit inclusive employers and shared best practices of Enabling Mark organisations in the media to inspire others to hire persons with disabilities.

A key focus in our efforts to support caregivers of persons with disabilities is the building of partnerships. We supported CaringSG in its launch of Project 3i (Integrative, Individualised and Intentional), which builds caregiver support networks within the community and offers social and emotional support for caregivers.

We also created more enterprise opportunities for persons with disabilities under the i'mable Collective. Merchandise designed or made by persons with disabilities was showcased on various high-profile platforms, including the Istana's commission of state gifts for visiting dignitaries.

On the international front, despite the travel restrictions caused by the COVID-19 pandemic, SG Enable represented Singapore at international disability fora such as the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) meeting and the International Disability Inclusion Symposium.

Many thanks are owed to all our partners who worked hand in hand with us and to all our funders and donors for their support. Today, we are one step closer to realising our vision of an inclusive society.



# Message

## Moses Lee

Chairman (from 16 April 2022)

With the successful transfer and integration of disability-related functions from the Ministry of Social and Family Development and National Council of Social Service to SG Enable in October 2020, we embarked on a strategic review of the role and responsibility of SG Enable as the focal agency and 'first stop' for disability and inclusion.

We worked with our key stakeholders to articulate a new mission statement to better reflect our enhanced mandate and aspirations for the disability sector. We will drive outcomes by being a thought leader on disability and inclusion, innovating sustainable solutions for employment and independent living, and cultivating impactful partnerships with the people, public and private sectors. Our goal is to enable persons with disabilities to achieve their potential and lead meaningful lives, and for Singapore to be the most inclusive city in the world.

On behalf of the Board, management and staff at SG Enable, I would like to express my appreciation to Mr Chew Hock Yong who stepped down as SG Enable's Chairman on 15 April 2022. Under his leadership, we enhanced training and employment options for persons with disabilities, provided greater client-centric support for those seeking information and referral services, and developed a caregiver support ecosystem. We thank him for his stewardship and wish him all the best in his future endeavours.

SG Enable has a strong sense of purpose in serving persons with disabilities. With the launch of Forward Singapore, there will be higher expectations from persons with disabilities and the larger community for SG Enable to provide more targeted interventions and services, diverse pathways to employment and community living, and an encompassing inclusive environment. I am confident that SG Enable will rise to the challenge, working hand-in-hand with our stakeholders in the people, public and private sectors.

Together, we can build a more inclusive Singapore and enable lives.



# 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 2021 to 28 February 2024

## Registered Address

20 Lengkok Bahru, #02-06  
Singapore 159053

## External Auditor

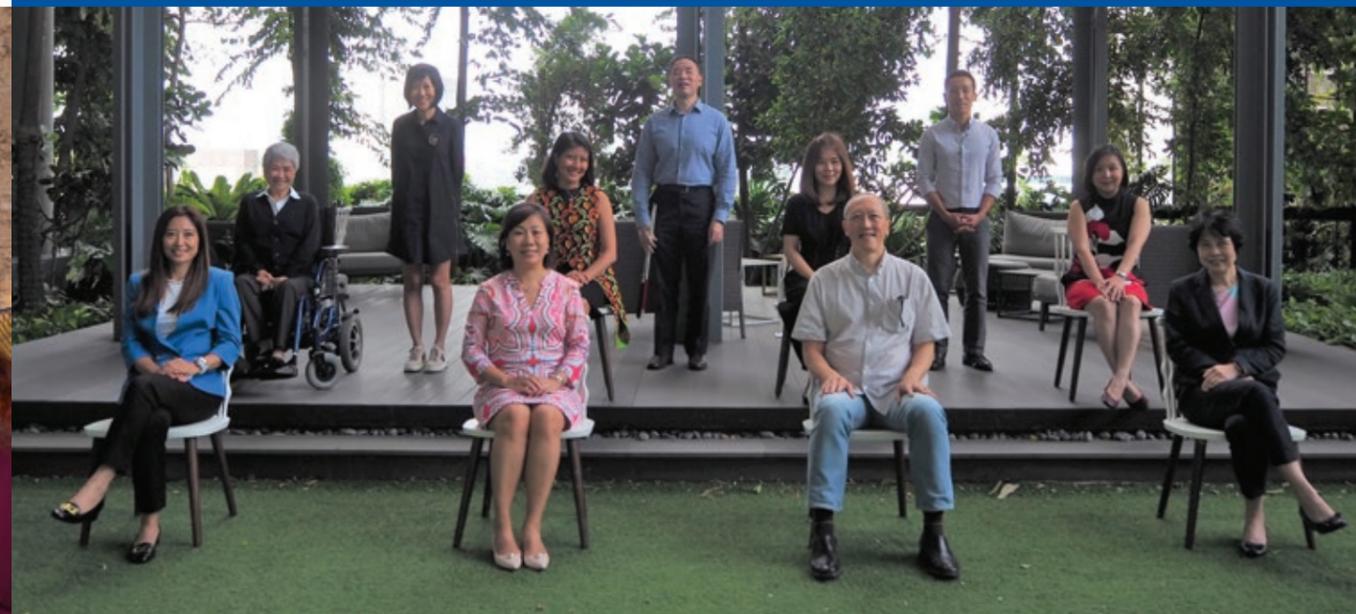
KPMG LLP

## Company Secretary

Lee Tiong Hock  
Boardroom Corporate & Advisory Services Pte Ltd

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

# Board of Directors and Management



SG Enable Board of Directors at a Board Retreat held in January 2022.

Back row: Mrs Clara Goh Yau Hong, Dr Wong Meng Ee, Mr Xie Yao Quan  
Middle row: Ms Chia Yong Yong, Ms Tan Li San, Ms Jean Tan Lay Kuan, Ms Chew Seow Chien  
Front row: Ms Lynn Ng Hui Wah, Ms Ku Geok Boon, Mr Chew Hock Yong, Dr Chong Yoke Sin  
Not in photo: Dr Lim Hong Huay, Mr Suhaimi bin Salleh, Mr Tan Kwang Cheak

## BOARD OF DIRECTORS

### Chairman

Mr Chew Hock Yong  
(till 15 April 2022)

### Members

Ms Chew Seow Chien  
Ms Chia Yong Yong  
Dr Chong Yoke Sin  
Mrs Clara Goh Yau Hong  
Ms Ku Geok Boon (Ex-officio)  
Dr Lim Hong Huay  
Ms Lynn Ng Hui Wah  
Mr Suhaimi bin Salleh  
Mr Tan Kwang Cheak  
Ms Jean Tan Lay Kuan  
Ms Tan Li San  
Dr Wong Meng Ee  
Mr Xie Yao Quan

### Finance and Development Committee

Dr Chong Yoke Sin  
(Chairman)  
Mr Chew Hock Yong  
Ms Chew Seow Chien  
  
Audit Committee  
Mr Suhaimi bin Salleh  
(Chairman)  
Mrs Clara Goh Yau Hong  
Ms Lynn Ng Hui Wah

### Human Resource Committee

Mr Chew Hock Yong  
(Chairman)  
Mr Tan Kwang Cheak  
Dr Wong Meng Ee

## MANAGEMENT

### Chief Executive Officer

Ms Ku Geok Boon

### Assistant Chief Executive

Mr Tan Ko We  
(till 31 October 2021)  
Mr Ron Loh  
(from 1 November 2021)

# 2021 Milestones

2021  
APR

**UNESCAP Meeting**  
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**i'mable x National Day**  
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**Goh Chok Tong Enable Awards**  
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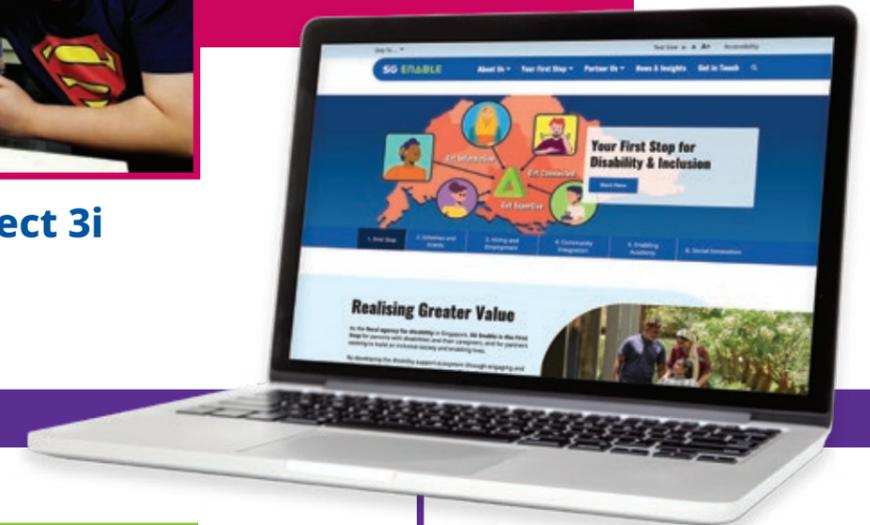


**International Disability Inclusion Symposium**  
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**i'mable Collective - Istana State Gifts**  
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**Launch of Project 3i for Caregivers**  
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**Your First Stop - Realising Greater Value Digitally**  
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**Home Vaccination Toolkit**  
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MAR

2022

We envision an inclusive society where persons with disabilities are a part of us, not apart from us. A society where persons with disabilities are recognised for their abilities. A society where everyone belongs, and all of us are integral members of the community.



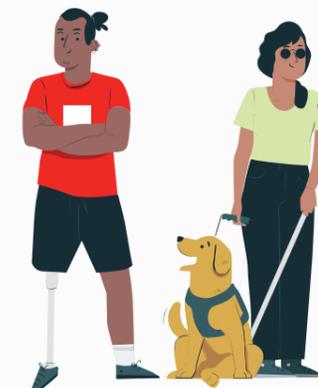
# Inclusive Society

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

Our efforts are in line with the recommendations, released in April 2021, from two Third Enabling Masterplan Workgroups that studied how to prepare persons with disabilities for the future economy and promote independent living through technology and design.

For example:

- To strengthen public education efforts and promote disability inclusion in day-to-day settings, we collaborated with partners like the Public Transport Council and Housing Development Board to raise disability awareness at high footfall venues.
- To increase recognition of inclusive employers, we held our inaugural Enabling Mark Awards Ceremony at the Istana in August 2021. These efforts were in conjunction with SG Enable taking over the management of the President's Challenge Enabling Employment Pledge in September 2021.
- We enhanced our Training Roadmap for disability employment professionals to build up their capabilities.



# Advocate



## Integrating Persons with Disabilities as Valued Members of Society

As an advocate, we shine the spotlight on the often overlooked abilities of persons with disabilities. We also champion disability awareness and inclusion. Our goal: to nudge and advance positive change in attitudes towards persons with disabilities and approaches to disability issues.

We believe that everyone can make a difference, and that everyone has a role to play, including persons with disabilities. Through our advocacy role, we seek to build a value system that empowers all to connect, fit in and flourish – one that uplifts us as individuals, as organisations and as a nation.

We believe it will happen. Because change starts with one person, a moment, a thought, an act of inclusion.

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

## CREATING AWARENESS

### i'mable x National Day

**29** Artists with Disabilities from  
**17** Partner Organisations

**21** Artworks Featured on NDP 2021 Collaterals



### Bridging Understanding between People

**19** Disability Awareness Sessions for **>1,800** Grassroots Volunteers

### Enabling Self-Advocacy

**61** iChamps (Inclusion Champions) Onboarded

### Learning Journeys

**14** Tours to Enabling Village (Physical and Virtual)

**25** Groups of Visitors to Tech Able





## Championing an Inclusive Singapore through Art

In FY21, our i'mable public education initiative showcased the abilities of persons with disabilities and shared their aspirations.

To create the National Day Parade (NDP) collaterals, we worked with artists from social service agencies and special education schools. A total of 21 artworks were shortlisted and featured on foldable fans and stickers in the NDP packs. The artworks were also showcased at public libraries, and at Shaping Hearts 2021 at Our Tampines Hub.



NDP artworks showcased at (left) Our Tampines Hub, and (bottom) public libraries.



- ◀ Together with five social service agencies, we participated in Housing & Development Board's (HDB) Community Art Project. More than **130 artists with disabilities** created **170 artworks** for HDB's digital exhibition expressing their aspirations for disability-inclusive HDB estates.
- ▼ These 21 artworks by persons with disabilities were featured in NDP collaterals.





## Championing an Inclusive Commuting Culture

As the focal agency for disability and inclusion on the Caring SG Commuters Steering Committee, we partner with public transport agencies and operators – the Land Transport Authority (LTA), Public Transport Council (PTC), Tower Transit Singapore, Go-Ahead Singapore and SBS Transit – to promote a more caring and inclusive commuting culture.

We developed a curriculum to equip individuals with skills to assist commuters with disabilities. More than 300 people including students from St. Anthony's Canossian Secondary benefited from the virtual Caring Commuter Champion training session conducted. We also developed an online training course with LTA that allows the public to learn how to do the same at their



own pace. In addition, we partnered Tower Transit to conduct the Public Bus Inclusivity Course to offer practical skills to assist vulnerable commuters on buses.

Meanwhile, we continued to raise awareness about inclusion at various transport nodes. As part of PTC's Heart Zone project, we worked with Tower Transit to put up wall murals by artists with disabilities. A mural by artists from Down Syndrome Association (Singapore) was set up at Bukit Batok Bus Interchange. At Pasir Ris Bus Interchange, NDP 2021 artworks by artists with disabilities were featured on a 24m-long wall with nuggets of disability-related information.

## Raising Awareness of Challenges Faced by Persons with Autism through Short Film

'The Prism' depicts a Singaporean family with a child with autism tiding through the COVID-19 pandemic. A virtual premiere was held on Facebook and many viewers voiced strong sentiments about the need for inclusion.

This was followed by an in-person premiere that was graced by Mr Eric Chua, Parliamentary Secretary for Culture, Community and Youth & Social and Family Development, and other political office holders in December 2021.



## Championing an Inclusive Workplace

### Inclusion at Work

In FY21, we showcased the best practices of inclusive employers in Singapore through a media campaign comprising stories featured in Channel NewsAsia and Business Times.

Supported by the President's Challenge Empowering for Life Fund and the Enabling Lives Initiative, the campaign featured Enabling Mark recipients such as Marina Bay Sands (MBS), National Library Board (NLB), Deutsche Bank, Bollore Logistics Singapore and Raffles Hotel.

The best practices highlighted include MBS tailoring its work scope to accommodate persons with disabilities, and NLB's pre-employment programmes to enable persons with autism to work as library service assistants. Delivered with practical tips, the case studies serve as a blueprint for organisations to foster an inclusive workplace.

Learn best practices in disability-inclusive employment here



### Documentary Recognised for Excellence

A Viddsee documentary by local production company OHBOY! Pictures featured Ms Tan Siew Ling, our deaf-blind executive assistant to the CEO Office, and how assistive technology helps her connect with people and work independently.

It was one of four nominees for the "Most Social Good" category in The Pinwheels awards, a Mediacorp award that honours excellence



“With inclusive hiring, we benefit from a diverse talent pool, which brings immense value to the organisation. We believe it is imperative for successful organisations to build acceptance and an inclusive hiring culture for persons with disabilities, as diversity helps in attracting top talent.”

Mr Bernd Starke, Deutsche Bank's Head of DACH Corporate Coverage APAC

in online content. We are heartened by the recognition. This not only generates greater impact but also raises awareness of how technology can level the playing field for persons with disabilities.

View the Viddsee documentary here



## Goh Chok Tong Enable Awards

Celebrate 13 Exceptional Persons with Disabilities



At the Goh Chok Tong Enable Awards (GCTEA) held on 3 December 2021 at the Istana, we celebrated the exceptional achievements and potential of 13 persons with disabilities in various domains such as the arts, social service, sports, technology and advocacy.

GCTEA (UBS Achievement) awardees received \$10,000 each, while GCTEA (UBS Promise) awardees received \$5,000 each.

The event was graced by President Halimah Yacob, Emeritus Senior Minister Goh Chok Tong and Ms Sun Xueling, Minister of State for Social & Family Development, and Education.

The Awards is an initiative of the Mediacorp Enable Fund (MEF) which is administered by SG Enable. Tote Board is the founding sponsor and UBS Singapore is the principal sponsor.

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

### GCTEA (UBS Achievement) 2021 Awardees

- Mr Richard Kuppusamy
- Dr Dawn-joy Leong
- Mr Lim Chin Heng

### GCTEA (UBS Promise) 2021 Awardees

- Mr Allan Cai Chenxi
- Mr Chong Qi Ping Kishon
- Ms Rosalind Foo Yen Ping
- Ms Joan Hung Hui Xin
- Mr Muhammad Arshad Fawwaz
- Mr Noah Tan Kai
- Mr Tan Whee Boon
- Mr Steve Tee Wee Leong
- Mr Elliot Teng Z-kai
- Mr Winston Wong Chee Foong

### Passionate Advocates who Champion Disability Inclusion

We are thankful for our 312 Enabling Volunteers, who include iChamps and corporate volunteers. iChamps are volunteers with disabilities who champion disability inclusion, and include all GCTEA winners. They mentor other persons with disabilities and self-advocate by sharing their stories and experiences.

## Thought Leadership

### Our Views in Business Times

Our CEO, Ms Ku Geok Boon, regularly contributed to Views from the Top, a weekly column in The Business Times where corporate leaders share their views.

Advocating for inclusive employment, she shared how the pandemic has made digital work and remote working more pervasive, and how this has allowed more persons with disabilities to be contributing members of the workforce. She also described how a diverse, inclusive workforce builds enduring, resilient businesses, citing examples of inclusive employers that have built a work culture that is empowering, innovative and collaborative. Inclusive hiring contributes to stronger employee engagement, increased productivity and lower staff turnover.

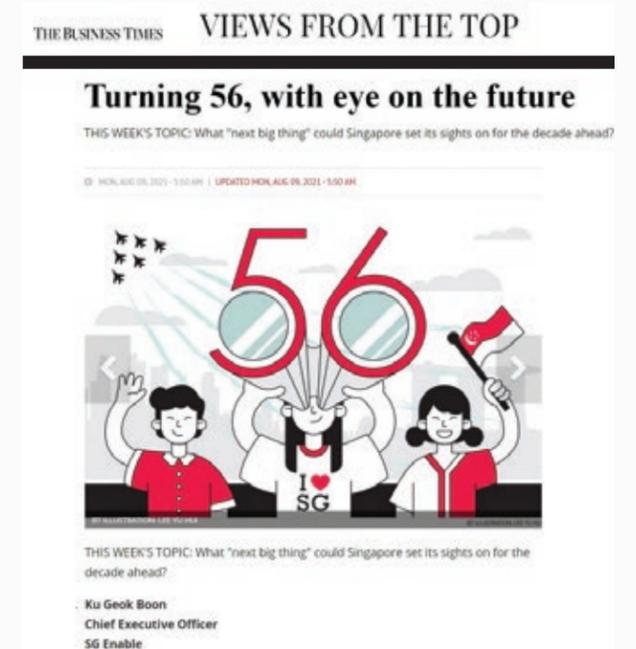
### Leading Dialogue on Inclusivity in Singapore and Abroad

#### Local platforms

- We spoke on topics such as how employers and job seekers can achieve a better job match at three **HCS Masterclass** webinars organised by Human Capital Singapore (HCS) and supported by i'mable.
- We explained the necessity of enhancing e-accessibility under the Infocomm Media Development Authority's **Digital for Life movement**.
- We also shared insights on assistive technology with innovators at the virtual **Zero Project Conference 2021**.

#### International platforms

- We took part in an **Asian Development Bank (ADB) webinar** and joined representatives from ADB, Accenture, Google and Life Haven Center for Independent Living to discuss how to create more accessible and inclusive workplaces.



- We presented at **Microsoft's APAC Enabler Programme Anniversary event**, where we elaborated on how technology can be a key enabler in building confidence for persons with disabilities in employment.
- We also presented "Cutting Diamonds: Internship for Students with Disabilities to Realise Their Potential" at the 3rd **International Disability Inclusion Symposium**.
- Meanwhile, at the virtual **International Conference on Special Education 2021**, we were among the ASEAN speakers invited to share our best practices. We offered the audience an insight into our promotion of inclusive practices.
- We also participated in a plenary discussion at the Expert Group Meeting on Promoting Inclusive Employment for Persons with Disabilities in Asia and The Pacific, organised by the **United Nations Economic and Social Commission for Asia and the Pacific** in 2021.

# Catalyst



## Integrating Ideas and Expertise to Accelerate Change

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

Great oak trees have small beginnings. Propelled by that belief, we continually seed new projects and collaborations with the goal of realising greater social acceptance and inclusion for persons with disabilities.

To activate and accelerate change, we bring people, talents and resources together to spark new ideas and forged new partnerships. By pulling together diverse stakeholders and leveraging their different strengths, we can identify key focus areas, draw fresh insights and pilot new solutions. This often means prototyping new ways of doing things and harnessing technology to make a difference.

Day after day, we give our best. Because we know that our tiny seeds sown on collaborative ground will, in due course, create towering oak trees of change that will transform our society.

## FOSTERING INNOVATIONS

### Catalysing New Solutions

#### Enabling Lives Initiative Grant

**2**

Grant Calls

**\$4.3** Million Committed to

**10** Projects that Aim to Benefit

**2,000** Persons with Disabilities



### Creating Enterprise Opportunities

#### i'mable Collective

**>\$200,000** Sales

**>100** Persons with Disabilities Engaged

**10** New Product Lines Developed with SSAs and Enterprise Partners

### Virtual i'mable Gift Market and Christmas Pop-Up

Showcased Products from

**30** Social Service Agencies, Social Enterprises and Independent Artists

**>\$20,000** in Sales Generated

### Inaugural Singapore Clay Festival

**8,000** Visitors

**\$15,220** Raised

### Promoting the Adoption of Assistive Technology

Through Partnerships and Collaborations, We Reached out to

**100** Persons with Disabilities, Employers and Sector Professionals

**Enterprise Opportunities for Artists and Makers with Disabilities**

**Cross-Sector Creative Collaboration Turns Former SIA Plane Parts into Unique Objects**

How would you like to bring home a piece of a Singapore Airlines (SIA) aircraft with you? Through SIA's The Upcycling Project, retired commercial aircraft parts donated by SIA were repurposed into retail products and art pieces. Sixteen i'mable Collective makers from SPD and Singapore Fashion Runway transformed old plane seats and life jackets into sustainable products like book sleeves, passport sleeves, waist pouches and baby bibs. These products were sold on KrisShop.



**Calligraphy Workshop @ ION Conducted by Calligraphy Artist with Visual Impairment**

To celebrate Chinese New Year, i'mable Collective partnered ION Orchard to offer shoppers 24 calligraphy workshops conducted by Mr Wesley Seah, a calligraphy artist with visual impairment. Wesley's artworks, comprising mainly of calligraphy and mountainscapes, were sold during the four-day event, with half of the sale proceeds donated to the Mediacorp Enable Fund.

**Istana State Gifts Crafted by Persons with Disabilities**

Hand-bound journals, leather valet trays, porcelain plaques, scarves – these products created by master craftsmen with disabilities were commissioned by Istana and presented to visiting dignitaries.

Seven master craftsmen from SPD were involved in producing these exquisite gifts, along with our enterprise partners Supermama and Binary Style. These gifts were extolled by President Halimah Yacob.



**UBS Art Exhibition Celebrated the Works of Goh Chok Tong Enable Award Winners**

i'mable Collective showcased 18 artworks by Goh Chok Tong Enable Award winners Chalmers Wong, Angeline Chen Ziyue and Joshua Tseng at the UBS Singapore Charity Auction.

Close to \$10,000 was raised through the auction, which went to the artists and the Mediacorp Enable Fund.

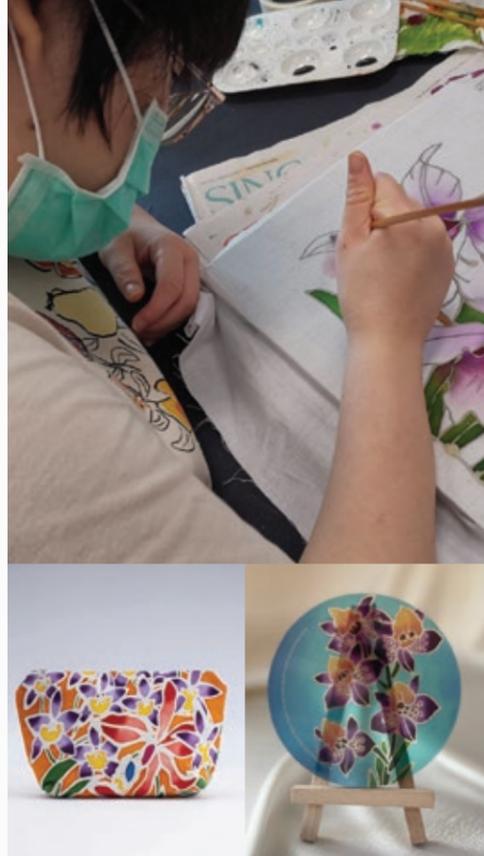


**Dalio Philanthropies is a family foundation established by Ray Dalio. The foundation supports diverse philanthropic causes.**

**We are thankful to have the support of Dalio Philanthropies for i'mable Collective.**

## i'mable Gift Market 2021

Opened officially in December 2020, the online i'mable Gift Market provides our social service agency (SSA) partners with a platform to reach out to the public, raise their profile and increase their sales. i'mable Gift Market 2021 saw over 20 SSAs and social enterprises offering an array of products, fashion accessories and delicious baked goods created by persons with disabilities, all of which made perfect gifts for the festive season. The virtual market rang up over \$14,000 in sales, which went towards the participating organisations and artists.



## AR-mazing Tiger Trail 2022

Enabling Village was a community and venue partner for the AR-mazing Tiger Trail 2022, an island-wide art trail featuring over 33 life-sized tiger sculptures and more than 20 tiger-inspired art pieces by local and international artists. The Trail was organised by the World Wide Fund for Nature Singapore (WWF-Singapore) to raise awareness for tiger conservation during the Year of the Tiger.

This partnership opened the door for artists from The Art Faculty, The Animal Project, and JOURNEY by TOUCH Community Services to design and paint two tiger sculptures, which were displayed in Enabling Village and auctioned off to raise funds for WWF-Singapore.

Through this collaborative platform, their artistic talent was recognised and celebrated. They also received guidance from Temenggong Artists-in-Residence.



## Working with Partners to Support Caregivers

SG Enable and our Coalition of Partners for Caregiver Support co-created a Caregiver Action Map that guides and inspires organisations in implementing solutions to better support caregivers of persons with disabilities. The Singapore Together Alliance for Action (AfA) for Caregivers of Persons with Disabilities, which we set up with the National Council of Social Service (NCSS) in 2021, leverages this map to develop solutions for caregivers.



## Pioneering New Solutions to Plug Gaps

One important role we play is pioneering new solutions for future sector-wide adoption that plug specific gaps in the caregiver support landscape. We take a holistic community approach to caregiver support and foster collaborations across the People, Private and Public (3P) sectors as part of the AfA for Caregivers of Persons with Disabilities. In line with the Caregiver Action Map:

- We partnered CaringSG in its launch of Project 3i (Integrative, Individualised and Intentional). This pilot project connects caregivers with others in the community, provides befriending and peer mentorship by trained caregivers, and supports caregivers and families through advisory support from professional volunteers.

In the past year, Project 3i reached out to over 1,700 caregivers – including close to 600 previously unreachable caregivers – and connected them to support groups. The project is supported by Temasek Foundation, NCSS' Care & Share Movement, and the Enabling Lives Initiative (ELI) Grant by SG Enable and Tote Board.

- We worked with ABLE, Rainbow Centre and SPD to develop a caregiver assessment and care coordination framework. It guides and aligns caregiver support processes across social service agencies to ensure that all caregivers receive the support they need, regardless of which agency they seek assistance from. This has benefitted over 200 new caregivers.

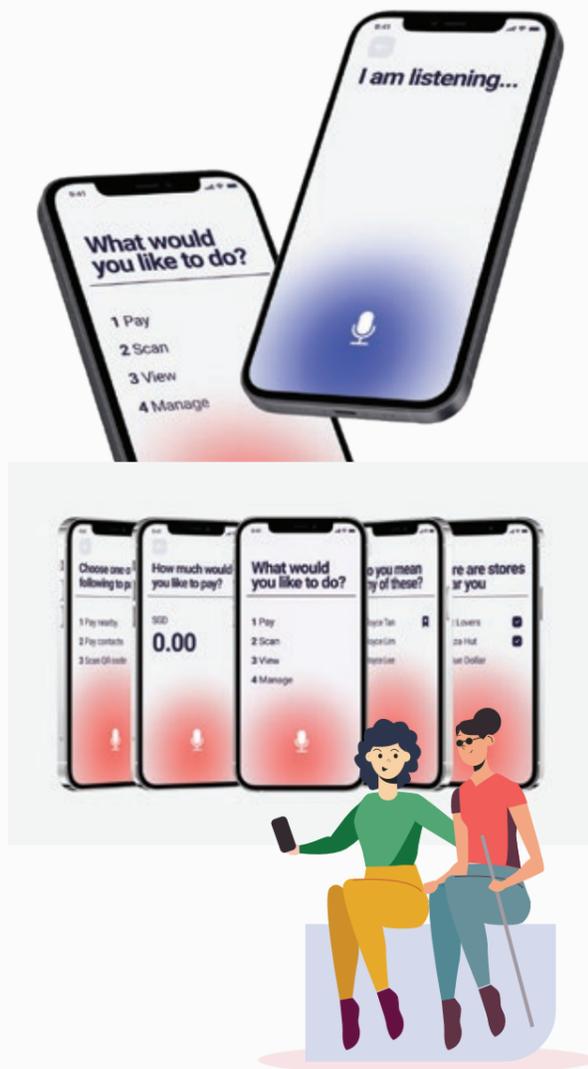
## Leveraging Creativity to Catalyse Consumer Inclusiveness

In 2021, we were the Inclusion Partner for the Singapore Creator Awards organised by Lianhe Zaobao and the Singapore Chinese Cultural Centre. The annual award recognises Singapore's artistry, creativity and excellence in craftsmanship.

Through the new Inclusive Design Award category, we hoped to spur our community of designers and creators to embrace disability inclusion in their design process.

The category drew over 20 ideas on improving the dining experience for persons with disabilities. The prize went to university student Tan Ying for Sens, a digital payment app for users with visual impairment. Using non-visual feedback such as audio, gestures and haptics to tell users what it is doing, the app's interface is designed in a list format, similar to a screen reader, for easy use.

As part of the Awards, we also presented at a webinar on disability-friendly products and services.



### Inclusive Visits to the Dentist

In August 2021, Mount Alvernia Hospital expanded its outreach to the disability community with its new dental clinic at Enabling Village. This is an extension of their medical clinic that opened at Enabling Village in 2015.

The clinic features special equipment catering to persons with disabilities, such as a wheelchair tilter to allow patients to remain in their wheelchair while being treated, and staff who are trained in treating persons with intellectual disabilities and autism.

From January to March 2022, the clinic collaborated with CaringSG to provide 60 persons with disabilities and their caregivers with free scaling and polishing services. We are grateful for the clinic's support and generosity.

## Spurring Innovation and Generating Collective Impact

“What one might note from research papers and statistics could be very different from what one would discover on the ground, facing actual individuals. As such, it is important to carry out interviews and analyse trends to ascertain the needs of those whom we are helping.

**Mr Kenneth Chia,**  
Project Manager, Digital Dream  
(Grant Call 2 Workshop participant)

The Enabling Lives Initiative (ELI) Grant is a \$20 million funding by Tote Board that is managed by SG Enable. It brings together non-profit organisations, social enterprises and innovators to create scalable, impactful innovations for persons with disabilities.

In FY21, a total of \$4.3 million was committed to 10 projects that aim to benefit about 2,000 persons with disabilities.

The first grant call solicited solutions that address the challenges faced by persons with disabilities brought about by COVID-19, while the second sought solutions that empower persons with disabilities to continuously learn and grow.

To create greater collective impact through synergistic collaborations and



*Grant call workshops for applicants were newly introduced in Grant Call 2. These workshops, organised with School of X, were designed to foster collaboration among participants, leverage their different perspectives and expertise, and let them acquire a deeper understanding of end-users' needs – all to create more holistic, user-centric solutions.*

the development of quality solutions, we organised various sharing sessions, one-to-one consultations and workshops for potential grant applicants.

One of the grantees, Faith Music Centre, created a programme where persons with disabilities were trained to use digital music software. This training was complemented by Apple's accessibility functions, enabling trainees to learn, record and produce original singles.

Looking ahead, through a new community-led platform set to be launched in 2022, we seek to continue to spur innovation and foster collaboration to create meaningful solutions for persons with disabilities.



Staff members from Rainbow Centre on a learning journey at Tech Able.

## Increasing Awareness of Assistive Technology

Assistive technology is a powerful enabler for persons with disabilities. To spread this message, we participated in several festivals and seminars.

During the annual Tech for Good festival – where innovators come together to explore solutions for persons with disabilities – we contributed problem statements that highlighted key issues faced by the disability community and guided participating students to improve on their proposed solutions. As a community partner to Team for A Git Cause, we provided mentorship and consultancy on the team’s development of “Charlotte”, a web browser plugin that allows persons with sensory disabilities to choose the accessibility features they want on a webpage. “Charlotte” eventually won in the “Most Impactful” category at the festival competition.

We also shared about assistive technology at the following events:

- Careables Assistive Tech Exhibition, a decentralised exhibition of 3D-printed devices at makers’ spaces around the world
- Ministry of Education’s SPED (Special Education) Learning Festival
- National Additive Manufacturing Innovation Cluster (NAMIC) Global AM Summit, an international summit on additive manufacturing (AM) such as 3D printing



We worked with The Straits Times to feature stories about assistive technology.



Assistive technology is a powerful enabler for persons with disabilities.

## Partnering AIC to Address Impact of COVID-19

Restrictions on in-person assessments during the COVID-19 pandemic led to delays in persons with disabilities getting their assistive technology (AT) devices.

Together with the Enabling Technology Advisory Group (ETAG) – a bilateral initiative between SG Enable and the Agency of Integrated Care (AIC) – Tech Able explored ways to overcome the impact of delayed AT assessments and training.

Engagement sessions involving private sector technology companies, government agencies and other organisations were held, and Tech Able worked with interested organisations to develop a workable tele-practice solution for efficient delivery of AT assessments and training.

# Enabler



## Integrating Resources to Build a Robust Ecosystem

We apply our know-how, skills and resources to partner like-minded organisations and build a robust ecosystem of support for persons with disabilities and their caregivers.

We strengthen our partners' capabilities in delivering services and programmes by administering funding, equipping them with knowledge, and connecting them to expertise and resources. We coach and mentor when the journey gets rocky. All this paves the way for our partners to do more and do better in enabling lives of persons with disabilities and building an inclusive society.

## STRENGTHENING CAPABILITIES

### Enhancing Training & Employment

**88** Inclusive Employers Accredited with Enabling Mark

**6** Platinum **13** Gold **69** Silver

**3,233** Employers Trained

**399** Disability Employment Professionals Trained



### Promoting Accessibility and Inclusive Products and Services

**143** Attendees at Consumer Inclusiveness and e-Accessibility Workshops

**51** Partners Engaged

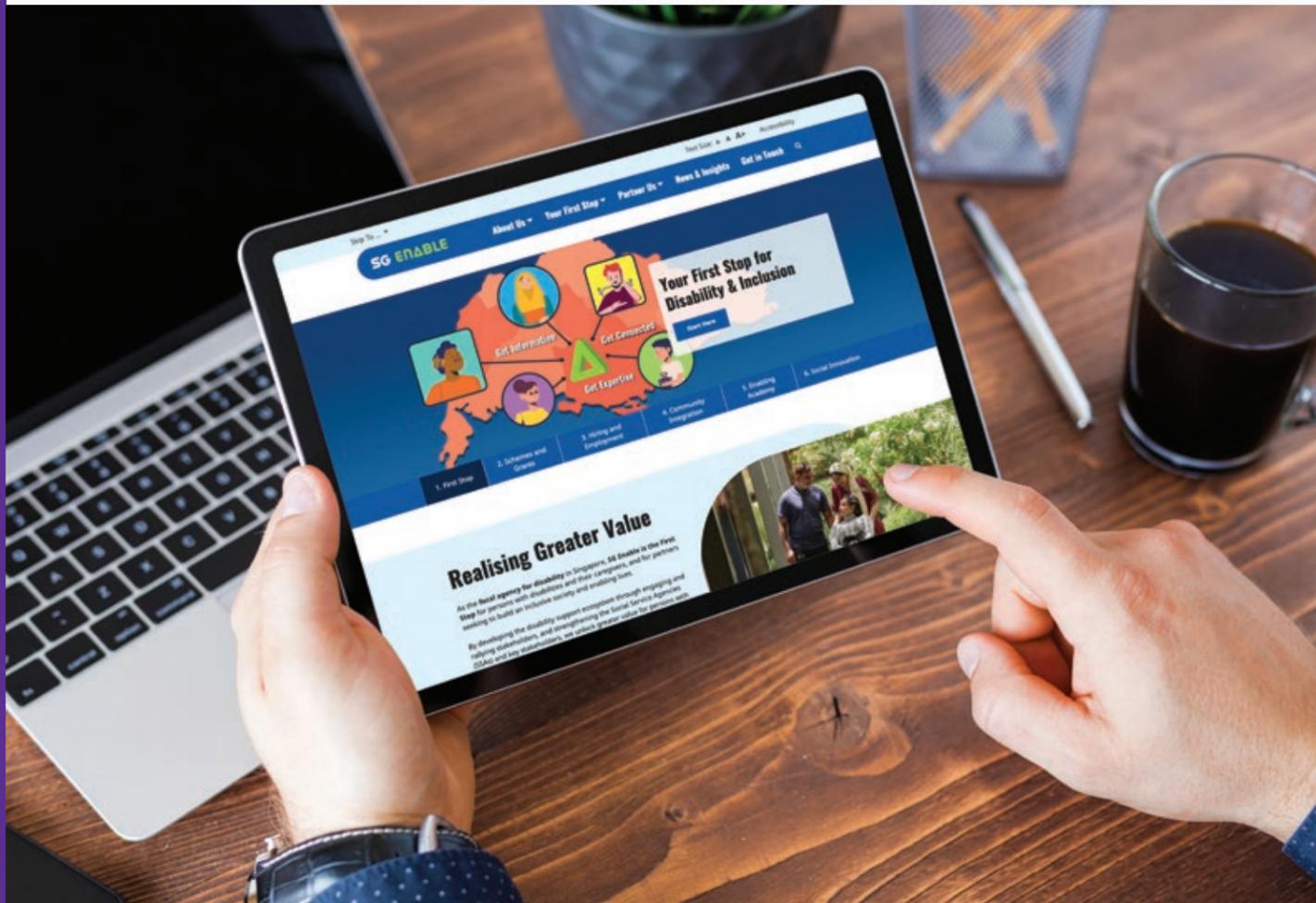


## Realising Greater Value for Our Stakeholders Digitally



To unlock greater value for persons with disabilities and their caregivers, following the consolidation of disability functions with SG Enable, we revamped our corporate website to enable partners and organisations to **Get Information** more easily, **Get Connected** with us and **Get Expertise**. To improve user-centricity, we also consolidated information and application for schemes and grants for persons with disabilities administered by SG Enable on Enabling Guide, the first-stop resource portal for persons with disabilities and their caregivers.

The revamp brought to the fore programmes, schemes and grants – for corporations, social enterprises, community groups, social service agencies and the public – that enable greater learning about disability inclusion, inclusive hiring and social innovations.



## Your First Step: Eight Areas for Users to Get Information, Get Connected and Get Expertise



### Information on Disability Support

Persons with disabilities and their caregivers can visit our **Enabling Guide** to make informed decisions about the schemes and services that best suit their life stages and needs.



### Accessibility & Assistive Technology

Organisations can work with us to raise awareness and adoption of assistive technology. **Tech Able**, a resource centre that we jointly manage with SPD, plays a key role in this. We also help organisations to improve accessibility.



### Hiring & Employment

Companies can start their inclusive hiring and employment journey with us by signing the **President's Challenge Enabling Employment Pledge** and getting accredited with the **Enabling Mark**.



### Training & Consultancy

Through our **Enabling Academy**, persons with disabilities can access lifelong learning opportunities, while their network of support can be upskilled or tap consultancy services to better support persons with disabilities.



### Community Integration

Like-minded partners can champion inclusion by supporting **Enabling Village**, the **i'mable** public education initiative, **i'mable Collective** and the **Goh Chok Tong Enable Awards**.



### Disability Professionals

Professionals working in the disability sector can learn about sector developments for greater alignment and collaboration through the **Disability Professionals Network**.



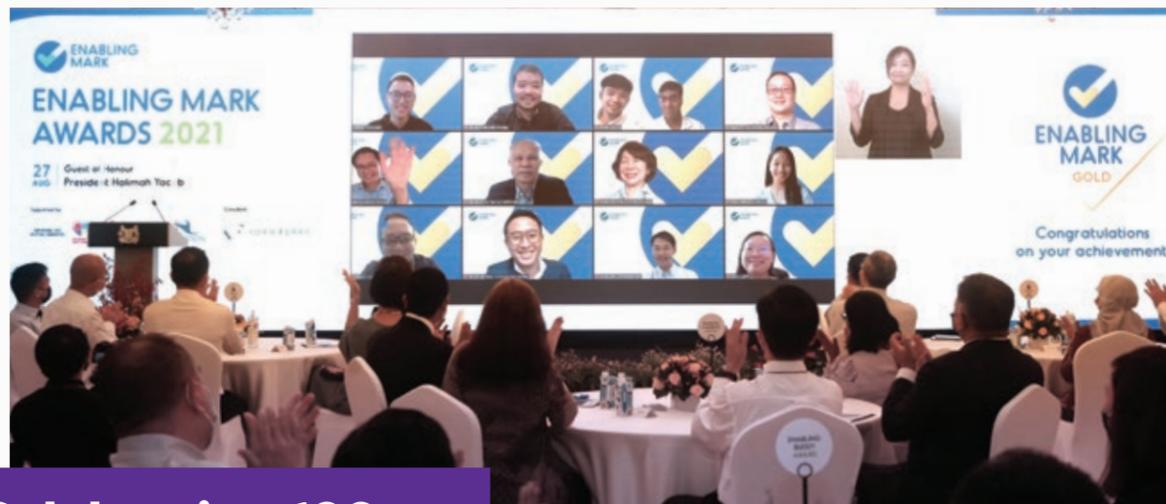
### Social Innovation

We enable social innovations by rallying partners and harnessing their expertise and resources for impactful pilots. Innovators can also tap our **Enabling Lives Initiative Grant** to support their projects.



### Schemes & Grants

We administer schemes and grants for persons with disabilities, inclusive employers, training partners, social innovation, and disability inclusion in the community.



## Celebrating 100 Disability-Inclusive Employers and Individuals

On 27 August 2021, we celebrated 100 organisations and individuals for their best practices, outcomes and commitment in disability-inclusive employment at the inaugural Enabling Mark Awards.

A total of 88 organisations received the Enabling Mark, the first national-level accreditation for such practices. Enabling Mark recipients included MNCs and SMEs from diverse sectors. Among the recipients, four were also recognised with the Enabling Innovation Award for improving the employment opportunities, employability and productivity of persons with disabilities.

In addition, 12 individuals were presented with the Exemplary Employee, Enabling Buddy, and Enabling Champion awards. The Exemplary Employee Award recognises employees with disabilities who have made commendable efforts and contributions at work. The other award categories honour those who sustain their organisations' efforts in inclusive hiring and in driving initiatives to support persons with disabilities at work.

“It takes a collective push, not just from employers, but also from management staff and co-workers, to start and sustain disability-inclusive hiring so that we can better integrate persons with disabilities in the workplace and enable them to realise their potential.

**Ms Ku Geok Boon,**  
CEO, SG Enable

*President Halimah Yacob interacting with winners of the Enabling Innovation Award.*



*President Halimah Yacob with VIPs and recipients of the Enabling Mark (Platinum), the highest accolade of the accreditation.*

## Honoured with the Highest Accolade of the Accreditation

Six organisations received the highest accolade – the Enabling Mark (Platinum). They are: Foreword Coffee, Iron Nori, Marina Bay Sands, Samsui Supplies & Services, Seoul Garden Group and UOB.

All six stood out for their commitment to inclusion. They displayed this through their recruitment efforts, creating a barrier-free workplace environment and implementing supportive training and employment policies. They are also active champions of disability inclusion in the community.

Iron Nori, for example, has pre-employment programmes to prepare persons with disabilities for work. It hosts candidates and their job coaches for site visits, and offers internships and job trials to discover the candidates' abilities and job fit.

“With this accreditation, we look forward to raising customer awareness of disability inclusion and, in turn, create a gracious and empathetic dining space for everyone.

**Mr Bernard Chan,** Sustainability Consultant, Iron Nori

Apply for the Enabling Mark



The Enabling Mark is the pinnacle in our 5E framework of how we support employers in their inclusive hiring journey:

- **Enabling Employment Pledge:** Pledge your commitment and communicate that you are an inclusive employer.
- **Equip:** Equip your organisation with the knowledge and skills to be ready to embark on inclusive employment.
- **Engage:** Engage persons with disabilities as your interns, mentees or trainees through our transition-to-work initiatives.
- **Employ:** Employ persons with disabilities and receive support with our consultancy services and grants.
- **Enabling Mark:** Join the ranks of Enabling Mark recipients and be accredited as an inclusive employer!

View the full list of Enabling Mark recipients in the Honour Roll



## Partnering Corporates to Extend Impact in Employment

We enjoyed partnerships with employers that harnessed the power of many.

### Microsoft APAC Enabler Program

As the local non-profit partner, SG Enable supports Microsoft with training of their commercial partners. We also match jobseekers with disabilities to suitable inclusive employers.

### Human Capital Singapore's HR Powerbank

As one of Human Capital Singapore's partners, we support the training and employment of persons with disabilities, where they will be trained and placed as HR administrators with SMEs.

### Building up a Pool of In-House Job Coaches in Organisations

We partnered the hotel industry to train over 25 hotel staff as in-house job coaches. Over 60 persons with disabilities benefitted.

Unlike job coaches who are typically staff from social service agencies, in-house job coaches are identified from within inclusive employers and bring with them industry knowledge. With our training, they become adept job coaches for persons with disabilities, supporting their integration at work and helping them with interpersonal skills and career planning.

## Digital Enablement Programme by Microsoft, SG Enable and SPD

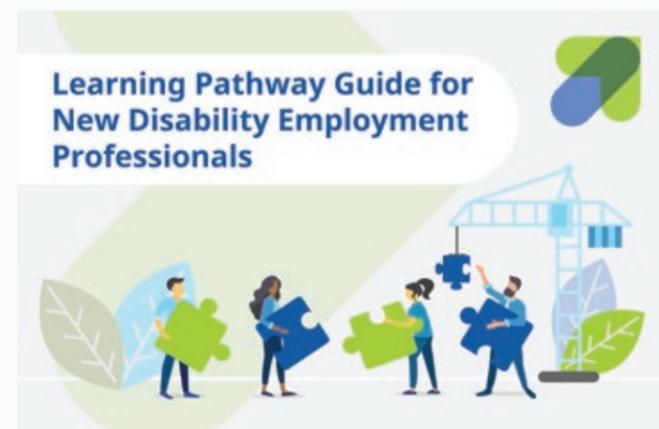


President Halimah Yacob (centre) with Minister for Communications and Information Josephine Teo (second from left) and representatives from IMDA, Microsoft, SG Enable and SPD.

This programme, organised in support of the Digital for Life movement, equips persons with disabilities with practical digital skills for work and life. By the end of the pilot run in 2021, 64% of the participants had secured employment.

## Enhanced Training Roadmap for Disability Employment Professionals (DEPs)

The training roadmap is a first-stop professional development guide for DEPs. The 2022 enhanced edition includes a Learning Pathway Guide for new job coaches to help them build capabilities progressively and systematically to better support persons with disabilities in employment.



## Strategic Partnerships to Enhance Access to Public Spaces and Services

By working with partners who share our vision, we have made progress in realising our accessibility goals, launched bold new initiatives and elevated our efficacy, impact and sustainability.

### Improving Disability-Friendliness and Accessibility

We signed an MOU with **National Heritage Board** to improve accessibility to arts venues and staff's capability in disability-inclusive customer service. We also extended our MOU with **Civil Service College** to train frontline staff in disability etiquette and enhance service quality.

We became a member of the **Accessible City Network** workgroup, which aims to improve accessibility in the heartlands, starting with Boon Lay and Nee Soon. We also continue to be active in the **Caring SG Commuters Committee**, to promote a more inclusive commuting culture in public transport.

### Supporting Organisations in Accessibility Innovation

In FY21, we provided consultancy on universal design to organisations in their product development process. For example, Tech Able provided user feedback to **Aison** on its motorised solution that allows wheelchair users to transfer between positions easily. Tech Able also connected **NeuroPlay Systems** with social service agencies (SSAs) to gather client feedback on its home-based digital therapies.

In addition, we provided challenge statements for the **James Cook University Design Sprint 2021** and the **Tata Consultancy Services' Sustainathon Singapore 2021**.

Meanwhile, we spearheaded a **National Additive Manufacturing Innovation Cluster (NAMIC)** project to design and 3D-print customised joystick knobs for motorised wheelchairs, to help wheelchair users with hand mobility issues. We partnered AWWA and Republic Polytechnic in this project.

To build an e-accessibility ecosystem, we worked with stakeholders like **GovTech** to raise awareness about the importance of e-accessibility in the government, transport, banking and healthcare sectors. We also partnered with **Etch Empathy** and SSAs to train persons with disabilities to provide e-accessibility testing for other organisations, as part of the Infocomm Media Development Authority's Digital for Life movement.

## Strategic Partnerships with Disability Professionals

In May 2021, the **Disability Professionals Network (DPN)**, led by SG Enable, held its inaugural roundtable where 20 professionals came together to learn and share about the latest disability policies and practices.

Two focus group discussions were organised to gather feedback to shape the key focus areas and desired goals for a more inclusive Singapore by 2030. More than 160 disability professionals contributed ideas.

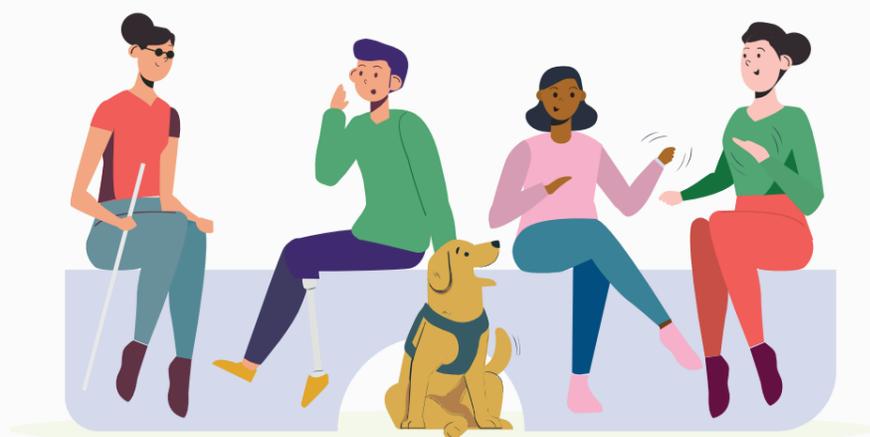


# Enabled Lives

To achieve our vision of enabled lives, we put persons with disabilities at the heart of all we do. At the same time, we work with partners to support their caregivers, as they are the first line of support for persons with disabilities.

Our efforts are in line with the recommendations of the Third Enabling Masterplan Workgroups that studied how to prepare persons with disabilities for the future economy and promote independent living through technology and design. For example:

- To strengthen the ecosystem for continuing education for persons with disabilities, SG Enable administers the Temasek Trust-CDC Lifelong Learning Enabling Fund. The fund supports persons with disabilities in acquiring relevant vocational and independent living skills.
- To improve the affordability of assistive technology, the Ministry of Social and Family Development enhanced the subsidy tiers of the Assistive Technology Fund administered by SG Enable and made the scheme more client-centric.



We envision a community in which persons with disabilities lead enabled lives – freely and independently accessing information, opportunities, products, services and environments – from their early years, through schooling and into adulthood. With this holistic support system around them, we see persons with disabilities reaching their highest potential and contributing back to society.

# ENHANCING TRAINING & EMPLOYMENT

**254**

Persons with Disabilities Benefitted from SGUnited Jobs & Skills Schemes for Persons with Disabilities

**741**

Persons with Disabilities Benefitted from Job Placement and Job Support Services

**226**

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

**864**

Training Places Curated

**626**

Persons with Disabilities Trained

## Career Fairs

Our two career fairs for persons with disabilities in June and September 2021 featured an encouraging number of employers, with more than 400 job opportunities. These included jobs in growth sectors such as computing, IT, cybersecurity, healthcare and eldercare, logistics and the public sector.

At our Virtual Training and Career Fair in September, there were training providers offering courses in areas such as office administration, content marketing and human resource management. Employers included CPF Board, COURTS Singapore, Maybank, NTT DATA Singapore and St Luke's ElderCare.

Jobseekers also attended webinars and picked up tips to improve their employability. We thank our partners such as eGenie Forum, LinkedIn and Microsoft for conducting these webinars.

## Helping Sheltered Workshop Clients Transit to Work

Sheltered workshops support adults with disabilities who may not be work-ready. However, some sheltered workshop clients can improve their readiness after undergoing training.

We piloted the Sheltered Workshop-to-Work programme to support such clients and help them transit to supported employment. We work with social service agencies to provide customised training, job matching and job support, and attachments with employers.



Under the programme, Zed Noorhazali bin Zed Sazali was trained and certified in the WSG Food Hygiene course, and received specialised work training from APSN. He went on to work in Pizza Hut, where he took on front- and back-end house duties. Four months later, he won the "Employee of the Month" award!

Virtual Media Announcement for

**\$4 Million**

Temasek Trust - CDC Lifelong Learning Enabling Fund

Wednesday, 8 September 2021



Brought to you by:



## Empowering Lifelong Learning and Upskilling

A new \$4 million fund was launched in September 2021 to empower persons with disabilities in lifelong learning.

The Temasek Trust-CDC Lifelong Learning Enabling Fund is set up by Temasek Trust and the five Community Development Councils (CDCs) and administered by SG Enable. It can be used to defray course-related fees, and costs of purchasing learning support devices and services such as the engagement of sign interpreters or note takers for learning.

## More Learning Support for Adults with Disabilities!

**SIGN UP** for the Temasek Trust-CDC Lifelong Learning Enabling Fund



## SkillsFuture Study Awards: Five Years of Supporting Learning and Skill Development

Since the launch of the SkillsFuture Study Awards (SFSA) for Persons with Disabilities and Disability Employment Professionals (DEPs) in 2016, the two awards have benefitted a total of 80 individuals.

These awards, administered by SG Enable, supported recipients in deepening their skillsets in areas such as mass communication, business and arboriculture.

Congratulations to all SFSA recipients and we wish them all the best in their journey of lifelong learning.



## Enhanced Assistive Technology Fund for Expanded Lifelong Support

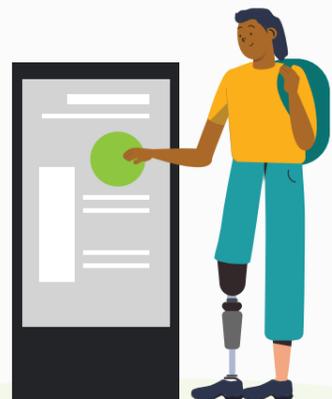
In February 2022, the Assistive Technology Fund (ATF) was enhanced to expand support for persons with disabilities by offering greater client centricity.

The fund, administered by SG Enable, provides subsidies to offset the cost of buying, replacing, upgrading or repairing assistive technology devices.

Taking a client-centric rather than a scheme-centric approach, ATF was enhanced to cover items previously covered only under the Seniors' Mobility and Enabling Fund. With this enhancement, persons with disabilities who tapped ATF before age 60 can continue to access this scheme for their device needs — including medical devices — in their senior years. The income eligibility for subsidies was also revised upward, making assistive devices more affordable to more people.

The Ministry of Social and Family Development estimates that more than 2,200 people with disabilities are expected to benefit from the enhanced fund in 2022.

For those who require additional assistance or who may not qualify for the enhanced fund because of unique personal circumstances, SG Enable supports them through the Mediacorp Enable Fund.



## Supporting Our Disability Partners' Programmes

To better serve the disability community, we support our partners like social service agencies (SSAs) and Special Education (SPED) schools in running a broad spectrum of disability programmes funded by the Ministry of Social and Family Development (MSF), Tote Board and Community Chest.

We support our partners by providing advice, enhancing their processes and linking them to relevant resources to help ensure the smooth rollout of their services. In 2021, we established Communities of Practice to enable partners to provide feedback and share best practices and ideas.

Working with the schools and SSAs, we also helped SPED school graduates transit into adult disability services like sheltered workshops and day activity centres.

### Providing Support during COVID-19

We worked with SSAs to strengthen their pandemic preparedness, recalibrate mode of operations and manage COVID-19 cases and clusters. We also supported the vaccination operations of MSF and SSAs. We were part of the on-site team carrying out vaccination for clients and staff of MSF-funded residential and community-based facilities.

We helped to coordinate the Agency of Integrated Care's home vaccination drive, which served persons with disabilities below age 60 and their household members. To further encourage vaccination among persons with disabilities, we reached out to them and their caregivers with information and necessary support. By working with the SSAs, we achieved high vaccination rates among the clients and operational disruptions to the services were minimised.

### Working Closely with Funders

We assisted MSF, Tote Board and Community Chest to assess the service levels of SSAs. We also administered and disbursed funds for SSAs to run their programmes effectively.

In addition, we played a key role in supporting MSF's policy review and planning of disability services and programmes. We assisted in overseeing the expansion of disability services and programmes, and helped in the implementation of policy improvements such as enhanced resourcing for day activity centres.

### Info Kit for Home Vaccination Teams



As part of our **i'mable public education initiative**, we worked with **Autism Resource Centre** and **St Andrew's Autism Centre** to develop an info kit that helps home vaccination teams better communicate with persons with autism and intellectual disabilities when administering vaccinations. Beyond COVID-19, this info kit can continue to be useful for healthcare professionals involved in giving injections to persons with disabilities.

[View the info kit here](#)



## Providing Financial Support during COVID-19



President Halimah Yacob viewing clay works at the Singapore Clay Festival.

In May 2021, the Sustained CARE donation drive was launched by **Mediacorp Enable Fund (MEF)** to support persons with disabilities and their caregivers who were disproportionately hit by job losses and slower hiring during the COVID-19 pandemic. \$334,402 went towards supporting 206 persons with disabilities.

MEF is a community fund administered by SG Enable with Mediacorp as the official media partner.

### Supporting Day Activity Centre Clients

MEF supported 174 families with loved ones in Day Activity Centres (DACs). These families faced multiple challenges brought on by the pandemic not least in ensuring their charges continue to attend DAC programmes.

To ensure that they continue to benefit from attending DAC programmes, close to \$240,000 was spent on transport provision, programme expenditure and general financial expenses for DAC clients and their families.

Among those who benefitted was the single parent of Zaccheus Tan. Before the pandemic, she was working in a Johor Bahru factory. The lockdown left her unemployed for two years. Her savings were depleted, and she could no longer pay for Zaccheus' therapy at a DAC. The financial support she received from MEF not only allowed Zaccheus to continue in the programme but also eased her financial worries.

### Fundraising Partnerships

November 2021 saw the debut of the first-ever **Singapore Clay Festival**. The sold-out festival at Enabling Village featured works by Singapore's leading potters and ceramists. The charity sale raised \$15,220 for MEF.

Meanwhile, the **UBS Singapore Charity Auction** raised close to \$10,000 through the auctioning of the works of Chalmers Wong, Angeline Chen Ziyue and Joshua Tseng. The three artists are Goh Chok Tong Enable Award winners and iChamps who volunteer with SG Enable to champion inclusion.

Companies such as GIC also donated to the fund. With GIC's donation, we could provide financial support to persons with disabilities to help them pursue their aspiration as childcare assistants.

Our heartfelt thanks to our partners who helped us to raise funds, and to all who supported these fundraisers.

Make a difference.  
Donate to MEF.



## EMPOWERING INDEPENDENT LIVING

### Schemes Administration, Information & Referrals

**14,287**

Queries

**6,237**

Beneficiaries of VWO Transport Subsidy Scheme\*

\* Renamed the Enabling Transport Subsidy Scheme from July 2022.

**4,297**

Applications for Transport Schemes

**3,040**

Persons with Disabilities Referred to Child and Adult Disability Services

**3,357**

Applications for Assistive Technology Fund

### Tech Able

**1,876**

Clients Reached

**223**

Clients Assessed

**269**

Clients Trained in the Use of Assistive Technology

### Enabling Guide

**247,150**

Page Views

**93,500**

Unique Users in FY21

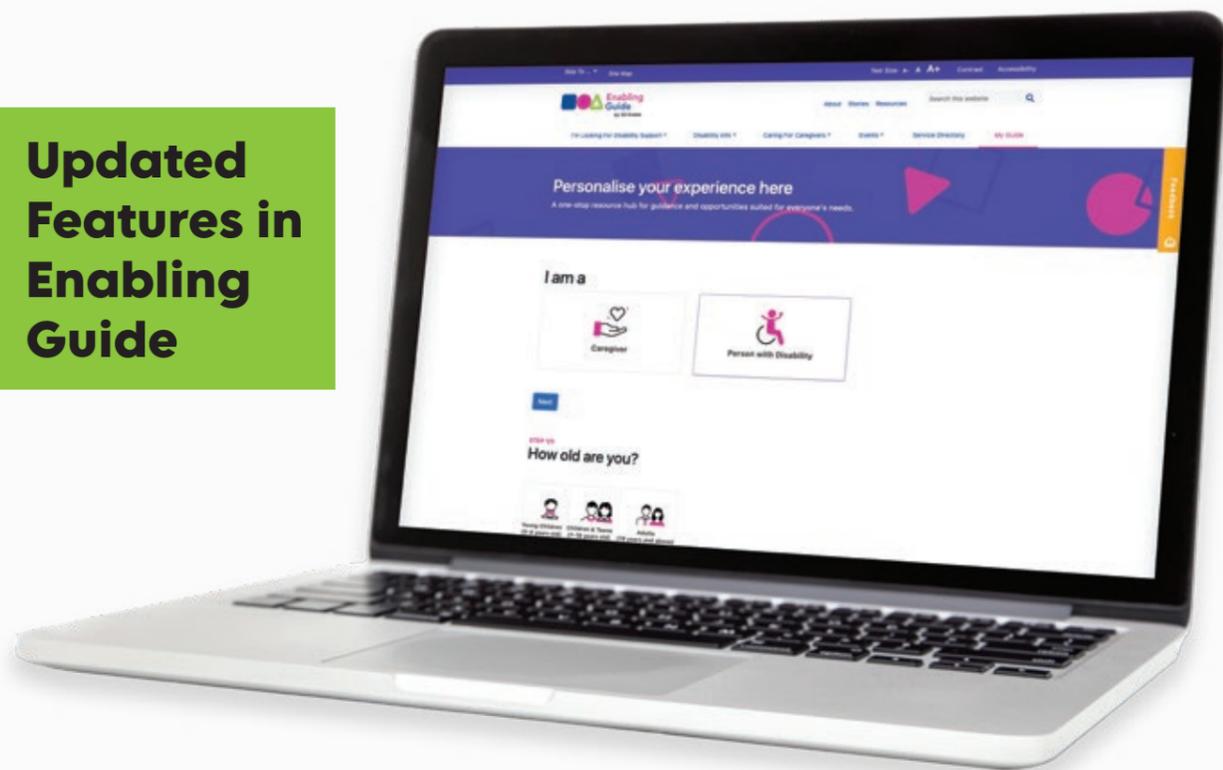


### Mediacorp Enable Fund

**\$971,000**

Disbursed to Support Persons with Disabilities in Fulfilling Their Aspirations, Meeting Last-mile Needs, Transiting to Work, and to Enhance Community Support Programmes

## Updated Features in Enabling Guide



To better fulfill its role as a first-stop resource portal for persons with disabilities and caregivers, the **Enabling Guide** was updated in 2021 to offer more resources and better functionality.

To improve the user journey, information on and application for schemes and services administered by SG Enable were consolidated in the Enabling Guide.

We introduced **'My Guide'**, a new function that allows users to have a more personalised experience in retrieving relevant information about services, events and resources. Stories related to the user's selected topics of interest are curated and recommended too.

In addition, the Enabling Guide was identified as a first-stop resource portal in the Third Enabling Masterplan Inclusive Preschool Workgroup's report and the Early Childhood Development Agency's Parent's Guide. More sector professionals find the Enabling Guide useful and are now directing caregivers to the portal.

## Facilitating Deputyship Application for Parents of Children with Special Needs

Since we took over the administration of the **Assisted Deputyship Application Programme (ADAP)** in 2020, we have been raising awareness about the programme through briefings and sharing sessions. We also guided caregivers through the ADAP process, where parents apply for deputyship of a child with special needs and for permission to make legal decisions on the child's behalf even after the child turns 21 years old.

## Inspiring Community Projects Funded by Mediacorp Enable Fund

In FY21, 12 projects by community partners and caregivers were supported by Mediacorp Enable Fund.



## Telling Caregivers' Stories at the Esplanade

Through a collection of photographs, videos and personal effects, **Finding What's Next** tells the stories of 12 persons with autism and their families, portraying their daily lives and the societal challenges they face. The exhibition was presented online and physically at the Esplanade Tunnel from April to August 2021, drawing over 28,000 visitors. Photojournalist Bob Lee, a father of a child with autism, partnered with two other parent advocates to create this exhibition, hoping to encourage fellow parents to connect with the disability community and to galvanise the public into caring and taking action.

## Equipping Caregivers to "Start Right"

In FY21, 265 new caregivers attended 24 virtual **Start Right** Workshop sessions facilitated by an experienced caregiver. The programme targets new caregivers whose child has been referred to the Early Intervention Programme for Infants and Children (EIPIC), ensuring that caregivers are connected to the support ecosystem as early as possible. Participants received tips on early intervention and community resources.



# Financial Statements

## Statement of Comprehensive Income for the Year Ended 31 March 2022

	2022 \$	2021 \$
<b>INCOME</b>		
Total income	45,880,323	40,263,430
<b>EXPENDITURE</b>		
Employee benefits expenditure	28,669,484	23,916,134
Other operating expenditure	10,949,449	8,836,899
<b>Total Expenditure</b>	<b>39,618,933</b>	<b>32,753,033</b>
<b>Surplus for the year</b>	<b>6,261,390</b>	<b>7,510,397</b>

## Statement of Financial Position as at 31 March 2022

	2022 \$	2021 \$
<b>ASSETS</b>		
Non-current assets	17,376,457	15,824,449
Current assets	52,185,743	44,683,194
<b>TOTAL ASSETS</b>	<b>69,562,200</b>	<b>60,507,643</b>
<b>LIABILITIES</b>		
Non-current liabilities	13,365,060	11,947,770
Current liabilities	13,124,608	11,748,731
<b>TOTAL LIABILITIES</b>	<b>26,489,668</b>	<b>23,696,501</b>
<b>NET ASSETS</b>	<b>43,072,532</b>	<b>36,811,142</b>
<b>RESERVES</b>		
General reserves	29,917,051	25,125,029
Specific reserves	13,155,481	11,686,113
<b>TOTAL RESERVES</b>	<b>43,072,532</b>	<b>36,811,142</b>

## Disbursement of Schemes and Programmes for the Year Ended 31 March 2022

	2022 \$	2021 \$
<b>SCHEMES AND PROGRAMMES</b>		
Assistive Technology Fund	4,738,088	3,662,973
Community Chest Fund	24,756,364	5,345,661
Job Placement Job Support	1,716,302	1,032,536
MOE SPED Fund	198,586,681	-
Open Door Programme	2,261,937	1,231,214
SGUnited Jobs & Skills Programme	172,651	-
SkillsFuture for Persons with Disabilities	131,646	-
SkillsFuture Study Award for Persons with Disabilities and Disability Employment Professionals	30,000	45,000
Special Assistance Fund	495,087	426,156
Taxi Subsidy Scheme	124,524	136,788
Tech Able	485,467	189,588
MSF Service Provider Funding	57,121,881	24,427,211
Temasek Trust-CDC-Lifelong Learning Enabling Fund	30,420	-
Temasek Foundation-Peer Support Network	129,175	-
Tote Board - Enabling Lives Initiative Grant	1,042,899	2,607,055
Tote Board - Enabling Lives Initiative Grant 2	57,086	-
Tote Board - Social Service Fund	90,767,800	19,184,653
VWO Transport Subsidy Scheme	8,257,413	7,615,541
<b>TOTAL DISBURSEMENT IN THE YEAR</b>	<b>390,905,421</b>	<b>65,904,376</b>

# Board Meetings

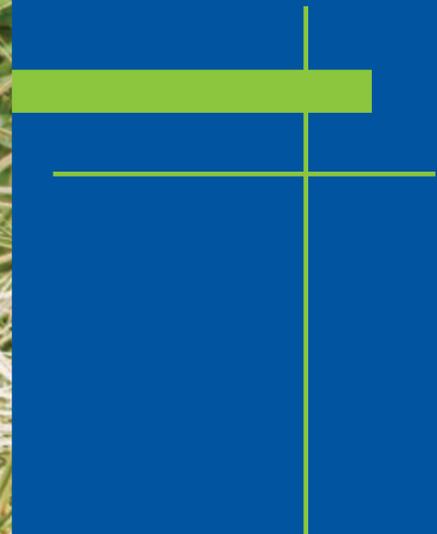
Board meetings and a board retreat are held each year to review the Company's plans, financial position and key programmes and services, and monitor the achievement of desired outcomes and key performance targets. To facilitate attendance, the meetings are scheduled a year ahead and materials are circulated to the Board Directors a week in advance of the meeting. Minutes of Board and Committee meetings are recorded and circulated in a timely manner. The Board Directors are also briefed on compliance-related matters during the respective Board and Committee meetings. The Board will approve the following year's workplan and annual budget at the last meeting of the financial year.

A total of three Board meetings and seven Committee meetings were held in financial year 2021. 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 2020	15 Apr 2022	3	-	2	3
Ms Chew Seow Chien	1 Jan 2014	1 Jan 2020	31 Dec 2022	3	-	2	-
Ms Chia Yong Yong	1 Jan 2014	1 Jan 2020	31 Dec 2022	3	-	-	-
Dr Chong Yoke Sin	1 Jan 2014	1 Jan 2020	31 Dec 2022	2	-	2	-
Mrs Clara Goh Yau Hong	1 Jan 2018	1 Jan 2020	31 Dec 2022	3	2	-	-
Ms Ku Geok Boon (Chief Executive Officer)	16 Sep 2013	1 Jan 2020	31 Dec 2022	3	-	-	-
Dr Lim Hong Huay	1 Jan 2020		31 Dec 2022	2			
Ms Lynn Ng Hui Wah	1 Jan 2016	1 Jan 2020	31 Dec 2022	3	2	-	-
Mr Suhaimi bin Salleh	1 Jan 2014	1 Jan 2020	31 Dec 2022	3	2	-	-
Mr Tan Kwang Cheak	1 Jan 2018	1 Jan 2020	31 Dec 2022	1	-	-	3
Ms Jean Tan Lay Kuan	28 May 2015	1 Jan 2020	31 Dec 2022	3	-	-	-
Ms Tan Li San	1 Jun 2020	1 Jun 2020	31 Dec 2022	3	-	-	-
Dr Wong Meng Ee	1 Jan 2014	1 Jan 2020	31 Dec 2022	3	-	-	3
Mr Xie Yao Quan	1 Jan 2018	1 Jan 2020	31 Dec 2022	2	-	-	-



*Doing Better.  
Together.*





**SG Enable Ltd**  
**20 Lengkok Bahru (Enabling Village)**  
**#02-06 Singapore 159053**

**1800 8585 885**  
**contactus@sgenable.sg**

**Corporate**

[sgenable.sg](http://sgenable.sg)  
[Facebook.com/SGEnable](https://Facebook.com/SGEnable)  
[LinkedIn.com/SGEnable](https://LinkedIn.com/SGEnable)

**Enabling Guide**

[enablingguide.sg](http://enablingguide.sg)

**Community Initiatives**

[enablingvillage.sg](http://enablingvillage.sg)  
[Facebook.com/EnablingVillageSG](https://Facebook.com/EnablingVillageSG)  
[Instagram.com/EnablingVillage](https://Instagram.com/EnablingVillage)

[Facebook.com/imableCollective](https://Facebook.com/imableCollective)  
[Instagram.com/imableCollective](https://Instagram.com/imableCollective)

**Innovation & Technology**

[eli-grant.sg](http://eli-grant.sg)  
[techable.enablingvillage.sg](http://techable.enablingvillage.sg)  
[Facebook.com/TechAbleSG](https://Facebook.com/TechAbleSG)

**Public Education**

[Instagram.com/imable.sg](https://Instagram.com/imable.sg)

**SG ENABLE**

**Inclusive society. Enabled lives.**