

# ENABLING BEYOND



**Screen Reader  
Friendly**





## Vision

Inclusive Society. Enabled Lives.

## 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 Message

### To the Next Decade of Enabling Lives

When SG Enable was formed in 2013, it had a clear mission to enable lives and shape a more inclusive Singapore. That vision remains as vital today as it was then, but the world around us has evolved. So too has SG Enable, not just in scale or capability, but in depth of impact, influence, and purpose.

This past year marked a new chapter in that evolution. We saw the organisation take strides in strengthening support systems, forging cross-sector partnerships, and championing accessibility, both locally and globally. These developments signalled an important shift in how society views disability inclusion; it is no longer seen as a charitable cause, but as a national priority and shared responsibility.

I have had the privilege of witnessing the heart and hard work behind that shift. I want to commend the SG Enable team — from frontline staff to senior leaders — who pour their energy, empathy, and excellence into making inclusion a reality. It is their unwavering commitment that turns vision into action, and action into change.

The past year also brought important changes. We said farewell to our founding CEO, Ms Ku Geok Boon, whose visionary leadership laid a strong foundation for SG Enable's role today as the focal agency for disability and inclusion in Singapore. On behalf of the Board, I thank her for her passion, dedication, and the impact she has made on the organisation and the sector.

At the same time, we welcomed Ms Lee May Gee as our new CEO at the end of 2024. With her extensive public sector experience and fresh perspective, I am confident she will lead SG Enable with clarity and conviction into its next phase of growth, one that remains anchored in our mission and vision while pushing the boundaries of what is possible in enabling the lives of persons with disabilities and their caregivers.

The Board will continue to support and champion SG Enable's mission to open stronger pathways and support systems that empower persons with disabilities to thrive beyond their school years, while equipping caregivers to sustain their vital role. We will also sharpen our governance and strategic oversight, ensuring that every initiative drives lasting impact and advances the aspirations of the Enabling Masterplan.

I also extend my gratitude to our outgoing Board members, Mrs Clara Goh and Mr Xie Yao Quan, for their contributions. We also welcome our incoming Board members, Mr Mark Tham and Mr Vikna Rajah, who joined us in April 2025. I look forward to their support for the organisation.

The journey toward a more inclusive Singapore may not be easy, but it is necessary, and it is one we must undertake together. How we include and embrace persons with disabilities reflects the values we hold and speaks to the soul of our nation. With collective resolve and a shared commitment to inclusion, I have every confidence that we will continue to make meaningful strides in transforming not just systems and services, but also in shifting mindsets and a shaping a more inclusive society.

Here's to the next decade of enabling lives, together.

**Moses Lee**

Chairman

## CEO's Foreword

### A Decade of Inclusion — Reflecting on Our Journey

Having marked our 10th anniversary in the previous year, FY24 signals the start of SG Enable's next chapter—a new decade of disability inclusion. Reflecting on our journey, I am heartened by how far we have come in building an inclusive society and enabling lives. When SG Enable was established in 2013, our initial mandate was to strengthen the employment ecosystem for persons with disabilities. Today, as Singapore's focal agency for disability and inclusion, we work across sectors to support persons with disabilities and their caregivers in navigating life with dignity and independence.

Guided by the Enabling Masterplans, we have delivered initiatives that have shaped the national inclusion landscape. The Enabling Village, launched in 2015, embodies our work ethos—bringing together resources and expertise from the people, public, and private sectors to create inclusive spaces and pioneering social innovations. Recognised both locally and internationally, it stands out not just for its universal design but for its lasting community impact. In 2020, we began preparing for its extension with spaces and programmes to better address post-18 needs and support future care planning—ensuring it remains a beacon of inclusion for generations to come.

We introduced the Enabling Mark to encourage inclusive hiring and grow a network of progressive employers, and established the Enabling Academy to promote lifelong learning and strengthen support networks. Tech Able, our assistive technology centre co-managed with SPD, enables persons with disabilities to gain greater independence through technology access, training and assessment. Its recognition by the Zero Project is a testament to its innovation and real-world impact in improving everyday independence and participation.

Our public education movement, i'mable, continues to foster a society that celebrates abilities and equip individuals with the knowledge, skills and confidence to interact with and include persons with disabilities in everyday life. Campaigns like #UnAwkward have earned creative industry recognition, helping to reshape perceptions and spark inclusive conversations in fresh, relatable ways.

These milestones are underpinned by our commitment to build sector capabilities—through initiatives like the Enabling Lives Initiative Grant supported by Tote Board—and our expanded mandate as the national focal agency since 2020. We remain focused on empowering persons with disabilities across life stages—moving beyond access, towards full participation and belonging.

As SG Enable enters its next phase, Enabling Beyond is both a culmination and a call to action. It challenges us to go further—to innovate, to collaborate, and to continue walking alongside the disability community on this ongoing journey of inclusion.

This progress has only been possible because of the many who have journeyed with us. I am deeply grateful to our partners across government, the social service sector, employers, donors, and the disability community for your trust and collaboration. To the Board, leadership team, and staff—thank you for your unwavering commitment and belief in our shared purpose.

As I pass the baton, I do so with deep pride and immense hope. The path ahead holds new possibilities, and I am confident SG Enable will continue to serve and lead with purpose and heart.

**Ku Geok Boon**

Chief Executive Officer

*(till 3 December 2024)*

## **Enabling Beyond: SG Enable's Next Decade**

When I joined SG Enable in late 2023, I found myself stepping into an organisation deeply rooted in purpose and possibility. It has been a privilege to lead the organisation through a remarkable period of growth and transformation. As we mark over a decade of championing disability inclusion in Singapore, we enter our next chapter with renewed clarity and bolder ambitions.

Disability inclusion is not the work of one person or one organisation. It is a collective journey – one that begins with recognising the dignity and potential of every person with disability and continues through the daily work of building a society where individuals and their families feel seen, supported, and empowered to thrive.

As Singapore's focal agency for disability inclusion, we continue to strengthen the eco-system of support by catalysing cross-sector collaborations and activating community-led solutions. This past year, we deepened our presence in the heartlands with two new Enabling Services Hubs in Jurong and Punggol, complementing the first hub in Tampines. We also scaled efforts such as CaringSG's Project 3i, reflecting our belief that caregivers are a vital part of the inclusion journey. These milestones reflect the power of community, where organisations and individuals unite in shared purpose to care, advocate and act.

Our firm belief in the power of inclusion and accessibility extends beyond Singapore. We are proud to shape global conversations, from organising the inaugural Zero Project Asia-Pacific Symposium in Singapore, to participating in the Conference of State Parties to the United Nations Convention on the Rights of Persons with Disabilities in New York, and the Zero Project Conference in Vienna. These platforms reaffirm that Singapore's commitment to disability inclusion can inspire broader change and position Singapore as a thought leader in the global inclusion movement.

Our accomplishments over the last decade have been shaped by the dedication of many. I extend my deep appreciation to our Founding CEO Ms Ku Geok Boon, who stepped down from her role after 11 years of building SG Enable into a trusted institution with strong foundations.

As we look ahead, our mission remains unchanged – to enable persons with disabilities to live, learn, work and play in an inclusive society. The recommendations by the Taskforce on Promoting Inclusive Employment Practices and the Taskforce on Community Living for Persons with Disabilities have set the stage for systemic shifts in the sector. We will step up our efforts to strengthen the post-18 pathways and the caregiver support ecosystem, alongside enhancing the sector's capability and capacity through long-term planning and sustained collaborations.

A key highlight in 2025 will be the 10th Anniversary of the Enabling Village. More than a physical space, the Enabling Village is a symbol of what is possible when purpose, community, creativity and innovation come together. A new four-story extension building set to open in 2025 will expand not only our footprint, but also the possibilities we co-create with our partners.

As we embrace the journey ahead, our vision and commitment remain steadfast. We will continue with our relentless efforts to shape a Singapore where persons with disabilities and their families are empowered to thrive in an inclusive society.

**Lee May Gee**

Chief Executive Officer

*(from 4 December 2024)*

## Board of Directors and Management

### Board of Directors

**Mr Moses Lee (Chairman)**, Chairman, Special Needs Trust Company

**Ms Dilys Boey**, Chief Executive Officer, Workforce Singapore

**Mr Chern Siang Jye**, Assistant Chief Executive, Agency for Integrated Care

**Ms Gan Ai Im**, Managing Director, Head, Group Wholesale & Markets, Marketing, United Overseas Bank

**Mr Gan Seow Kee**, Deputy Chairman, Singapore LNG Corporation

**Dr Haslina Mohamed Hassan**, Senior Educational Therapist and Counsellor, MindChamps Allied Care

**Ms Sybil Lau**, Director and Board Member, Dalio Family Office Singapore

**Ms Lee May Gee (Ex-officio)**, Chief Executive Officer, SG Enable (*from 4 December 2024*)

**Ms Cynthia Leow**, Senior Director, Family & Child Development Policy, Ministry of Social and Family Development

**Dr Lim Hong Huay**, Founder & Emeritus Chair, CaringSG

**Mr Neo Sing Hwee**, Global Client Service Partner, Government & Public Sector, Ernst & Young Advisory

**Mr Michael Ngu**, Chief Executive Officer, architects 61

**Mr Peter Tan**, Retired Principal

### Audit and Risk Committee

Mr Neo Sing Hwee (Chairman)

Mr Chern Siang Jye

Mrs Clara Goh (till 31 December 2024)

### Finance and Development Committee

Mr Gan Seow Kee (Chairman)

Ms Gan Ai Im

Ms Sybil Lau

### Human Resource Committee

Mr Moses Lee (Chairman)

Mr Peter Tan

Mr Xie Yao Quan (till 31 December 2024)

## Management

### Chief Executive Officer

Ms Ku Geok Boon (till 3 December 2024)

Ms Lee May Gee (from 4 December 2024)

### Deputy Chief Executive

Mr Ron Loh

*Thank you to our outgoing Board of Directors for their service:*

**Mrs Clara Goh**, Deputy Chief Executive, Office of the Chief Justice, Singapore Courts

**Ms Ku Geok Boon (Ex-officio)**, Chief Executive Officer, SG Enable (*till 3 December 2024*)

**Mr Xie Yao Quan**, Chief Executive Officer, Quantedge Foundation (Singapore)

## 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 – 29 February 2024 to 28 February 2027

### Registered address

20 Lengkok Bahru, #02-06, Singapore 159053

### External auditor

KPMG LLP

### Company Secretary

Toh Lei Mui

Boardroom Corporate & Advisory Services Pte Ltd

## Disclosure of Conflict of Interest

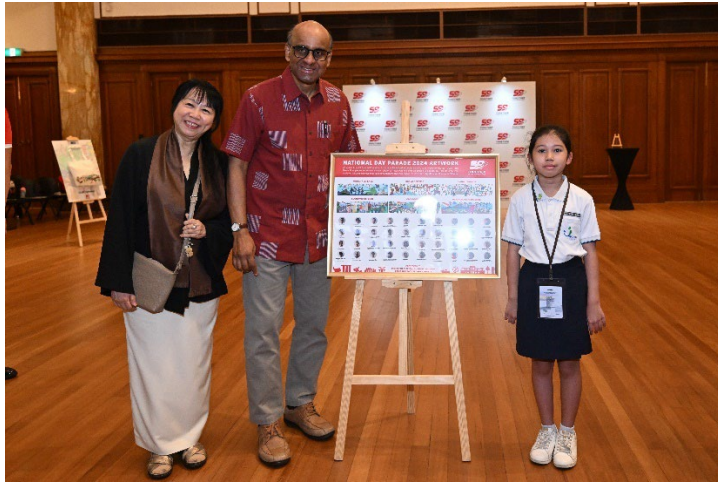
*SG Enable's constitution states that whenever a Board Director has an interest in any transaction, project or matter, the Director shall disclose the nature of his interest before the discussion and should not participate or vote on the matter. SG Enable also has in place a policy for conflicts of interest to ensure that Board directors and employees act independently and in the best interests of the Company, as well as to avoid conflicts of interest which 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.*



## FY2024 Milestones

### April 2024 – March 2025

1. [Launch of Y+ Partnership](#)
2. [NDP Pack Launch 2024](#)



3. [MOU with The Ascott Limited](#)

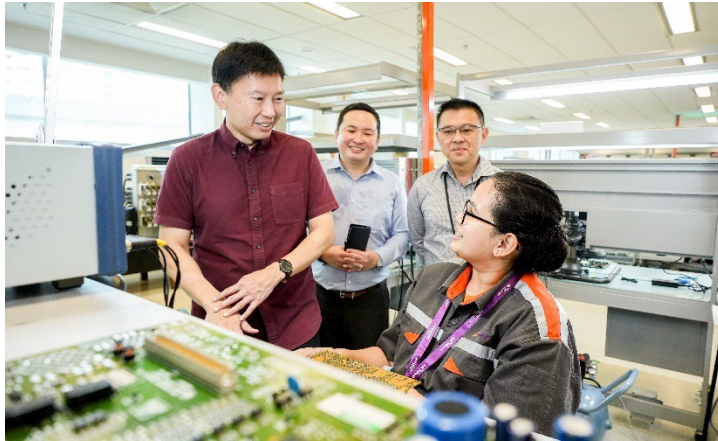


4. [Taskforce Recommendations on Inclusive Employment and Community Living](#)
5. [Launch of Enabling Skills and Competencies Framework](#)





6. [Launch of Enabling Pathway Programme](#)



7. [Launch of Tech4Good Programme](#)

8. [Inaugural Zero Project Asia Pacific Symposium 2024](#)



9. [Boston Consulting Group x SG Enable White Paper on Inclusive Hiring](#)

## Inclusive Society

To realise our vision, 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 work aligns with recommendations in the Enabling Masterplan 2030, which guides efforts to create a more inclusive Singapore by 2030. For example:

- We supported the formation of the **Public Education Standing Committee** to guide efforts in fostering positive attitudes towards persons with disabilities and inclusion. We also continued working with public transport agencies and operators to advocate greater disability inclusion in public transport.
- To further inclusive hiring, we launched the **Enabling Pathway Programme** with three partners: SIM People Development Fund, Institute of Technical Education, and SBS Transit. We also celebrated a record number of inclusive employers at our **Enabling Mark Awards Ceremony**.
- To enhance support in inclusive employment and independent living, new initiatives and recommendations were announced by the **Taskforce on Promoting Inclusive Employment Practices** and **Taskforce on Community Living for Persons with Disabilities**. This includes the launch of the Job Coach Career Map under the Enabling Skills and Competencies Framework, as well as the piloting of the Enabled Living Programme and Home Support Programme.



An inclusive society where persons with disabilities are a part of us, not apart from us.

This is a place where they all belong; where abilities are recognised, diversity is respected, and everyone is celebrated as an integral member of the community.



## Advocate

### Integrating Persons with Disabilities as Valued Members of Society



As advocates, we encourage positive change in how people think about and interact with persons with disabilities, one connection at a time. By highlighting the talents of persons with disabilities, we champion awareness and inclusion, inspiring the public to turn understanding into supportive action.

We believe everyone can spark change, uniting to build a society where every individual is empowered to contribute to inclusivity. A society where we look beyond differences to connect, support, and explore possibilities together.



## Creating Awareness

### i'mable x National Day

**6** NDP artworks created by **40** persons with disabilities from **22** Special Education Schools

### Enabling Lives Festival

**More than 3,500** attendees

**More than 60** partners

**More than 40** programmes across 10 locations

### Bridging Understanding between People

**More than 16,000** individuals signed up to become Caring Commuter Champions

### Learning Journeys

**125** Enabling Village tours

**5,479** visitors to Tech Able

## Goh Chok Tong Enable Awards

The **Goh Chok Tong Enable Awards (GCTEA) Ceremony** was held on 3 December 2024 at Marina Bay Sands Expo and Convention Centre, recognising 13 exceptional individuals across two categories. GCTEA (Achievement) awardees each received \$10,000, while GCTEA (Promise) awardees each received \$5,000.



*GCTEA was graced by President Tharmar Shanmugaratnam, ESM Goh Chok Tong, and SPS Eric Chua.*

Launched in 2019 with Tote Board as its Founding Sponsor, GCTEA is an initiative by the **Goh Chok Tong Enable Fund (GCTEF)** administered by SG Enable. The Awards celebrate the extraordinary achievements of persons with disabilities.

### GCTEA (Achievement) Awardees

- Ms Cassandra Chiu
- Mr Pek Kian Aik (Alan)
- Mr Andrew Tay Kiam

### GCTEA (Promise) Awardees

- Ms Amal Husnah Jamaludin
- Mr James Ethan Ang Kai Meng
- Ms D G Carole Ann
- Mr Nicholas Hee
- Mr Seah Guan Yi
- Mr Sim Yu Xiang
- Mr Tan Chern Maximillian
- Mr Tan Eng Kiong Benson
- Ms Tan Yee Ting, Jeralyn
- Mr Toh Kok Peng

Our congratulations to the award recipients, and appreciation to the evaluation panel chaired by SG Enable board member Mr Michael Ngu, CEO, architects 61, and comprising Ms Tham Loke Kheng, CEO, Mediacorp and Mr Andre Oei, Special Assistant to Emeritus Senior Minister Goh Chok Tong.

### Passionate Advocates Who Champion Disability Inclusion

We greatly appreciate our Enabling Volunteers, who include our past GCTEA awardees and corporate volunteers. In July 2024, five of our iChamps actively participated in the Volunteer Festival, as part of the Ministry of Social and Family Development's Year of Celebrating Volunteers. They created disability awareness content and volunteered at the disability education booths to foster greater understanding and connections at the Volunteer Festival.

Donate to GCTEF here: <https://www.gctenablefund.sg/support-us/donate-today/>

## Painting a Collective Vision of an Inclusive Singapore



We partnered with Temenggong Artists-In-Residence to co-create six artworks for the 2024 National Day Parade (NDP) packs with 40 talented student artists from 22 special education schools. As part of our i'mable public education initiative, the artworks expressed their perspectives on Total Defence and the students' well wishes for the nation's 59th birthday, beautifully illustrating the strengths, aspirations, and shared experiences that define us as Singaporeans.

### Display of NDP artworks at NS Square

In support of i'mable, the NDP artworks have been showcased at NS Square, the upcoming permanent venue for NDPs located at the former site of The Float @ Marina Bay. The six art pieces ran across the length of the hoardings at NS Square. The artworks injected vibrancy to the space while reflecting the artists' individual aspirations and collective vision of a society that embraces inclusivity.

View NDP artworks from past years here: <https://www.sgenable.sg/your-first-stop/community-integration/imable/collaborations-events#NDP>

## Advocating Inclusion through Engagement



### Enabling Lives Festival

The Enabling Lives Festival was back with its fourth edition, bringing the spirit of inclusion to 10 locations across Singapore. The four-day festival kicked off on 30 November 2024 with the Enabling Village Open House, graced by Mr Eric Chua, Senior Parliamentary Secretary for Social and Family Development and then-Senior Parliamentary Secretary for Culture, Community and Youth. As a key part of SG Enable's Public Education strategy, this year's festival brought the disability community's talents to the foreground in over 40 programmes, made possible with the collaboration of more than 60 partners. A welcoming space was created for persons with disabilities and the public to engage and break down barriers through shared experiences and meaningful connections.

i'mable Gift Market, a highlight of the festival, featured products by 32 i'mable Collective members (Social Service Agencies, Social Enterprises, Independent Artists, and Partners), who engaged over 350 persons with disabilities in the creation process.

This year's market also saw new offerings, including specially-designed gift wrappers and co-facilitation of a macrame workshop by persons with disabilities. In addition, persons with disabilities were trained and employed by an events company to support booth set-up at the market. Through the generous support of the public and our partners, the market generated over \$36,000 in sales in just one day.

The festival culminated on 3 December 2024 with the Goh Chok Tong Enable Awards Ceremony, marking the International Day of Persons with Disabilities and our commitment to build an inclusive society where individuals of different abilities are valued.



## Public Education Standing Committee

To strengthen our public education efforts and support integrated communications in line with the Enabling Masterplan 2030, a Public Education Standing Committee was established in 2024. The committee is co-chaired by Mr Eric Chua, Senior Parliamentary Secretary for Social and Family Development and then-Senior Parliamentary Secretary for Culture, Community and Youth, and Mr Adrian Tan, Chairman, The Ad Planet Group. Members of the committee, which include our iChamps Mr Josh Tseng and Ms Theresa Goh, bring diverse expertise to guide the strategic direction of the i'mable public education initiative and shape narratives on disability and inclusion. This helps amplify the positive impact on public attitudes, actions, and support for persons with disabilities.

## Igniting Change: The Public Education Call for Proposals

As part of our efforts to build a more inclusive society, we launched our very first Public Education Call for Proposals in 2024. This initiative aims to create a positive shift in mindsets and empower communities through collaboration with persons with disabilities, ultimately fostering positive attitudes, enhancing public interaction and support, and inspiring everyday actions that champion inclusion.

Eight projects were funded under the initiative, focusing on different aspects of disability inclusion. Some projects raised public awareness and encouraged inclusion, while others concentrated on fostering inclusive workplaces and developing the capabilities of persons with disabilities to thrive professionally. Another significant effort among the projects was a collaboration between SG Enable and Design Singapore Council, where students and educators from four different schools worked on design thinking projects to cultivate understanding and inclusive communication through educational play and innovative solutions.

## The Enabling Village: Powering Inclusive Change

### Building Community with More Inclusive Programmes



The Enabling Village broadened its reach through a range of engaging and inclusive programmes, driven by collaborations and the launch of our Invitation for Programmes (IFP) initiative in November. Highlights included “Movie Under the Stars”, a sensory-friendly and wheelchair-accessible outdoor movie screening with audio descriptions, an inspiring ParaChess showcase promoting chess for persons with disabilities, and a lively Dancesport outreach with Special Olympics Singapore to encourage volunteers to become dance guides for persons with intellectual disabilities.

Other programmes like the pre-loved charity bazaar hosted by Pasar Glamour, interactive storytelling sessions and puppet shows, created opportunities for connection and celebrated inclusivity in various forms.

### Breaking Barriers: A Multi-Sensory Journey for the Visually Impaired

In February 2024, the Enabling Village hosted the first session of “Accessible Sights”, a multi-sensorial pilot programme organised by Beyond Vision International and Trigger Design Studio. Supported by facilitators with visual impairment from the Singapore Association of the Visually Handicapped and Guide Dogs Association, as well as student volunteers, participants explored the space using an interactive system that combines tactile prints with touch-activated audio. With audio-tactile guidebooks and tactile plaques, participants experienced the Enabling Village in new ways by forming vivid mental images through touch and sound.

This pioneering programme pushed boundaries by enhancing spatial navigation to make it inclusive and accessible, and paved the way for similar tours at Gardens by the Bay. It was about more than just getting around; it enabled the visually impaired community to truly experience and connect with spaces around them.



## Championing Inclusive Communities and Spaces

### Creating a Caring Commuting Culture

As part of the Caring SG Commuters Committee, we continue to work with public transport agencies and operators — the Land Transport Authority, Public Transport Council, Tower Transit Singapore (TTS), Go-Ahead Singapore (GAS), SMRT, and SBS Transit — to promote inclusive public transportation.

We have also been a resource partner for the Caring Commuter Champion Practical Course piloted by TTS. Our Enabling Academy conducted Train-the-Trainers workshops for frontline employees of TTS and GAS, empowering them to impart practical knowledge to new Caring Commuter Champions in supporting commuters with disabilities.



*Awards were presented by Guest of Honour Mr Chee Hong Tat, then-Minister for Transport and then-Second Minister for Finance. The event was also graced by Mr Baey Yam Keng, then-Senior Parliamentary Secretary, and Ms Janet Ang, Chairperson of the Public Transport Council and Caring SG Commuters Committee.*

In recognition of their voluntary efforts within the community, our iChamps, Kishon, Sheldon, and Dennis, received the Caring Commuter Champion (Inspirer) Award at the Caring Commuter Award 2024 Ceremony.

### Promoting Inclusivity through Architecture

In support of SG Enable, SAA Architects designed “sh(rub)house”, a temporary urban pavilion installed at Kampong Glam as part of Singapore Archifest 2024. The structure raised public awareness of disability inclusion through augmented reality and immersive 3D experiences, with interactive content provided by us. It also prompted reflection on how our society can better connect with the disability community.

### Marching as One at the Purple Parade

We are proud to continue our participation in The Purple Parade in 2024, a national movement celebrating the abilities of persons with disabilities. Our 100-strong contingent, including staff, iChamps, caregivers, and friends, marched through Suntec City in support of disability inclusion.

Persons with disabilities and caregivers got to learn more about our services and programmes at our Enabling Services Hub booth. Caring SG Commuters — a partner of ours — also joined this year’s parade, promoting gracious and inclusive commuting through games at their booth.

## Catalyst

### Integrating Ideas and Expertise to Accelerate Change



*Catalyst* — an agent that provokes or speeds up significant change or action. We are the catalyst for real change and positive impact.

We accelerate change by bringing people, talents and resources together to create new ideas and spark innovative solutions. Every small idea holds the potential to grow into something impactful, driving greater social acceptance and inclusion for persons with disabilities.

By collaborating with stakeholders and harnessing technology, we help turn these ideas into activators of change and collective impact.



## Fostering Innovations

### Catalysing New Solutions

#### *Enabling Lives Initiative Grant*

**More than \$10 million** committed to **15** projects that aim to benefit **1,500** persons with disabilities and caregivers

#### *Caregiver Empowerment Fund*

**More than \$49,600** disbursed to support **13** projects that benefited **1,083** caregivers

### Creating Enterprise Opportunities

#### *i'mable Collective*

**More than \$1,030,000** in sales of merchandise and commissioned products since inception

#### *i'mable Gift Market*

**32** members of i'mable Collective showcased products

**More than \$36,000** in sales generated

### Promoting the Adoption of Assistive Technology

**170** digital developers and designers from **7** organisations trained in e-accessibility

### Forging International Partnerships

**More than 300** people reached through the Zero Project Network

**13** countries represented at the Zero Project APAC Symposium 2024

**More than 220** foreign delegates hosted at Enabling Village

## Driving Inclusion on a Bigger Stage

At the heart of the Zero Project Asia Pacific Symposium is a shared belief that we can create a more inclusive society when we come together to exchange ideas and champion action. Co-hosted by SG Enable and the Zero Project, the inaugural two-day event held in November 2024 kicked off with the biennial Inclusive Business Forum. More than 300 participants from 13 countries gathered to explore how inclusive practices in employment, technology, the arts, and other fields can advance disability inclusion. The symposium also sparked cross-border collaborations to create more inclusive ecosystems across the region.

The Zero Project research publication, “Champions of Inclusive Spaces”, was launched during the symposium. Eight outstanding accessibility projects and two urban planning initiatives were highlighted in the report, including two of Singapore’s landmarks — our own Enabling Village and the Punggol Regional Library — featured as models of universal design and inclusive public spaces.

Read the Champions of Inclusive Spaces report here: <https://zeroproject.org/news/article/new-report-champions-of-inclusive-spaces>

A key moment at the symposium was the signing of a Memorandum of Understanding by SG Enable, the Singapore Land Authority (SLA), and the Real Estate Developers’ Association of Singapore. This tripartite partnership combines strengths from the public and private sectors to improve accessibility and create a more inclusive built environment for persons with disabilities. With SLA’s geospatial expertise, barrier-free access routes will be mapped and made available on the OneMap app, allowing persons with disabilities to navigate Singapore with greater independence.

*“This event reflects Singapore’s commitment to a more inclusive society and opens doors for the Asia Pacific community to learn from one another’s successes and challenges. Through such collaborative efforts, accessible infrastructure, inclusive employment, and supportive communities can be further developed.”*

*— Mr Eric Chua, Senior Parliamentary Secretary for Social and Family Development and then-Senior Parliamentary Secretary for Culture, Community and Youth*

## Inclusive Spaces Learning Journey



To enrich their experience, participants went on learning journeys on the second day of the symposium. By visiting key attractions such as Gardens by the Bay, Punggol Regional Library, Sentosa, the Science Centre, and the Esplanade via public transportation, they got to see firsthand how public spaces are made inclusive for persons with disabilities by blending universal design with accessibility.

Catch up on the Zero Project Asia Pacific 2024 here: <https://www.sgenable.sg/zero-project-apac>

## Thought Leadership on Disability Inclusion

We continued to advance disability inclusion on local and global stages by demonstrating our thought leadership through strategic engagements and collaborations.

### Zero Project Conference 2025

As Zero Project's strategic partner in Asia Pacific, we participated in the Zero Project Conference 2025 for the second year in a row. Held at the United Nations Office in Vienna, this year's conference focused on innovative solutions for disability inclusion in employment and ICT. Our CEO, Ms Lee May Gee, spoke at two panel discussions, where she highlighted the importance of regional collaborations for disability inclusion and introduced Enabling Village as a key example of inclusive spaces.

We also contributed our thought leadership in disability-inclusive employment by introducing the Enabling Mark to global stakeholders, and exchanged valuable insights on accessible technology solutions, inclusive education and data practices.

### United Nations Convention on the Rights of Persons with Disabilities



*Singapore's delegation led by SPS Eric Chua*

We had the honour of joining Singapore's delegation to the 17th Conference of State Parties to the United Nations Convention on the Rights of Persons with Disabilities (CRPD), held in New York in June 2024. Headed by Mr Eric Chua, Senior Parliamentary Secretary for Social and Family Development and then-Senior Parliamentary Secretary for Culture, Community and Youth, the delegation brought together voices of other representatives from the Ministry of Social and Family Development, SPD, and our iChamp, Mr Josh Tseng.

In his delivery of the national statement, SPS Eric Chua reaffirmed Singapore's commitment to disability inclusion under CRPD's goals and the progress made under the Enabling Masterplans. Representing SG Enable, then-Deputy Director for Strategy & Planning, Ms Hemavalli Padmanathan, shared how we drive equity for persons with disabilities through our expertise as well as innovative and collaborative approaches. As a disability advocate, Mr Tseng also contributed his perspectives by speaking from lived experiences at a roundtable on inclusive employment.

Along with the delegation, we connected with representatives from other countries over meaningful conversations. This opened doors to the exchange of ideas, learnings from international practices and future collaborations to further our shared goals for an inclusive world.



## Singapore Healthcare Management 2024

At the Singapore Healthcare Management 2024 Congress in August, we had the opportunity to contribute to a conversation on building an accessible and inclusive healthcare system.

Our Director of Communications & Partnerships, Ms Chia Ai Ling, spoke alongside Founder & Executive Director of Happee Hearts Movement, IDHealth, Dr Chen Shiling, as well as our iChamp and Director of Digital Accessibility Services, Etch Empathy, Mr Josh Tseng, in a panel discussion on inclusive patient care for persons with disabilities.



The event culminated in Professor Kenneth Kwek, then-Chief Executive Officer of SGH and Deputy Group Chief Executive Officer (Digital Health) of SingHealth, committing to championing disability inclusion across all SingHealth institutions.

## Leading Dialogue on Sustainable Tourism

To extend our thought leadership across all sectors, we shaped conversations on what it means to make tourism inclusive and how championing disability inclusion is a future-ready strategy that benefits everyone.



Representing SG Enable at the Sustainable Tourism Conversations 2024 in September, our Director of Employment & Employability and Service Development (Employment), Mr Edward Chew, joined the panel discussion for Accessible & Inclusive Tourism. He illustrated our collaborations with key partners in the hospitality sector and how such efforts have supported persons with disabilities through advancing inclusive hiring and creating opportunities for meaningful leisure experiences.

We also participated in the Global Sustainable Tourism Conference 2024 held in November at Sentosa, where our founding CEO, Ms Ku Geok Boon, shared SG Enable's framework for building a more accessible, disability-inclusive and sustainable tourism ecosystem.

## Thought Leadership on Disability Inclusion

### xFutures Design Forum 2024: Inclusivity by Design

In October, the Enabling Village played host to the xFutures Design Forum 2024: Inclusivity by Design as part of Singapore Design Week 2024. Co-presented by Orcadesign Consultants and Sony, the forum brought together designers and innovators to explore how integrating inclusivity into design can enhance the accessibility of spaces, products and services.

As part of the panel of speakers, our Assistant Director (Accessibility and Assistive Technology), Mr Alvin Tan, shared his insights on user-centric design in assistive technology and accessibility as well as the importance of engaging persons with disabilities in the design process. This forum reaffirmed SG Enable's role as a catalyst for inclusive design and go-to resource partner for designers committed to creating with accessibility in mind.

### Boston Consulting Group x SG Enable White Paper on Inclusive Hiring

As the focal agency for disability and inclusion in Singapore, SG Enable is happy to have supported Boston Consulting Group for their report on neurodiversity and unlocking neurodivergent individuals' potential in workplaces. Insights from the report shed light on how recognising the diverse strengths and talents of persons with autism can help companies foster more inclusive and supportive workplace cultures.

## Forging Relationships Beyond Borders

Throughout the year, SG Enable hosted foreign delegates from Brunei, Malaysia, Thailand and other countries with guided tours around the Enabling Village and sharing sessions. These visits offered opportunities for the delegates to gain insights on Singapore's initiatives to empower persons with disabilities through accessible design and infrastructure, assistive technology and inclusive employment pathways. We also exchanged best practices with them and played our role in catalysing the advancement of disability inclusion in global communities.



*Our founding CEO, Ms Ku Geok Boon, hosting the delegation from Brunei's Ministry of Culture, Youth, and Sports. The delegation was led by His Excellency Dato Seri Setia Haji Awang Nazmi Bin Haji Awang Mohamad, Minister of Culture, Youth and Sports, and Her Excellency Hajah Nor Ashikin Binti Haji Johari, Permanent Secretary (Community).*

## Catalysing Social Innovations

We launched our first grant call for the third tranche of the **Enabling Lives Initiative Grant (ELI)** in 2024, which focuses on the theme “Thriving in the Community, Uplifting with Care”. The third tranche of ELI, which runs from 2024 to 2028, includes an Incubation Phase for shortlisted applicants to enhance their proposals through funded design-thinking workshops and coaching sessions that allow them to network with fellow changemakers. During this phase, applicants will be able to better develop their disability innovation ideas to address challenges persons with disabilities face and improve their quality of life.

More than 60 submissions were received, and we committed over \$10 million to 15 projects that aim to benefit 1,500 persons with disabilities and caregivers.

### Highlights of Funded Projects

#### SPD: DAC Without Walls

SPD’s DAC Without Walls (DWW) programme redefines the traditional role of day activity centres (DACs) by extending services into the community through volunteer-led programmes. This approach bridges the gap between centre-based care and community-based opportunities, enabling persons with disabilities to build life skills, explore vocational training, and gain confidence in public and workplace settings.

By encouraging interaction with and integration into the wider community, DWW enhances the community living skills of persons with disabilities and offers a scalable model that other DACs could possibly adopt.

#### Bizlink: E-commerce Last Mile Fulfilment Train and Place

To help persons with disabilities find meaningful work in the growing e-commerce fulfilment sector, Bizlink’s structured skills training and employment programme provides simulation-based learning of the logistics chain, from order processing to delivery operations. The programme also provides opportunities for trainees to be employed within e-commerce businesses after training, empowering them to be more financially independent.

As a key partner for the Enabling Business Hub, Bizlink is also extending these opportunities to western Singapore, making jobs more accessible for persons with disabilities.

*“I think DWW is excellent, and my daughter is genuinely happy to attend this programme. I have noticed her increased initiative and improvement. She is happier and exhibits more patience, which extends even at home where she actively takes care of me.”*

— Mr Alan Lim, father of 41-year-old DAC client Ms Lin Yu An, who was diagnosed with congenital cerebral palsy

## Pioneering Initiatives for Inclusion

### Fashioning Inclusivity with Capsule Collection

In November 2024, the **i'mable Collective** teamed up with the Singapore Fashion Council to launch a special capsule collection that blended inclusion with sustainable fashion. Crafted using recycled and upcycled materials, the collection was showcased at then-Design Orchard, drawing strong media attention and public support, and generating more than \$18,000 in sales. Through this collaboration, more than 40 persons with disabilities were trained and employed using the 'Train-and-Place' and 'Place-and-Train' models, which provided tailored training and job opportunities to expand employment pathways for them to venture into the creative industry.



A handcrafted macramé collection was brought to life by a collaboration between Hidayah from MINDS and Lu-Lyn from Bound Designs. In a feature video by Our Grandfather Story, the pair reflected on their shared journey in inclusive crafting.

Watch the OGS video here: <https://www.youtube.com/watch?v=ZwNWZ3v601M&t=7s>

### Fostering Workplace Inclusivity with Tech4Good Programme

At the Tech Talent Assembly Awards & Dinner 2024 in November, Mr Tan Kiat How, Senior Minister of State for Digital Development and Information and National Development, unveiled the Tech4Good Programme.

The programme is a partnership between Tech Talent Assembly and SG Enable, aimed at training persons with disabilities and providing them with job placement support in technology careers, as well as guiding organisations in building more inclusive workplaces. This helps build a more inclusive future for the sector.

### Growing Community Engagement through Y+





Imagine a powerful team-up that expands the range of post-18 options for persons with disabilities and their caregivers transitioning from special education. The Y+ initiative offers just that. Launched in June 2024, the event was graced by Guest of Honour Ms Denise Phua, Member of Parliament of Jalan Besar GRC and Mayor of Central Singapore District.

Supported by SG Enable, Y+ is jointly spearheaded by the Metropolitan YMCA (MYMCA), YMCA of Singapore (YMCA), and YWCA of Singapore, providing community-based pilot programmes. From urban farming and inclusive dancing to weaving, Y+ fosters meaningful engagement within the community and promotes well-being.

Beyond activities, Y+ deepens its impact through a “Work Hardening” pilot between YMCA and MYMCA, where interns with disabilities get to gain work experience and even secure employment.

### Launch of e-Accessibility Playbook for Digital Inclusion

In an increasingly digital world, it is crucial that online information and services are inclusive for all. Recognising this, we developed the e-Accessibility Playbook for Digital Inclusion in collaboration with Etch Empathy. Launched in May 2024, this practical guide helps organisations and content creators bridge knowledge gaps in digital accessibility by providing insights into the digital needs of persons with disabilities as well as principles for designing accessible online platforms and content.

Access the Playbook here: <https://www.sgenable.sg/your-first-stop/accessibility-assistive-technology/accessibility#playbook>

### Empowering Caregivers Together

Ground-up and heart-led, our Caregiver Empowerment Fund (CEF) supports initiatives that spark change through building stronger peer support networks, equipping caregivers of persons with disabilities with skills and resources to take charge of their caregiving journeys, and improving their well-being.



In the past year, more than half of the CEF projects launched were led by caregivers themselves, marking a powerful shift towards community-led advocacy to co-create sustainable solutions.

One such changemaker is caregiver Mr William Tan, who founded the Thriving Parents Group (TPG). With CEF's support, he has expanded the reach of TPG programmes such as bonding events and educational webinars.

## Enabler

### Integrating Resources to Build a Robust Ecosystem



As the sector enabler and specialist agency for inclusive employment in Singapore, we impart our skills and know-how to our close network of strategic partners and connect them to the relevant expertise and resources. With the funding we administer and the best practices we share, sector stakeholders can leverage their own strengths and build capabilities in other aspects. This empowers them to deliver quality services and programmes and better serve persons with disabilities and their caregivers.

On this journey towards inclusion, we will join hands with our partners and walk alongside them to enable persons with disabilities to thrive in an inclusive society.

## Strengthening Capabilities

### Enhancing Training and Employment

**4,351** inclusive employers trained

**233** disability employment professionals trained

### *Enabling Mark Awards 2024*

**98** accredited inclusive employers

**9** Platinum, **14** Gold, **75** Silver

### Promoting Accessibility, and Inclusive Products & Services

**1,047** attendees at consumer inclusiveness workshops

**165** attendees at e-accessibility workshops

**27** corporate partners engaged through consumer inclusiveness efforts

## Honouring Inclusive Employers & Changemakers

The third **Enabling Mark Awards Ceremony** on 15 October 2024 saw a record 110 inclusive employers and inspiring individuals being recognised for their commitment to disability-inclusive employment. Graced by Mr Heng Swee Keat, then-Deputy Prime Minister, as Guest of Honour, and attended by Mr Eric Chua, Senior Parliamentary Secretary for Social and Family Development and then-Senior Parliamentary Secretary for Culture, Community and Youth, the event celebrated our progress in building a more inclusive workforce.



A remarkable total of 98 organisations received the Enabling Mark, our national accreditation that recognises disability-inclusive employers across sectors from Information and Communication Technology and financial services to hospitality and more. Among them, nine organisations were presented with the top accolade, the Enabling Mark (Platinum), for setting exemplary standards in inclusive employment practices. We are encouraged that UOB, which was re-accredited with the Enabling Mark (Platinum) this year, has committed a further \$2 million to continue supporting initiatives for inclusive employment.

Beyond organisational recognition, 12 individuals were honoured with the Changemaker Awards. The award winners included staff who go above and beyond to integrate employees with disabilities and foster an inclusive workplace within their organisations, as well as employees with disabilities who have made commendable efforts and contributions at work.

*“It is also heartening that employers have progressed across the accreditation tiers, affirming the Enabling Mark’s value in providing a learning roadmap for organisations to become more mature in their inclusive practices.”*

— Ms Ku Geok Boon, Founding CEO, SG Enable

View the Enabling Mark Honour Roll here: <https://enablingmark.sg/honourroll>



## Strategic Partnerships in Employment

### Launch of Enabling Pathway Programme

To create more sustainable career pathways for students with disabilities, the **Enabling Pathway Programme (EPP)** was co-created in a Public-Private-People partnership by SIM People Development Fund (SIMPDF), SG Enable, and the Institute of Technical Education (ITE). Launched by Mr Chee Hong Tat, then-Minister for Transport and then-Second Minister for Finance, in September 2024, the three-year partnership has brought SBS Transit (SBST) onboard as its first employer-partner.

EPP connects students to structured internships in high-demand technical roles and supports them in their transition from school to potential employment in growth sectors. Under the programme, 10 ITE students will receive hands-on training through six- to nine-month internships with SBST each year, supported by a \$2,400 Enabling Pathway Award from SIMPDF.

Looking ahead, the EPP will expand across more industries and companies, paving the way for more inclusive job opportunities for students with disabilities.



*Ms Nur Arfa Taqiah Mohamad Noor Azhar, who lives with multiple sclerosis and is hard of hearing, was one of the first batch of students under the EPP. Through the EPP, she secured an internship at SBST's signalling department and was supported by SG Enable's job coach and colleagues who adapted to her needs. After the internship, Ms Arfa went on to pursue a Work-Study Diploma at ITE and became a full-time technician at SBST. Her story is a testament to how tailored support and committed employers can empower students with disabilities to build meaningful careers.*

### Empowering Business through Inclusion

We had the honour of participating in the Community Marketplace at Singapore Apex Business Summit (SABS) 2024, an initiative by the Singapore Business Federation (SBF) Foundation, where we shared perspectives on how inclusive hiring unlocks potential and benefits for both individuals with disabilities and organisations.

Launched by President Tharman Shanmugaratnam, the event brought together business leaders and changemakers to drive social impact in diverse workforces. Among them was one of our Enabling Mark (Silver) recipients, Octopus8, who shared their own inclusive hiring journey and the value of workplace accommodations. We are grateful for our continued partnership with the SBF Foundation in advocating for disability-inclusive employment at SABS 2024 and beyond.

## Strategic Partnerships in Enhancing Experiences & Services

### First Accessible Beach Track

A beach outing is simple for many — but not for those with mobility challenges. That changed in August 2024, with the launch of Singapore's first accessible beach track at Siloso Beach, co-organised by Sentosa Development Corporation (SDC) and SG Enable, and supported by Republic Polytechnic.

This milestone, complemented by the launch of inclusive tours led by persons with disabilities, is a broader push towards inclusive tourism. It builds on the Memorandum of Understanding that SDC signed with the Ministry of Social and Family Development and SG Enable in 2023, to create inclusive job opportunities and leisure experiences for persons with disabilities and their families. We are proud to continue supporting our partners like SDC in making more recreational spaces in Singapore accessible.

### Signing of MOU with Ascott

In June 2024, Ascott Limited signed a landmark Memorandum of Understanding (MOU) with SG Enable to promote disability inclusion in the hospitality industry. This partnership, the first of its scale in Singapore, lays the groundwork for inclusive stay experiences in five key areas: spaces, programmes, digital interfaces, hiring, and training.



*The signing of the MOU was witnessed by SPS Eric Chua as Guest of Honour.*

Extending beyond guest experiences, Ascott and SG Enable will also enhance industry capabilities by providing jointly developed resources and tailored disability inclusion training at the Ascott Centre for Excellence. This equips hospitality professionals with the skills to support a more diverse and inclusive workforce.

Demonstrating their commitment, Ascott collaborated with Chelsea Football Club to host a coaching clinic with football legend Gianfranco Zola for fans, including young beneficiaries from the Singapore Disability Sports Council. The event culminated in a pre-match dinner, where an auction of autographed shirts raised over \$12,000 for the Goh Chok Tong Enable Fund.

## Building Inclusive Retail Experiences with Frasers

We were delighted to participate in Frasers Property Singapore's 'Retail Spark! 2024' held in June. Themed "Sustainability and Inclusion by Design", the event brought together retail partners to explore how design drives inclusion. In a joint presentation, Ms Winnie Lewis, our then-Deputy Director of Communications & Partnerships, and Mr Lee Tze Ming, Founder and Principal Designer of STUCK Design, made a strong case for building disability inclusion into everyday retail experiences. Mr Lee also shared insights from our co-developed Inclusive Design Playbook, which highlights how thoughtful design can create welcoming and accessible environments for persons with different needs.

The event celebrated the impact of Frasers' Inclusion Champions Programme, which has seen over 200 staff and tenants receiving inclusivity training conducted by us. There are now more than 100 stores across 31 brands at Frasers malls offering inclusive services like Calm Hours. We have been a close partner in this journey, supporting the retail sector in moving towards inclusivity.

This partnership continued to climb new heights at the Frasers Tower Vertical Challenge 2024 Singapore Championship, where 500 participants, including 10 persons with disabilities from our partner YMCA of Singapore, scaled 39 storeys in support of the Goh Chok Tong Enable Fund. The event demonstrated the collective strength of our community in making meaningful change.



## Strategic Partnerships in Enhancing Experiences & Services

### Making Retail Spaces Accessible with IKEA Singapore



In reimagining IKEA Alexandra as an inclusive space, the brand partnered with SG Enable to transform it into a more inclusive and accessible store. Guided by feedback from persons with disabilities gathered through focus groups and surveys, the refurbishment introduced gentler slopes, wider aisles and wheelchair-accessible checkout counters — each design shaped by firsthand experiences with real users in mind. IKEA also unveiled a dedicated room setting to show how accessible living can be seamlessly integrated into home furnishings.

Through this partnership, we are encouraged to be one step closer towards building a society where accessibility is part of the blueprint and not just an afterthought.

*“At SG Enable, we are excited by IKEA Alexandra’s commitment to innovation and accessibility in its refurbishment. This goes beyond creating a more welcoming shopping experience, it’s about setting a new standard in retail.”*

— Mr Ron Loh, then-Deputy Chief Executive, SG Enable



## Inclusion on the Move

Since 2019, SG Enable and SBS Transit have been working hand-in-hand to make public transportation more inclusive for persons with disabilities. This year, our training partnership was renewed for another two years, with the goal of empowering more frontline staff like bus captains and customer service officers to interact empathetically and better serve commuters with diverse needs. To date, over 4,700 frontline staff have been trained via 273 sessions. This strong commitment signals an ongoing momentum to make everyday commuter experiences more accessible and respectful for all.

## Sustained Partnership with DBS Foundation

Learning financial concepts and navigating the digital world can be overwhelming for persons with disabilities. Launched in 2023, the Money Matters Programme — by SG Enable and DBS Foundation — equips persons with disabilities and caregivers with essential financial and digital literacy skills.

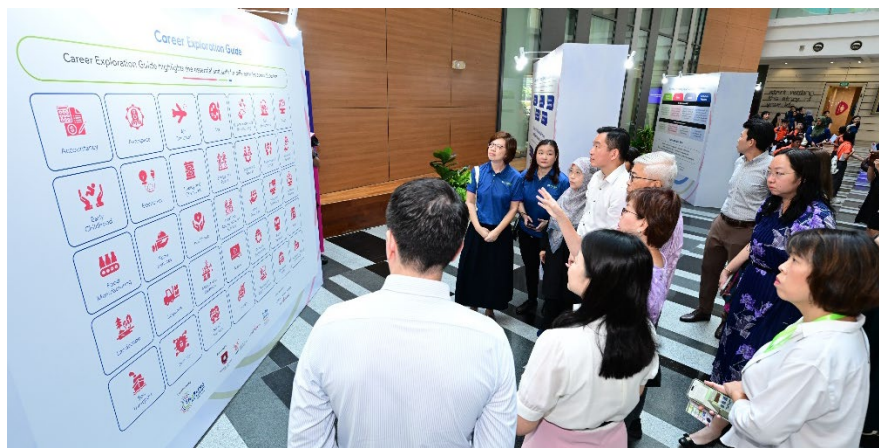
In the past year, 366 participants — including SPED students and post-18 learners — attended sessions led by 558 DBS volunteers.



Through hands-on activities, participants were taught concepts ranging from money awareness and budgeting to online security and banking. These practical skills enable persons with disabilities to live more independently and participate meaningfully in a digitally connected society.

Caregivers also received tailored resources and guidance to reinforce learning at home. With this partnership, we continue to champion lifelong learning and empower persons with disabilities towards greater independence.

## New Taskforce Recommendations



As part of the efforts to realise the Enabling Masterplan 2030 (EMP2030) vision of an inclusive Singapore, the **Taskforce on Promoting Inclusive Employment Practices (TIE)** and the **Taskforce on Community Living for Persons with Disabilities (TCL)** unveiled new recommendations at the **Enabling Academy Learning Festival (EALF) 2024**. These aim to better support persons with disabilities with employment and living independently in the community.

### Launch of Job Coach Career Map

To recognise their critical role as enablers of inclusive employment, one of the taskforce recommendations was to strengthen job coaches' capabilities. To work towards that, SG Enable launched the Job Coach Career Map as part of the **Enabling Skills and Competencies Framework**. The map sets out the essential skills, competencies, and progression pathways to raise professional standards and support job coaches.

#### *What is Enabling Skills and Competencies Framework (ESCF)?*

*Developed by the Enabling Academy, ESCF outlines the core skills and competencies persons with disabilities need for employment and independent living. It also guides caregivers, employers, and disability sector professionals in supporting persons with disabilities through skills development and application, lifelong learning, and training design.*

*Find out more about ESCF here: <https://www.sgenable.sg/your-first-stop/training-consultancy/enabling-academy/Enabling-Skills-and-Competencies-Framework>*

### Expanding Community Living Options

To support independent living for persons with disabilities, SG Enable and the Ministry of Social and Family Development will pilot the **Enabled Living Programme (ELP)** and **Home Support Programme (HSP)** from 2025 to 2028 for those with low to moderate needs.

From end 2025, ELP will offer on-site support — such as life skills coaching and community engagement — for low-income adults with disabilities in designated rental flats. HSP will extend similar support to those living in their own homes from 2026. Both programmes aim to promote independence, community integration, and a better quality of life.

## Advancing Sector Capability

To better serve the disability community, we also partner and work closely with stakeholders in the disability sector to strengthen and build capabilities.

### Enhancing Competencies for Safer Disability Care

Caring for persons with complex needs often means having to face challenging situations, especially when supporting individuals with disabilities as they age. In collaboration with the Ministry of Social and Family Development (MSF), we organised targeted workshops for staff from MSF-funded residential facilities to equip them with the skills to respond with confidence and empathy.

Workshops included the National Council of Social Service's 'Capability Circles: Management of Violence for Residential Staff,' where staff learned strategies to de-escalate tense situations through case studies. Participants also gained insights into assessing and preventing fall risks during the 'Management and Prevention of Falls in Homes' workshop conducted by the National Healthcare Group at Enabling Village. These sessions raised staff capabilities to better understand and meet the evolving needs of residents, including those with disabilities, ensuring safer and more inclusive care.

### Bridging Communication Gaps in Healthcare

Good healthcare starts with effective communication. To break down barriers, we partnered with IDHealth, a community-based and integrated health team by Happee Hearts Movement, to launch the Communication Accessibility Project and develop resources. In the past year, piloted communication tools were enhanced and more than 270 healthcare and disability professionals were trained to use tools such as HealthID templates, educational materials and customised visual supports. These professionals are now more confident about engaging with patients with intellectual disabilities or high-support-needs autism, improving communication in healthcare settings.

With a growing network of trained professionals, this project is striving to make healthcare more accessible. The journey does not end here, as IDHealth has plans to collaborate with our Enabling Services Hubs (ESH) to support GP clinics within the ESH regions, bringing inclusive healthcare closer to persons with intellectual disabilities and their families.

## Enabled Lives

To achieve our vision of enabled lives, we put persons with disabilities at the heart of everything we do. We also support caregivers, their first line of support, by working closely with our partners.

Our work aligns with recommendations in the Enabling Masterplan 2030, which guides efforts to create a more inclusive Singapore by 2030. For example:

- To strengthen the ecosystem of community support for persons with disabilities, SG Enable partnered with SPD and TOUCH Community Services to launch two new Enabling Services Hubs (ESHs). We also supported the scaling up of Project 3i — a caregiver-led initiative by CaringSG — including their expansion of collaboration with ESHs. These efforts bolster the presence and capability of ESHs to better serve our community.
- To improve the affordability of assistive technology and transport services, the Ministry of Social and Family Development has enhanced schemes administered by SG Enable — such as the Assistive Technology Fund, Enabling Transport Subsidy, and Taxi Subsidy Scheme.





Progress starts with a shared vision. And ours is one of a truly inclusive community where persons with disabilities are able to lead independent lives, empowered by gaining access to information and referral services, lifelong learning and employment opportunities, disability support services and grants, and technology.

This builds a holistic support system that enables persons with disabilities to achieve their potential to the fullest.

## Enhancing Training and Employment

955 persons with disabilities benefitted from Job Placement and Job Support services

404 persons with disabilities benefitted from transition-to-work programmes

4,422 training places were curated for persons with disabilities

2,431 persons with disabilities received training

From the school to the community, we work closely with partners to support persons with disabilities and help them thrive in work and life. Whether it is creating employment pathways for students or matching persons with disabilities to meaningful job opportunities, we have geared our efforts towards enhancing the inclusive employment ecosystem.

### Helping Students with Disabilities Transition to Work

Students graduating from special education (SPED) schools have work aspirations like any other student in a mainstream school. We support SPED school graduates with different disabilities in transitioning confidently into the workforce through the **School-to-Work (S2W) Transition Programme**, a collaborative initiative by the Ministry of Education, Ministry of Social and Family Development and SG Enable. Tailored pathways offering training and work options like internships provide the needs-based support students require to nurture their skills for job success.



*One such student who found her place in the workforce is Ms Sharlyne Lee. Joining the S2W programme after graduating from St. Andrew's Autism School, Sharlyne trained in housekeeping and soft skills. With her caregivers and job coach supporting her progress, Sharlyne's confidence blossomed. She was able to navigate her work life more independently and earned herself an internship at Lee Ah Mooi Old Age Home.*

*Her dedication paid off when she secured a full-time role as a general housekeeping assistant after her internship, where she is proudly doing her part in taking care of elderly residents.*

## Bringing Employment Closer to Home

Travelling can be a real obstacle for persons with disabilities when it comes to accessing employment opportunities. We empower persons with disabilities by making training and job support more accessible to them through the **Enabling Business Hub (EBH)**. Here, they can receive on-site employment support like vocational training, job matching and placements — all right where they are.

The EBH helps bridge the gap between the individual's skills and interests, and job opportunities in the region.



*Ms Gien Si Ying, a Metta School alumna, previously faced challenges finding work due to her physical and cognitive conditions. She later enrolled in an E-commerce Fulfilment Training programme at EBH@Jurong, where she mastered inventory and warehouse management. After completing the programme, she successfully landed a job at Loft Logistics Pte Ltd.*

*She now contributes as an Operations Assistant — an inspiring example of how personalised support can lead to sustainable employment close to home.*

## Enabling Academy Learning Festival

This year's Enabling Academy Learning Festival welcomed over 500 participants at the Lifelong Learning Institute, with a vibrant space for persons with disabilities to explore the joy and power of lifelong learning. From exhibitions to trial classes and hands-on activities conducted by Enabling Academy's training partners, the festival was a showcase of inclusive learning in action. Persons with disabilities also had the chance to engage with training partners directly.

Joining the event as Guest of Honour, Mr Eric Chua, Senior Parliamentary Secretary for Social and Family Development and then-Senior Parliamentary Secretary for Culture, Community and Youth launched the Enabling Skills and Competencies Framework at the festival. This marks a key step forward in empowering persons with disabilities in independent living and employment through vocational skills and personal development.

## Enhancing Disability Support and Services

To better serve persons with disabilities, we have worked closely alongside partners like social service agencies and special education (SPED) schools, as well as our funders — the Ministry of Social and Family Development (MSF), Ministry of Education, Tote Board, and Community Chest.



In the past year, we organised two **Community of Practice** sessions to uplift professionals serving in the disability space. The sessions focused on equipping new allied professionals with strategies and best practices to safeguard their safety and manage challenging behavioural issues faced by persons with disabilities.

Recognising the importance of post-18 transitions to care services, we also facilitated 60 open house sessions attended by 730 caregivers, SPED school students and staff.

### Scaling Up Support with Enhanced Schemes

We worked with MSF to increase the monthly per capita household income threshold for several schemes in October 2024, including the **Assistive Technology Fund, Enabling Transport Subsidy (ETS), and Taxi Subsidy Scheme**. These enhancements improve affordability and access for individuals with higher support needs.

The scope of ETS was also expanded in April 2024 to include transport to and from the Enabling Business Hub and Enabling Services Hubs, improving access to community support services beyond school and work.

### Facilitating Learning through Inclusive Play

To support students with disabilities in their learning, we piloted inclusive learning workshops for educators using play dough as a teaching tool. More than 150 participants from four SPED schools and one mainstream school were introduced to innovative ways to adapt play-based activities into lesson plans. Through hands-on exercises, role-playing and case discussions, they explored creative solutions to help students with different disabilities and learning needs overcome challenges.

*“The nature of play dough lends itself nicely to the very real need in ensuring flexibility in our curriculum development, allowing special education teachers to adapt ideas and resources creatively, and cater to their students’ learning profiles.”*

— Ms Morgan, a lead curriculum specialist who participated in the workshop



## Empowering Independent Living

### Schemes Administration

**Around \$522 mil** disbursed to social service agencies

**25** disability programme types supported

**11,685** beneficiaries of Car Park Label Scheme, Disabled Persons Scheme, Persons with Disabilities Concession Card, Taxi Subsidy Scheme, and Enabling Transport Subsidy

**2,662** persons with disabilities received subsidies under Assistive Technology Fund to purchase assistive devices

### Queries & Referrals

**3,183** persons with disabilities referred to child and adult disability services

**1,388** queries addressed

### Goh Chok Tong Enable Fund

**Around \$622,000** dedicated to support persons with disabilities

### Tech Able

**217** clients assessed at Tech Able

**296** clients trained in the use of Assistive Technology

### Enabling Guide

**1,082,159** page views

**202,510** users served

**More than 12,500** sessions on the Post-18 Interactive Guide

### Project 3i led by CaringSG (since inception in 2021)

**More than 4,000** caregivers supported

**More than 160** grassroots volunteers & caregivers trained

## Strengthening Community Support

### Activating the Community

Since launching the first **Enabling Services Hub (ESH)** in Tampines, we have continued to strengthen disability support in the community with the commencement of operations at two new hubs, ESH@Jurong and ESH@Punggol, in July 2024. Shifting away from just being service touchpoints, ESHs also focus on activating regional communities by rallying community partners, volunteers and residents to build an inclusive environment for persons with disabilities and their caregivers closer to their homes.

By collaborating with partners such as People's Association, CaringSG and SG Digital Office, ESHs have been delivering inclusive programmes — from the arts, music and sports to learning workshops and more. The inaugural Inclusive Community Carnival organised by ESH@Punggol in February 2025 brought the neighbourhood together with music, games, and even job opportunities at its on-site recruitment drive. Meanwhile, ESH@Tampines provided persons with disabilities with the opportunity to perform and showcase their musical talent at the Tampines West National Day Carnival 2024.

ESHs' shift to community activation also empowered schools to join in. Student volunteers hosted inclusive programmes like pickleball and art workshops, and led persons with disabilities and their caregivers in a beach clean-up to give back to the community. This shows what is possible when a community comes together, providing persons with disabilities with opportunities for meaningful interaction, skills development and personal growth.



*For Ms Ann Leong, ESH@Jurong has made all the difference in her life. Since participating in regular ESH activities in October 2024, she has gained new life skills like personal grooming and financial literacy, formed friendships, and built confidence through volunteering and guiding others with disabilities. The strong community support has not only maximised her potential for growth, but also enabled her to lead a more independent and purposeful life.*

With dedicated spaces for ESH@Jurong and ESH@Punggol set to open in 2026, the hubs remain committed to building a supportive and inclusive environment for persons with disabilities and their families.

Find out more about ESH here: <https://esh.sg/>

## Scaling Up Project 3i



Since its launch in 2021 by CaringSG, Project 3i has been about supporting caregivers and fostering inclusive communities. With continued support from SG Enable, the caregiver-led initiative has grown significantly with an upscaling of its programmes — **CAREkaki, CAREconnect, and CAREbuddy** — over the past year.

The deeper collaboration with our Enabling Services Hubs and grassroots networks has led to more grassroots leaders and community volunteers being trained to support persons with disabilities and their families. The CAREkaki programme welcomed new constituencies — Tampines West, Jurong Central, and West Coast — bringing the total number of trained CAREkakis to date to 125. The training enables volunteers to better understand special needs and actively connect caregivers to support services.

Through CAREconnect webinars, more than 760 participants gained insights on transitions between life stages for persons with disabilities as well as knowledge on caregiving skills and self-care. To date, the programme has supported more than 4,000 caregivers and connected them with support groups.

The CAREbuddy programme and CAREadvisory service have also provided around 230 caregivers with the emotional support and practical advice they need to navigate daily caregiving challenges, helping them stay connected within the community and feel less alone.

## Enabling Aspirations through Giving

From the greens to the ballroom, the **Goh Chok Tong Enable Fund (GCTEF)** brought generous hearts together through a trio of fundraising efforts, including the GCTEF Charity Golf & Dinner and GCTEF Harmony Gala that were graced by Emeritus Senior Minister Goh Chok Tong as Guest of Honour.

### GCTEF Charity Golf & Dinner 2024



Held on 8 September 2024, the GCTEF Charity Golf & Dinner drew more than 200 golfers, donors and supporters to Tanah Merah Country Club. Organised by Mr Heng Chiang Meng, Mr Alex Eow, Mr Lee Fui Howe, Mr Tom Phua and Dr Tan Kok Kheng, the event raised about \$1 million to benefit persons with disabilities.

Amid a day of golfing and evening festivities, attendees were treated to inspiring performances by persons with disabilities and a live auction with items donated by ESM Goh. Mediacorp artistes also made special appearances to raise awareness about inclusion and rally support for the fund.

### GCTEF Harmony Gala 2025

The momentum of giving continued at the GCTEF Harmony Gala on 1 March 2025. Organised by GCTEF Fundraising Committee Chairman Mr Richard Eu, Mr Ang Hao Yao, Ms Rebecca Eu, Ms Sara G. Jumabhoy, Ms Mary Anne Tan and Ms Syu Fei Kai, over 300 guests attended the event at Grand Hyatt Singapore. They enjoyed a moving performance by a GCTEF beneficiary, live and silent auctions, and a band performance by Mr Eu himself. The gala concluded with more than \$700,000 raised in support of this meaningful cause.

We are deeply grateful to our community members, philanthropists, corporate partners, and sponsors for extending their generous support. Together, our collective belief in an inclusive future empowers more persons with disabilities and supports their aspirations.

### Stylish Stand for Inclusion

Running from 1 October to 1 December 2024, "Mind Our Business", a fundraising project organised by Mediacorp, saw four local celebrities teaming up to sell pre-loved fashion pieces. They also rallied other celebrities to contribute items from their wardrobes for a good cause. Over \$60,000 was raised and all proceeds went directly to GCTEF.



## List of Donors (\$10,000 and Above)

We are grateful to the following donors and other anonymous ones for their generous support to the **Goh Chok Tong Enable Fund**, administered by SG Enable and supported by **Mediacorp**.

### *\$500,000 and Above*

Low Tuck Kwong Foundation Limited

### *\$100,000 to \$249,999*

The late Daniel Morgan Joseph's Estate  
Fraser's Property Corporate Services Pte. Ltd.

### *\$50,000 to \$99,999*

Kwee Liong Tek

### *\$10,000 to \$49,999*

Anand Su Yin  
Asia Resource Corporation Pte Ltd  
Bengawan Solo Pte Ltd  
BinjaiTree  
Cheng Chih Kwong  
Chew How Teck Foundation  
Chinese Women's Association  
Chong Ho Fah  
D.S. Lee Foundation  
Eu Yan Sang International Ltd  
Ho Bee Foundation  
Hoe Kee Hardware Pte Ltd  
Joel Lou Sang Jun  
Jonathan Schiff  
Kaptain (S) Pte. Ltd.  
Keppel Care Foundation  
Kheng Leong Co (Pte) Ltd  
Lee Ching Yen Stephen  
Liliek Djuwita Moeljohartono  
Lo Kuok Heng Ian  
Loh Lik Peng  
Lui Sieu Weng Gregory  
Meiban Group Pte Ltd

NeoTILa Pte Ltd  
Ng Kok Song  
NKH Building Services Pte Ltd  
Nuri Holdings (S) Pte Ltd  
Orange Clove Catering Pte Ltd  
OUE Limited  
Pang Kim Hin  
Pang Sze Khai  
PSC Corporation Ltd  
Raffles Medical Group Ltd  
Sajen Aswani  
Sembcorp Energy for Good Fund  
Singapore FOZL Group Pte Ltd  
Singapore Totalisator Board  
Stacey Hermijanto  
Tan Chong Meng  
Tan Tee How  
Tanah Merah Country Club  
Tang Chuan Ann  
Tanoto Foundation  
The late Tony Yeo KM  
Thomas Chang  
Tower Capital Asia Pte. Ltd.  
Tuan Sing Holdings Limited  
V3 Brands Pte. Ltd.  
White Space Digital Pte Ltd  
Wing Tai Foundation  
Wing Tai Holdings Ltd  
WWRC Singapore Pte Ltd

Donate to GCTEF here: <https://www.gctenablefund.sg/support-us/donate-today/>

## Financial Statements

### Statement of Comprehensive Income for the Year Ended 31 March 2025

	2025 (\$)	2024 (\$)
<b>INCOME</b>		
Total income	65,837,399	60,364,799
<b>EXPENDITURE</b>		
Employee benefits expenditure	41,927,971	33,731,984
Other operating expenditure	19,682,067	20,395,107
<b>Total Expenditure</b>	<b>61,610,038</b>	<b>54,127,091</b>
<b>Surplus for the year</b>	<b>4,227,361</b>	<b>6,237,708</b>

### Statement of Financial Position as at 31 March 2025

	2025 (\$)	2024 (\$)
<b>ASSETS</b>		
Non-current assets	34,541,432	21,214,440
Current assets	73,989,403	73,387,168
<b>TOTAL ASSETS</b>	<b>108,530,835</b>	<b>94,601,608</b>
<b>LIABILITIES</b>		
Non-current liabilities	34,484,094	18,308,839
Current liabilities	17,031,416	23,504,805
<b>TOTAL LIABILITIES</b>	<b>51,515,510</b>	<b>41,813,644</b>
<b>NET ASSETS</b>	<b>57,015,325</b>	<b>52,787,964</b>
<b>RESERVES</b>		
General reserves	43,354,880	39,425,304
Restricted reserves	13,660,445	13,362,660
<b>TOTAL RESERVES</b>	<b>57,015,325</b>	<b>52,787,964</b>

### Disbursement of Schemes and Programmes for the Year Ended 31 March 2025

	2025 (\$)	2024 (\$)
<b>SCHEMES AND PROGRAMMES</b>		
Assistive Technology Fund	4,780,965	4,118,523
Community Chest Fund	9,082,564	14,556,745
Enabling Business Hub	1,236,789	928,750
Enabling Services Hub	4,032,113	-
Enabling Transport Subsidy	14,974,302	11,153,090
Job Placement Job Support	1,727,380	1,666,179
MOE SPED Fund	324,591,337	230,722,311
Employment Support for Persons With Disabilities (P6155)	-	100
Employment Support for Persons With Disabilities (P6391)	561,399	400,458
SGUnited Jobs & Skills Programme	1,148,791	1,010,774
Training Support for Persons With Disabilities (P2149)	-	22,212

Training Support for Persons With Disabilities (P2175)	2,528,536	1,649,584
Special Assistance Fund	397,047	332,010
Taxi Subsidy Scheme	145,779	154,814
Tech Able Funding for SPD	790,376	227,079
MSF Service Provider Funding	84,215,833	74,980,977
Temasek Trust-CDC Lifelong Learning Enabling Fund	2,489	3,185,378
Temasek Foundation-Peer Support Network	73,212	193,973
Tote Board - Enabling Lives Initiative Grant	-	2,521,323
Tote Board - Enabling Lives Initiative Grant 2	2,961,013	2,649,053
Tote Board - Enabling Lives Initiative Grant 3	50,000	-
Tote Board - Social Service Fund	96,665,583	105,221,368
<b>TOTAL DISBURSEMENT IN THE YEAR</b>	<b>549,965,508</b>	<b>455,694,701</b>

## Board Meetings

Board meetings were held to review the Company's plans, financial position, 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 the 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 11 Committee meetings were held in financial year 2024. Attendance by the Directors for the meetings is as follows:

Name of Director	Date of First Appointment	Date of Last Re-Appointment	Expiry of Term	Board of Directors	Audit & Risk Committee	Finance & Development Committee	Human Resource Committee
Mr Moses Lee (Chairman)	16 April 2022	-	31 Dec 2025	3	-	-	3
Ms Dilys Boey	1 Jan 2024	-	31 Dec 2026	2	-	-	-
Mr Chern Siang Jye	1 Jan 2023	-	31 Dec 2025	2	4	-	-
Ms Gan Ai Im	1 Jan 2024	-	31 Dec 2026	3	-	4	-
Mr Gan Seow Kee	1 Jan 2023	-	31 Dec 2025	3	-	4	-
Dr Haslina Mohamed Hassan	1 Jan 2023	-	31 Dec 2025	3	-	-	-
Ms Sybil Lau	1 Jan 2023	-	31 Dec 2025	3	-	4	-
Ms Lee May Gee (Chief Executive Officer)	4 Dec 2024	-	31 Dec 2027	1	-	-	-
Ms Cynthia Leow	1 Aug 2023	-	31 Dec 2025	3	-	-	-
Dr Lim Hong Huay	1 Jan 2020	1 Jan 2023	31 Dec 2025	3	-	-	-
Mr Neo Sing Hwee	1 Jan 2024	-	31 Dec 2026	3	4	-	-
Mr Michael Ngu	1 Jan 2023	-	31 Dec 2025	3	-	-	-
Mr Peter Tan	1 Jan 2023	-	31 Dec 2025	3	-	-	3

## Outgoing Board Directors

Mrs Clara Goh	1 Jan 2018	1 Jan 2023	31 Dec 2024	2	3	-	-
Ms Ku Geok Boon (Chief Executive Officer)	16 Sep 2013	1 Jan 2023	3 Dec 2024	2	-	-	-
Mr Xie Yao Quan	1 Jan 2018	1 Jan 2023	31 Dec 2024	1	-	-	2



## Sneak Peek: A New Chapter for Enabling Village



Ten years on since its opening, the **Enabling Village** is embarking on a new chapter. In celebration of its 10th anniversary, as well as a decade of inclusion, innovation and creating impact in the community, we will be officially opening the doors to Vista, a new four-storey extension building, on 5 December 2025. Vista not only builds on Enabling Village's role as a beacon for disability inclusion in Singapore, but also reflects our renewed commitment to supporting persons with disabilities in meaningful ways.

The next phase will continue to shape Enabling Village as an inclusive community hub to address the sector's evolving needs and key challenges in focal areas like post-18 support and future care planning, in addition to employment and training. Persons with disabilities can look forward to opportunities for lifelong learning, independent living, and social integration, while caregivers will be supported through capability building and wellness programmes.

Visitors to Vista will also be able to enjoy more inclusive spaces and programmes with an expanded range of community and lifestyle services. This encourages engagement with persons with disabilities within the community and brings persons of all abilities together to learn, work, play and grow.

### Two key initiatives will be housed at Vista:

1. The **Independent Living Studio** is a dedicated facility with simulated living environments, offering structured, hands-on training in everyday living skills. This prepares and empowers persons with disabilities to live more independently at home and within the community.
2. The **Future Care Planning Resource Centre** will serve as a critical touchpoint and go-to hub for persons with disabilities and caregivers to access information and resources, helping

them navigate the complexities of long-term care planning. It will also support disability sector professionals in strengthening their capabilities to provide guidance to families.

### Mark Your Calendars!

Vista will officially open on 5 December 2025, marking a significant milestone in our journey of inclusion. The celebrations will continue with our annual signature event, the Enabling Lives Festival, which runs from 6 to 7 December. Join us at the Enabling Village and our satellite locations to explore the fun and inclusive programmes at the festival, as we celebrate 10 years of Enabling Village — and the beginning of an exciting new chapter.

## Contact Us

### **SG Enable Ltd**

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Website: [www.sgenable.sg](http://www.sgenable.sg)

Socials:

- Facebook: <https://www.facebook.com/sgenable>
- LinkedIn: <https://www.linkedin.com/company/sg-enable-ltd>

### *Enabling Guide*

Website: <https://www.enablingguide.sg/>

### **Community Initiatives**

Enabling Village Website: <https://enablingvillage.sg/>

Facebook: <https://www.facebook.com/EnablingVillageSG>

Instagram: <https://www.instagram.com/EnablingVillage/>

### *Innovation & Technology*

Enabling Lives Initiative Grant Website: <https://www.eli-grant.sg/>

Tech Able Website: <https://techable.enablingvillage.sg/>

Tech Able Facebook: <https://www.facebook.com/TechAbleSG/>

### *Public Education*

i'mable Website: <https://imable.sg/>

Instagram: <https://www.instagram.com/imable.sg>

### *Training & Employment*

Enabling Academy Website: <https://www.sgenable.sg/your-first-stop/training-consultancy/enabling-academy>

Enabling Mark Website: <https://enablingmark.sg/>

### *Enabling Business Hub*

Website: <https://www.ebh.sg/>

### *Enabling Services Hubs*

Website: <https://www.esh.sg/>