

# Sharing on Disability-Inclusive Hiring by SG Enable



## Support for employers of persons with disabilities

## Our 5 "E" Framework for Employers



#### **Enabling Employment Pledge**



#### **Pledge and Commit**

Launched as part of President's Challenge 2020 to rally employers to provide employment opportunities to persons with disabilities

#### Equip



#### Engage



#### Employ



#### **Enabling Mark**



#### Workshops

- SG Enable High Impact Retention & Employment (HIRE) Workshop series
- Disability Awareness
   Talks

**Online Guides & Resources** 

## Initiatives for corporate participation

- Job Shadowing
- IHL Internship Programme
- RISE Mentorship Programme
- Transition-to-Work Programmes

#### **Grants & Support**

- Advisory and Consultancy
- Job Placement and Support Services
- Job Redesign Grant
- Enabling Employment Credit
- Subsidised Training for Employers

#### **Be Accredited**

Launched by President in 2020, the Enabling Mark is a national-level accreditation by SG Enable that benchmarks and recognises organisations for their best practices and outcomes in disability-inclusive employment.

## **Training for Employers**

### **SG Enable High Impact Retention & Employment (HIRE) Workshop Series**



Recruitment &
Hiring of
Persons with
Disabilities

Career
Advancement &
Retention of
Employees with
Disabilities

Job
Accommodation
& Workplace
Accessibility

Enhancing
Employment
through Assistive
Technology &
e-Accessibility

Positive Behaviour
Support at the
Workplace

**Introduction to Disability Management** 



https://www.sgenable.sg/your-first-stop/training-consultancy/enabling-academy/training/employers/sg-enable-hire-workshop-series

## If you are ready to hire, we provide Job Placement Job Support



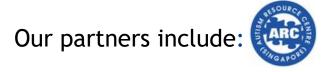
#### **Smoother Employer Journey**

Complimentary recruitment & post-placement support services by disability employment professionals













## There is also funding available for employers to do job redesign and train your employees

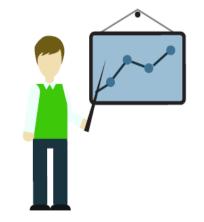






- Purchase of equipment
- Workplace modification
- Redesign of job processes

Up to 90% funding capped at \$20,000 (per employee with disability)



### **Subsidised Training for Employees**

Funding support for employers sending their PWD employees for external training, staff training related to disability, developing their own customised trainings

Up to 90-95% funding

## Place-and-Train (PnT) Programmes

SG ENABLE

- Funding support to provide job and training opportunities for persons with disabilities
- Duration of support: between 6 and 12 months
- Applications need to be submitted to SG Enable before commencing hiring efforts
- Place-and-Train Programme: employers receive 90% salary support and 90% course fee subsidy for up to a year



Note: Applications are processed on a first-come-first-served basis per FY. We have concluded the scheme for FY23 and will restart on 1 April 2024.

## You get wage offset when you hire persons with disabilities



- The Enabling Employment Credit (EEC) is a wage offset scheme to support the employment of persons with disabilities who are:
  - Singapore Citizens and Permanent Residents aged 13 and above
  - Earning a monthly wage of below \$4,000 and have received timely mandatory CPF contributions from the employer

HOW MUCH SUPPORT CAN EMPLOYERS RECEIVE?		EXAMPLE	
PwDs who are earning under \$4,000/month	PwDs who are earning under \$4,000/month <u>and</u> not working for at least 6 months before being hired	who was not	urning \$2,000/month working for at least ore being hired:
Permanent wage offset		EEC	Maximum support provided to the employer in a year
Up to 20% ot monthly wage	, capped at \$400/month per employee	Permanent wage offset	\$400 x 12 months = <b>\$4,800</b>
	Additional time-limited wage offset (enhanced). Up to additional 20% of monthly wage for the first nine months, capped	Additional time-limited wage offset	\$400 x 9 months = <b>\$3,600</b>
	at \$400/month per employee (up to \$3,600)	Total	\$8,400

https://www.iras.gov.sg/schemes/disbursement-schemes/senior-employment-credit-(sec)-cpf-transition-offset-(cto)-and-enabling-employment-credit-(eec)



## **Employer Roadmap to Inclusive Hiring**

SG ENABLE

**SIGN UP** 

HIRE

**RECEIVE SUPPORT** 

**ACCREDITATION** 

Take the Necessary First Step





Have I signed the **Enabling Employment Pledge (EEP),** 

which aims to encourage employers to affirm their commitment towards inclusive hiring?





Have I created an

**Enabling Mark (EM) Account,** 

which allows my organisation to access and reference the inclusive hiring framework for accreditation? **Embark on Inclusive Hiring** 



Have I registered with Open Door Programme (ODP),

to apply for Job Redesign and Training grants and receive Job Placement and Job Support (JPJS) services?



Have I filled out the Job Vacancy Form or posted vacancies directly on the Disability Employment Job Portal, dedicated for jobseekers with disabilities? **Support Services Upon Hiring** 



Have I collaborated with a JPJS Partner,

With employment coaches and job specialists to support employees' integration into the workplace?



Have I applied for the Job Redesign Grant,

to defray costs of equipment, workplace and job process modifications, consultancy services? **Be Recognised for Your Efforts** 



Have I submitted an **Enabling Mark (EM) Application,** 

to be recognised for our efforts, practices, and commitment in disability-inclusive hiring?



Is my organisation an **Enabling Mark** recipient?







# Contact us now to get started on your inclusive hiring journey!



Email us at: Opendoor@sgenable.sg

