

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



Workshops

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

Online Guides & Resources

Engage



Initiatives for corporate participation

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

Employ



Grants & Support

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

Enabling Mark



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

1




Assessed by SG Enable for all suitable services

2



SGE works with partners on Employment /Workplace Assessment and Referral Services including job coach, OT, psychologist, etc.

3



Job placement , job support & ODP claims

Our partners include:



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



Job Redesign

- 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

- 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	For a PwD earning \$2,000/month who was not working for at least 6 months before being hired:	
<u>Permanent wage offset</u> Up to 20% of monthly wage, capped at \$400/month per employee		EEC	Maximum support provided to the employer in a year
	<u>Additional time-limited wage offset (enhanced)</u> . Up to additional 20% of monthly wage for the first nine months, capped at \$400/month per employee (up to \$3,600)	Permanent wage offset	\$400 x 12 months = \$4,800
		Additional time-limited wage offset	\$400 x 9 months = \$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-\(eec\)](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

1

SIGN UP

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?

2

HIRE

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?

3

RECEIVE SUPPORT

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?

4

ACCREDITATION

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**



Thank you