



**INCLUSIVE
SOCIETY.
ENABLED
LIVES.**

Financial Year 2015
SG Enable Annual Report

CORPORATE INFORMATION

Corporate Status

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

Charity Status

Charity Registration Date – 1 March 2009

IPC Status

Effective Period – 1 March 2015 to 28 February 2018

Registered Address

20 Lengkok Bahru, #02-06, Singapore 159053

External Auditor

Ernst and Young LLP

Company Secretary

Kiar Lee Noi
Boardroom Corporate & Advisory Services Pte Ltd

CONTENTS

02

VISION & MISSION

03

CHAIRMAN'S MESSAGE

05

BOARD OF DIRECTORS
& MANAGEMENT

06

ENHANCING EMPLOYMENT
& EMPLOYABILITY OPTIONS

08

PROVIDING ACCESS
TO SERVICES

10

ENGAGING
THE COMMUNITY

14

BUILDING PARTNERSHIPS
TO MEET EMERGING NEEDS

15

THANKS TO OUR DONORS

16

FINANCIAL STATEMENTS

OUR VISION

Inclusive Society.
Enabled Lives.

OUR MISSION

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

CHAIRMAN'S MESSAGE

2015 marked the 3rd year of SG Enable. During the year, we focused our energies on bringing to fruition new initiatives started in 2013 and 2014. Key among them were the Enabling Village (EV), transition-to-work pilot programmes and accessible training for persons with disabilities. We also continued to help more persons with disabilities get access to disability services and schemes.

In December 2015, Prime Minister Lee Hsien Loong opened the Enabling Village. This was the culmination of 2 years of intensive work – planning, building, fundraising and engaging partners in the private and people sectors to set up services. Our goal is to make EV an inclusive community space and focal point for the employment of people with disabilities. We are proud to say that EV now houses 25 partners, providing social care, vocational support and training and very importantly, job opportunities to persons with disabilities. It also offers accessible dining, retail and recreational facilities that all can enjoy.

In 2015, SG Enable and the 3 other government-funded job placement and job support agencies – ARC, MINDS and SPD – placed over 500 persons with disabilities into employment, an increase of 40% over 2014.

To help persons with disabilities improve their employment prospects, SG Enable also

committed \$2.6 million in funding for training providers, creating 1,200 training places for persons with disabilities to acquire vocational skills and another 200 places for employers to learn more about inclusive hiring practices.



All in all, the number of persons with disabilities we served has more than doubled over the last three years, to an estimated 13,500 in 2015.

There is much more work ahead. Moving forward, we will continue to build up our core disability programmes and services. We will also need to develop the capabilities, structures and systems needed for SG Enable to continue growing and multiplying its impact.

We could not have gone this far this fast without the backing of funders, volunteers and supporters, voluntary welfare organisations and corporations who share our cause. I thank all of them for working with us towards the goal of building an inclusive society and enabling lives.

Mr Chan Heng Kee
Chairman



Wheelchair-accessible terrace for outdoor events



The Nest - named to reflect our vision of nurturing dreams and enabling lives

BOARD OF DIRECTORS

Chairman

Mr Chan Heng Kee

Members

Ms Chew Seow Chien

Ms Chia Yong Yong

Dr Chong Yoke Sin

Mr Anjan Kumar Ghosh

Ms Ku Geok Boon (*Ex-officio*)

Ms Lynn Ng Hui Wah

Ms Sim Sin Sin

Mr Suhaimi Bin Salleh

Ms Jean Tan Lay Kuan

Ms Rebecca Teo Yock Lan

Dr Wong Meng Ee

Mr Zee Yoong Kang

Audit Committee (as at 31 March 2016)

Mr Suhaimi Bin Salleh (*Chairman*)

Mr Anjan Kumar Ghosh

Ms Charlotte Beck

Finance and Development Committee (as at 31 March 2016)

Mr Chan Heng Kee (*Chairman*)

Ms Chew Seow Chien

Dr Chong Yoke Sin

Human Resource Committee (as at 31 March 2016)

Mr Chan Heng Kee (*Chairman*)

Ms Rebecca Teo

Mr Zee Yoong Kang

MANAGEMENT

Chief Executive Officer

Ms Ku Geok Boon

Group Directors

Mr Lee Chin Soon

Ms Ong Ai Ming (*till 31 December 2015*)

ENHANCING EMPLOYMENT & EMPLOYABILITY OPTIONS

At SG Enable, we do more than bringing employers and employees together. We work with employers to customise jobs and prepare workplaces for persons with disabilities to work alongside their colleagues.

To strengthen these efforts, we focus on building capabilities of employers and sector professionals through workshops, networking and online resources. Our primary motivation is to create an environment where every individual is well placed and supported in work suited to their skills and abilities.

MORE SUPPORT FOR EMPLOYMENT AND EMPLOYABILITY

In FY15, the Open Door Programme (ODP) application processes were simplified. The ODP Job Portal was enhanced to enable online applications, resulting in a 53% increase (from FY14) in employers who shared their vacancies. 320 persons with disabilities took part in training courses supported by ODP in FY15, and more than 50% were placed in employment.

320 PERSONS



WITH DISABILITIES



**TOOK PART IN TRAINING COURSES
SUPPORTED BY ODP IN FY15**

MORE JOB PLACEMENTS

In FY15, 505 persons with disabilities were placed in jobs through the collective efforts of SG Enable and our job placement and job support (JPJS) partners: ARC, MINDS and SPD – an increase of 42% compared to FY14.

505
PERSONS WITH
DISABILITIES
WERE PLACED
IN JOBS

AN INCREASE OF 42% COMPARED TO FY14

FY 2014



↑ 42%

FY 2015



PILOTING AVENUES TO WORK

- School-to-Work Transition Pilot Programme – Into its second year in 2015, 26 post-SPED trainees completed the programme, with 20 trainees successfully placed into employment.
- iEnable Pilot Programme – Working with hospitals and partners, a total of 65 clients who acquired disabilities were provided with close support to re-integrate back into society through employment.
- Internship Programme for Students at Institutes of Higher Learning – Started in late 2013, the programme provided internship opportunities for students with disabilities, placing 21 students with 17 different employers for internships in 2015.
- Workability Pilot – SG Enable is collaborating with MINDS on a 1-year “train and place” food preparation programme for selected clients currently enrolled in Employment Development Centres (EDCs).

READY EMPLOYERS

- Building Capabilities – A total of 924 staff from 80 employers took part in training programmes organised by SG Enable. These included Disability Awareness and Disability Management workshops, and specialised training tailored for HR professionals. A portal providing resources on disability employment was also launched.
- Building Networks – In addition to the Enabling Employers’ Network (EEN) which now boasts over 300 members, SG Enable engaged in discussions with the newly formed Singapore Business Network on DisAbility (SBND), and launched the inaugural Inclusive Business Forum. We also promoted inclusive hiring with the Singapore Business Federation Foundation (SBFF) through the School-to-Work programme.

BUILDING UP SECTOR CAPABILITY

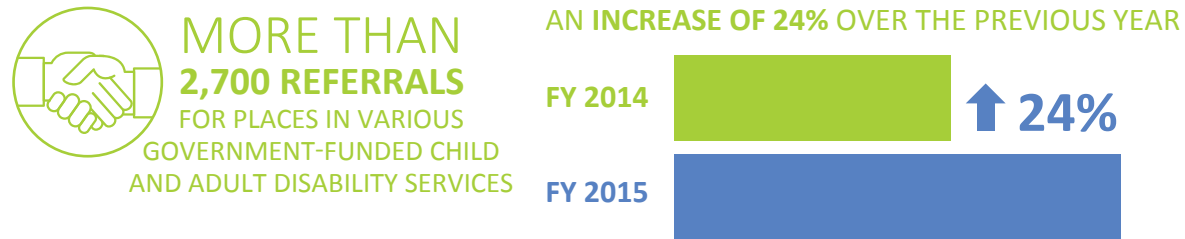
- Enhancing Sector Capability in Job Coaching – A total of 76 job coaches attended training programmes organised by SG Enable. In June 2015, disability experts from Ireland were invited to conduct a 5-day training programme to share with sector professionals on a person-centric planning approach to working with persons with disabilities. The Community of Practice (CoP) sessions, which encourage the sharing of best practices and peer mentoring, are ongoing, with support from Social Service Institute (SSI).
- Enhancing Training Providers’ Capability in Training – SG Enable organised a workshop titled “Working with Adolescents and Adults with Special Needs: Engagement and Teaching Strategies” with the support of SSI. Attended by 16 training providers, the workshop provided attendees with a deeper understanding of the different disability types and how to effectively train persons with disabilities.

PROVIDING ACCESS TO SERVICES

SG Enable is committed to provide persons with disabilities and their caregivers timely access to information and referral services, grants and support.

INFORMATION AND REFERRAL SERVICES

SG Enable managed more than 2,700 referrals for places in various government-funded child and adult disability services – an increase of 24% over the previous year.



Some examples are:

For children and youth:

- Children Disability Homes
- Early Intervention Programme for Infants and Children
- Integrated Child Care Programme
- Development Support Programme (Info only)
- Pilot for Private Intervention Providers (Info only)
- Special Student Care Centres (Info only)

For adults:

- Adult Disability Homes
- Community Group Homes
- Day Activity Centres
- Drop-in Disability Programme
- Home Based Care Services
- Hostels
- Sheltered Workshops

ADMINISTRATION OF SCHEMES

SG Enable processed close to 6,000 applications for various disability support schemes in FY15. These included:

Financial Assistance Schemes:

- Assistive Technology Fund
- Computer Access Trust Fund
- Special Assistance Fund
- Traffic Accident Fund

Transport Schemes:

- Car Park Label Scheme
- Public Transport Concession Scheme
- VWO Transport Subsidy
- Taxi Subsidy Scheme

ENHANCED ASSISTIVE TECHNOLOGY FUND (ATF)

The ATF provides subsidies for low income persons with disabilities to purchase assistive technology (AT). The eligibility criteria were enhanced in FY15:

- Other than supporting persons with disabilities in schools and in open employment, the scope was expanded to include those in supported employment, therapy, rehabilitation, and to facilitate independence in daily living
- Monthly per capita income cap eligibility was raised from \$1,500 to \$1,800
- Lifetime cap for each applicant was doubled from \$20,000 to \$40,000

The Special Assistance Fund was re-positioned as a supplementary fund to further support needy applicants who require additional assistance in co-paying for the AT devices.

Since the enhancements, we have seen an encouraging increase in awareness and uptake of ATF, with the number of applications increasing by close to 400% compared to FY14.

**NEARLY 900
ATF APPLICATIONS
WERE PROCESSED IN FY15**

CLOSE TO A 400% INCREASE FROM FY14



CONCIERGE SERVICE AND INFOLINE

To provide better access to clients applying for schemes and grants, a concierge service was set up at the Enabling Village in December 2015, and has served over 1,300 people. SG Enable's Infoline handled over 13,700 enquiries in FY15, similar to FY14.

ENGAGING THE COMMUNITY



PM Lee meeting our beneficiaries at the launch of Enabling Village



Exploring the newly transformed grounds of Enabling Village

The Enabling Village (EV) at Lengkok Bahru is an inclusive community space where new opportunities are being created for persons with disabilities. The joint SG Enable and MSF initiative was made possible with support from partners across the people, public and private sectors. EV provides a platform where people of different abilities are able to learn, work and enjoy leisure activities together.

The 30,000 sqm EV was launched on 2 December 2015 by Prime Minister (PM) Lee Hsien Loong. EV is built on 3 key principles:

- Community facility that promotes integration of persons with disabilities
- Focal point for training and employment
- Showcase of accessibility and universal design, assistive technology (AT) and infocomm technology (ICT)

FACILITIES AND SERVICES

EV offers a wide range of facilities and services for both persons with disabilities and the larger community. To add industry relevance, we have brought together over 20 partners that work with us to provide training or employment opportunities to persons with disabilities.

Information and Career Centre at The Nest

Provides information and referral services for persons with disabilities and caregivers. Job seekers and employers can also seek employment advice and support from SG Enable and our partners: ARC, MINDS and SPD.

Academy

Houses a comprehensive suite of training facilities where a range of courses are conducted. An architectural design studio, F&B outlets and a supermarket that provide training opportunities to persons with disabilities are co-located here.

Tech Able (Singtel Enabling Innovation Centre & ST Engineering Enabling Technology Centre)

Managed by SG Enable and SPD, Tech Able provides AT assessment and advisory to support the use of AT by persons with disabilities.

Employability and Employment Centre (E2C) at Hive

Set up and operated by ARC, the centre houses both private and public sector employer partners that provide assessment, training and customised employment opportunities for persons with autism.

Amenities and Services

UOB Ability Hub is a popular space for events. Other facilities open to public include an art gallery, inclusive preschool and gym, community outreach clinic, stroke support centre and outdoor fitness corners.



DPM Tharman urging for more inclusive hiring at the Inclusive Business Forum



Minister Tan Chuan-Jin and our partners at the launch of Tech Able

KEY OUTREACH PROGRAMMES

- EV Introductory Tours – Since opening in December 2015, EV played host to visitors from public, private and voluntary welfare organisations and tertiary institutions, all keen to find out more about our services and universal design concept.
- Inclusive Business Forum – Launched by Deputy Prime Minister (DPM) Tharman Shanmugaratnam in February 2016, employers across various industries shared their experiences and best practices in hiring, training and integrating persons with disabilities.

KEY ACHIEVEMENTS

BCA UD Mark Platinum Award 2016 – EV was awarded the Platinum Award for universal design by the Building and Construction Authority (BCA), for our accessible and user-friendly features that cater to the needs of people of all ages and abilities.

IN FY16

Continual engagement with the community is key to our efforts in growing an inclusive society. We will continue to organise and curate events for people from all walks of life to join us in our journey of building a more caring and inclusive society.

BUILDING PARTNERSHIPS TO MEET EMERGING NEEDS

Creating an inclusive society cannot be a lone feat. Partnerships are critical and many of our projects are the results of collaborative efforts.

TECH ABLE (SINGTEL ENABLING INNOVATION CENTRE & ST ENGINEERING ENABLING TECHNOLOGY CENTRE)

Tech Able, managed by SG Enable and SPD, was built with funding from Singtel, ST Engineering, Infocomm Development Authority of Singapore (IDA), and support from Ministry of Social and Family Development (MSF) and Community Chest. It promotes the use of AT by persons with disabilities through provision of assessment and advisory services, an AT showcase and loan library, and social innovation and training facilities.

IN FY15

- Tech Able was launched on 6 October 2015 by Minister for Social and Family Development, Mr Tan Chuan-Jin
- Received 2,000 visitors from various segments of society
- Provided AT assessment and training to over 150 persons with disabilities
- Supported the inaugural “Train-Place-Train” communication training programme in November 2015
- Provided co-working space and showcase for 8 social enterprises that serve persons with disabilities
- Supported the launch of Able Thrive’s disability content portal

TOTE BOARD - ENABLING LIVES INITIATIVE GRANT (TB-ELI)

The Tote Board - Enabling Lives Initiative (TB-ELI) Grant was launched by Deputy Prime Minister Tharman Shanmugaratnam on 26 October 2014. SG Enable manages the \$23 million grant to support partners in developing innovative and evidence-based projects that address cross-cutting issues within the disability sector.

IN FY15

- Launched Grant Calls on Data & Technology – Information and Resources, Caregiver Support and Transition Management
- Built capabilities of grantees through workshops and development of evaluation framework
- Caregivers supported by grant projects: 377
- Projects supported by TB-ELI Grant: 7
- Organisations/partners engaged for outreach: 68
- Grant amount committed: \$3.89 million

THANKS TO OUR DONORS

We sincerely thank all funders, donors, partners and well-wishers who have helped to make a difference to the lives of persons with disabilities whom we serve.

B.P. de Silva Holdings Pte Ltd
 Bukit Merah Secondary School
 Cargill TSF Asia Pte Ltd
 Community Chest (Care & Share Movement SG50)
 Ikano Pte Ltd
 Keppel Care Foundation Limited
 Lee Foundation
 Lien Foundation
 Singapore Business Federation Foundation
 Singapore Computer Society
 Singapore Technologies Engineering Ltd
 Singapore Telecommunications Limited
 Standard Chartered Bank
 Sunray Woodcraft Construction Pte Ltd
 Tote Board
 United Overseas Bank Limited
 WOHA

FINANCIAL STATEMENTS

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 MARCH 2016

	<u>2016</u>	<u>2015</u>
	\$	\$
INCOME		
Other comprehensive income	<u>1,282,197</u>	<u>1,252,607</u>
Employee benefits expenditure ¹	12,313,414	7,963,049
Other operating expenditure	4,915,485	3,550,370
Total Expenditure	<u>17,228,899</u>	<u>11,513,419</u>
Operating deficits before grants income	(15,946,702)	(10,260,812)
Grants income	17,603,198	14,209,769
Surplus for the year	<u><u>1,656,496</u></u>	<u><u>3,948,957</u></u>

¹Increase commensurate with the growth in headcount from 100 in FY14 to 136 in FY15, including 15 employees of the Community Psychology Hub.

STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2016

	<u>2016</u>	<u>2015</u>
	\$	\$
ASSETS		
Non-current assets	26,782,844	9,467,873
Current assets	22,091,158	22,051,661
TOTAL ASSETS	<u><u>48,874,002</u></u>	<u><u>31,519,534</u></u>
LIABILITIES		
Non-current liabilities	22,605,954	-
Current liabilities	14,709,625	21,617,607
TOTAL LIABILITIES	<u><u>37,315,579</u></u>	<u><u>21,617,607</u></u>
NET ASSETS	<u><u>11,558,423</u></u>	<u><u>9,901,927</u></u>
RESERVES		
General reserves	6,855,847	7,962,835
Specific reserves	4,702,576	1,939,092
TOTAL RESERVES	<u><u>11,558,423</u></u>	<u><u>9,901,927</u></u>

General reserves represent the accumulated surpluses from the income generating activities of the Company. Specific reserves represent the accumulated surpluses from the specific schemes, programmes and projects. It is restricted for use only for the respective schemes, programmes or projects that the surplus was attributed to.

DISBURSEMENT OF SCHEMES AND PROGRAMMES FOR THE YEAR ENDED 31 MARCH 2016

	<u>2016</u>	<u>2015</u>
	\$	\$
SCHEMES AND PROGRAMMES		
Assistive Technology Fund	1,369,000	475,000
Computer Access Trust Fund	-	1,000
Development Support Programme	-	4,147,000
iEnable Pilot	7,000	8,000
Job Placement Job Support	1,093,000	652,000
LTA Cares Fund	-	107,000
Open Door Fund	-	117,000
Open Door Programme	1,019,000	274,000
Pilot for Private Intervention Providers	22,000	200,000
SEED Fund	-	102,000
Special Assistance Fund	392,000	484,000
Taxi Subsidy Scheme	172,000	65,000
Technology Aided Transitional Programme	315,000	-
Tote Board - Enabling Lives Initiative Grant	152,000	-
Traffic Accident Fund	12,000	12,000
VWO Transport Subsidy Scheme	5,235,000	3,311,000
Workability Food Preparation Programme	249,000	-
TOTAL DISBURSEMENT IN THE YEAR	<u><u>10,037,000</u></u>	<u><u>9,955,000</u></u>

SG ENABLE

Inclusive society, Enabled lives.

SG ENABLE LTD

20 Lengkok Bahru #01-01
Singapore 159053

Infoline: 1800 8585 885
Fax: +65 6226 2366

www.sgenable.sg