



STARTER KIT FOR DISABILITY EMPLOYMENT

Building An Inclusive Environment For Persons With Disabilities

Produced by:

SG ENABLE
Inclusive society, Enabled lives.

Supported by:

wsg Workforce
Singapore

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OVERVIEW OF SG ENABLE'S SUPPORT





01

Understanding Persons with Disabilities

1. UNDERSTANDING PERSONS WITH DISABILITIES

INTRODUCTION

In recent years, increasing efforts have been made to push for a more inclusive and caring nation. Based on the Enabling Masterplan 3, the prevalence rates of persons with disabilities in Singapore are as follow:

Population Group	Approximate Prevalence Rate
Student Population	2.1% of Student Population ¹
18 to 49 years	3.4% of Resident Population ²
50 years & above	13.3% of Resident Population ³

¹ Source: Ministry of Education. This is based on the number of reported cases of students with sensory impairment, physical impairment, autism spectrum disorder and intellectual disability. The total student population is put at approximately 460,000.

² Source: National Council of Social Service. Based on a random sampling of 2,000 Singapore residents and permanent residents aged 18 and above done by NCSS in 2015, the self-reported disability prevalence rate was 3.4% for those aged 18 – 49 years old. This includes those who acquired disabilities due to accidents and illness.

³ Source: National Council of Social Service. Based on a random sampling of 2,000 Singapore residents and permanent residents aged 18 and above done by NCSS in 2015, the self-reported disability prevalence rate was 13.3% for those aged 50 years and above. This includes those who acquired disabilities due to accidents, illness and older age.

TYPES OF DISABILITIES THAT SG ENABLE SUPPORTS

SG Enable supports Singapore Citizens and Permanent Residents with the following disability types:



Physical Disabilities



Sensory Impairment
(Visual and Hearing Impairment)



Intellectual Disabilities
(IQ of 70 and below)



Autism Spectrum Disorder



Physical Disabilities

Physical disabilities refer to limitations on a person's physical functioning or mobility. Examples include muscular dystrophy, cerebral palsy, amputations or complications from a stroke.

Sensory Impairment

There are two kinds of sensory impairment: visual and hearing.

Visual impairment refers to significant visual loss that cannot be corrected with optical lenses, medication or operation. It ranges from low vision, in which a person is unable to discern objects a short distance away, to tunnel vision, in which part of their peripheral vision may be affected, to complete blindness.



Hearing impairment refers to the partial or complete inability to hear sounds in one or both ears. Some persons with hearing impairment may benefit from using hearing aids while others may not. Each of their hearing loss is unique and below shows the range of their hearing abilities:

	 Soft Sounds	 Speech	 Loud Noises	 Very Loud Noises
Mild				
Moderate				
Severe				
Profound				

This table illustrates the range of hearing ability for persons with hearing impairment.

Intellectual Disabilities

Intellectual disabilities are characterised by a measure of low intelligence quotient (IQ) score of 70 or less, as well as limitations in skills such as language, math, reasoning and social functioning.

Persons with intellectual disabilities may have difficulties with:

- Communicating with others
- Making and retaining friends
- Practising everyday living skills such as personal care, self management and financial management

Persons with Down Syndrome typically have physical growth delays, characteristic facial features and mild to moderate intellectual disabilities.



Autism Spectrum Disorder

Autism is a neurological developmental disorder. Persons with autism may have difficulties with communication, and find it challenging to interact with others in certain social situations.

Some difficulties that persons with autism may experience include:

- Maintaining eye contact with others
- Understanding verbal and non-verbal communication cues
- Gauging the interests and intentions of people they are talking to
- Accepting or adapting to changes



For more information on understanding persons with disabilities, you can refer to the guidebook produced by the National Council of Social Service (NCSS) at <https://www.ncss.gov.sg/Press-Room/Publications/Detail-Page?id=Understanding-Persons-with-Disabilities>



02

Benefits of Diversity & Inclusion In The Workplace

2. BENEFITS OF DIVERSITY & INCLUSION IN THE WORKPLACE

A DIVERSE WORKPLACE

Is characterised as a workplace where individuals are employed from a wide range of culture and background. Employment opportunities are not influenced by factors such as ethnicity, religion, age, gender makeup and disabilities.

AN INCLUSIVE WORKPLACE

Is characterised as a workplace where all employees are equally valued and treated with the same respect and dignity.

BENEFITS

Organisations are increasingly recognising the need for diversity and inclusion. Here are some reasons:

Focus on Ability

- Look beyond stereotypes and see the strengths and talents of the individual
- Leverage an untapped pool of talent, skills and experience

Increased Productivity

- Greater specialisation and focus on respective job duties through redefining job scope to capitalise on the strengths of each worker
- Boost morale and positive employee sentiments

Foster Better Understanding of Customers with Disabilities

- Employees with disabilities provide unique insights that can potentially help organisations tailor their workplace, products and services for the community, to better include persons with disabilities
- Places the company in a strategic position to counter the challenges that come with our changing demographics

Enhanced Reputation and Branding

- Reinforce the organisation's branding and values
- Signal the employer's efforts towards our national goal of inclusiveness





CASE STUDIES

UNITED OVERSEAS BANK SINGAPORE

PARTNERSHIP TO HIRE PERSONS WITH DISABILITIES

Organisations are moving towards paperless operations and United Overseas Bank (UOB) is no exception. UOB Scan Hub is the bank's nerve centre for checking, digitising and archiving of customer documents. Employees working here are required to be meticulous and be able to handle repetitive work. In 2013, UOB partnered the Autism Resource Centre (Singapore) (ARC) to hire suitable employees, and persons with autism made up about 30% of the 50 person team.

RIGHT JOB MATCH YIELDS GREATER PRODUCTIVITY

Although the initial training phase took time, having a job development process yielded positive results as these employees from ARC were able to contribute productively to UOB.

BETTER MANAGERIAL DEVELOPMENT

This project also led to the professional development of the managers. The managers were trained to give clear and specific instructions, allocate work in an organised manner, and plan better schedules, which improved their managerial and communication skills.



Photo Credit: United Overseas Bank Limited

UNIQLO SINGAPORE

GLOBAL VISION OF STRENGTHENING OPPORTUNITIES FOR PERSONS WITH DISABILITIES

As a retailer with a prominent global footprint, Uniqlo has a vision to employ more persons with disabilities with a target to hire at least one person with disabilities for every Uniqlo store worldwide.

INTEGRATION AND APPLICATION OF SIMILAR WORK STANDARDS FOR EMPLOYEES WITH DISABILITIES

Uniqlo believes that persons with disabilities need to have a sense of purpose in their work. These employees are held to the same standards set out for all staff. Uniqlo has incorporated Disability Management and Awareness trainings into their curriculum for all employees. By working together as a team, Uniqlo's employees are able to create a culture of understanding and respect which ultimately contributes to better customer service.

PERSONS WITH DISABILITIES ARE ABLE TO MEET BUSINESS NEEDS

These two case studies highlight an important point - that organisations should be hiring persons with disabilities because they have the necessary skillset and are able to meet business needs. As an employer, one of the most pertinent issues in hiring is to ensure an optimal match, both between the person and the job as well as between the person and the organisation.



03

**How Ready Is Your
Organisation For Persons
With Disabilities?**

3. HOW READY IS YOUR ORGANISATION FOR PERSONS WITH DISABILITIES?

To find out, take a short survey with BenchmarkABILITY™
(<http://singapore.benchmarkability.org/>)



BenchmarkABILITY™ - Singapore Survey

The BenchmarkABILITY™ is a quick 30-minute self-assessment tool for organisations to conduct a self-diagnosis in the following six areas that are critical to support the hiring and integration of persons with disabilities in the workforce:

- Recruitment & Hiring
- Career Development & Retention
- Accessability & Accommodation
- Compensation & Benefits
- Diversity & Inclusion
- Metrics & Analytics

How BenchmarkABILITY™ Can Be Administered by Organisations

- Each organisation would only complete one report, even if across multiple contributors (i.e. different people completing different modules of the surveys)
- When a user completes a survey module, the website creates a PDF summary report with all the survey answer, and resource links for that module
- This handy PDF reference serve as a self-paced learning tool for users and is a good way to explain the survey to co-workers



HOW SG ENABLE CAN SUPPORT

With the results from the BenchmarkABILITY™ survey, organisations will be able to identify areas for improvement in hiring and integrating persons with disabilities in the workplace. Organisations can then sign up for SG Enable's High Impact Retention and Employment (HIRE) Workshops.

The series of 6 workshop covers:

1. Introduction to Disability Management
2. Developing On-the-Job Training Plan for Employees with Disabilities
3. Enhancing Employment through Assistive Technology & e-Accessibility
4. Recruitment & Hiring of Persons with Disabilities
5. Job Accommodation & Workplace Accessibility
6. Career Advancement & Retention of Employees with Disabilities

SG Enable's training calendar can be found at

<http://employment.sgenable.sg/training/training-programmes/>

For enquiries, please email
capabilitydevelopment@sgenable.sg or call
1800 8585 885



04

Fostering Diversity & Inclusion In Your Workplace

4. FOSTERING DIVERSITY & INCLUSION IN YOUR WORKPLACE

AN INCLUSIVE CULTURE

Every organisation has a unique culture. It influences how employees behave in the organisation and everyone has a role in shaping it.

Here are some examples of good practices:

- Be mindful of your own beliefs and behaviours and how these might influence the way you treat others
- Listen with an open mind to understand different viewpoints

4.1 INTERACTING WITH PERSONS WITH DISABILITIES

Employers might be apprehensive about interacting with persons with disabilities because they do not know what to do or say or how best to go about working with them. This lack of understanding may stem from a lack of exposure. To help employees gain confidence, here are some ways to incorporate disability awareness at your workplace:



For Office

Incorporate a social cause in your day-to-day operations, with these organisations:

<http://thesocialpantry.myshopify.com/>

<http://www.craft.minds.org.sg/mind-water>



For Corporate Events

Consider these social enterprises as vendors for your corporate events (e.g. family day) or visit them during team-bonding activities:

<http://www.laksania.com/>

<http://dignitykitchen.sg/>

<http://www.professorbrawn.com/>

<http://joanbowen.com/>

<http://savh.org.sg/dining-in-the-dark>

<http://www.stirringhearts.com.sg/>

<https://enablingvillage.sg/tenants-all/soul-food/>



For Corporate Gifts

Consider gifts that give back to the community with customised handcrafted items made by talented persons with disabilities from various Voluntary Welfare Organisations (VWO):

<http://theartfaculty.sg/>

<http://www.craft.minds.org.sg>

<http://heartgifts.org.sg>

4.2 EDUCATE CO-WORKERS ABOUT DISABILITY ETIQUETTE

Equipping employees with the knowledge to interact with persons with disabilities will boost their confidence in interacting with them.



HOW SG ENABLE CAN SUPPORT

Disability Awareness Talks

SG Enable can conduct Disability Awareness Talks at your workplace. These are convenient ways for your staff to learn about disability etiquette and the capabilities of persons with disabilities without having to leave the office. The talks (approximately 1 to 2 hours each) are free and can be customised based on your organisation's needs.

Email us at opendoor@sgenable.sg

Disability Etiquette Guides for Employers

SG Enable has developed a series of guides for working with people with physical, sensory and intellectual disabilities. Employers will learn about good practices for each stage of hiring:

- Before Hiring
- Hiring Process
- Pre-Employment Preparation
- Starting Work

You can download the guides from

<http://employment.sgenable.sg/employers/be-an-inclusive-employer/how-to-interact/>

HIGH IMPACT RETENTION AND EMPLOYMENT (HIRE) WORKSHOP SERIES

A series of 6 workshops for employers to gain in-depth knowledge on policies and practices for hiring persons with disabilities.

1. Introduction to Disability Management

You will learn how to:

- Develop the business case for hiring persons with disabilities
- Interact with persons with disabilities
- Use practical tips to interview, hire and integrate persons with disabilities into organisations
- Provide workplace and job accommodation, employee engagement and support for persons with disabilities
- Build an inclusive workplace environment

2. Developing On-the-Job Training Plan for Employees with Disabilities

You will learn how to:

- Analyse and structure the tasks for existing job roles
- Develop an On-The-Job Training (OJT) plan incorporating hands-on job training with classroom instructions and practical sessions
- Prepare employees with disabilities for their job roles using the OJT plan

3. Enhancing Employment through Assistive Technology & e-Accessibility

You will learn how to:

- Leverage the wide spectrum of assistive technologies available, to overcome different disability challenges and support employees with disabilities at work
- Develop a framework to identify and adopt suitable AT for the accommodation of individual needs
- Enable materials and content (word documents, notes, slides, websites) to be accessible to everyone, including employees with disabilities

4. Recruitment & Hiring of Persons with Disabilities

You will learn how to:

- Build a disability-inclusive workplace culture
- Develop recruitment strategies and procedures to better hire persons with disabilities
- Effectively apply the principles of job analysis, redesign, carving and sharing
- Identify organisations for partnerships in the recruitment process

5. Job Accommodation & Workplace Accessibility

You will learn how to:

- The basics of accessibility and reasonable accommodation to better support employees with disabilities at work
- Considerations in the adoption of reasonable accommodations to benefit both employer and employees with disabilities
- How to facilitate an accommodation process and integrate them into existing company policies

6. Career Advancement & Retention of Employees with Disabilities

You will learn how to:

- To review and highlight gaps within existing policies and processes in the organisation
- To formulate and implement a career and development plan for employees with disabilities
- Benchmarking of fair and competitive compensation and benefits for employees with disabilities using the strategic impact approach
- Considerations for fair performance management of employees with disabilities

SG Enable's training calendar can be found at

<http://employment.sgenable.sg/training/training-programmes/>

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1800 8585 885



05

**Work Environment
Accessibility &
Accommodation**

5. WORK ENVIRONMENT ACCESSIBILITY & ACCOMMODATION

5.1 ASCERTAINING WORKPLACE ACCESSIBILITY

Accessibility is often linked to the concept of universal design, a term coined by the architect, Ronald Mace. It refers to ‘products, environment, programmes and services (which) are designed to be useable by all people, to the greatest extent possible, without the need for adaptation or specialised design’. For example, computers which allow for bigger font sizes without the need for specific software can be used readily by those with poor vision, including aging workforce members.

Workplace accessibility comprises the following categories:

i) **Physical accessibility** includes the main facilities and built environment leading to and around the workplace such as paths and routes from public transport modes to the office, lighting and workplace safety measures etc. Employers should work with property owners or facility management offices to identify and improve physical accessibility for all visitors and staff.

ii) **Communication accessibility** requires communication channels that can be used by everyone. For example, people who are blind should have access to PDF documents that can be read using Adobe’s in-built speech-to-text function. Communication with people with hearing impairment can be done through Skype or Lync, or engage sign interpreters for face to face communication. People with intellectual or learning disabilities may require more specific or simplified language to better understand instructions.

As each person with disabilities has unique needs, it is advisable to find out from them, their preferred mode of communication.

iii) **Technology accessibility** ensures equal access to information. For example, some people with low vision see better with white words on black backgrounds. Websites could embed the option to allow for colour contrast adjustment between text and background to be made or create content with simple layout that promotes positive user experience.



By applying the concepts of universal design and accessibility, employers can address the needs of employees with disabilities and also maximise its benefits and value to other staff.

To learn more on Universal Design, please refer to Singapore Building and Construction Authority's guidelines at www.friendlybuildings.sg

5.2 ACCOMMODATION

To enable persons with disabilities to be able to maximise their potential in employment, it is necessary for employers to provide reasonable accommodation. An accommodation is defined as any change in the work environment or processes to allow employees with disabilities to enjoy equal employment opportunities. Reasonable accommodation is about ensuring that all your employees have what they need to perform their duties effectively and productively and stay on the job, without undue difficulty or cost to the employers.

Types of Accommodation

Employers can group accommodation into two broad categories - job accommodation and workplace accommodation.

Job Accommodation

In determining whether to provide accommodation, employers would need to consider the required job tasks, the functional limitations of the person doing the job, and the ease in providing accommodation.

Job accommodation can be done not only for persons with disabilities, but also for other employees. A common example is allowing employees to work from home in the event of unhealthy air pollution levels due to haze.



The following are some other examples of job accommodation:

- **Job Trial** – Allow employees with disabilities to work for a short duration or trial period so that both the employers and the employees can assess the job suitability
- **Contract Employment** – If the employers would like to have a longer assessment period for employees with disabilities, they may also choose to offer contract positions that allow them to monitor performance over a longer duration
- **Job Carving** – To scope out tasks which can be done by persons with disabilities to accommodate their needs, e.g. identifying routine tasks for persons with autism
- **Job Sharing** – To have two employees share duties. The details can be determined by the employers, when considering the tasks involved
- **Flexible Working Hours** – Allow employees with disabilities to report staggered working hours if they have difficulty taking public transport during peak hours or face other forms of challenges such as family commitments
- **Part Time Employment** – Allow employees with disabilities to work less than 35 hours a week with flexible working hours and receive an hourly wage. This option enables employees with disabilities to build their competencies and confidence over time before performing a full-time job
- **Telecommuting** – For employees with disabilities who face difficulty travelling to work due to mobility issues, employers can consider allowing them to work from home or any other location at their convenience



Workplace Accommodation

Persons with disabilities, in particular people with physical disabilities and visual impairments, require extra effort when travelling. Inaccessible premises without ramps and elevators or inadequate directional signals with braille and tactile paving make it dangerous for people with disabilities to travel. These are some considerations regarding the physical accessibility of the interview or work locations. Persons with disabilities may also require accommodations to perform their job. Here are some examples:



Speech to text software



Instant messengers



Tables with adjustable heights



Screen magnifying software



Paper and Pen messengers

We encourage employers to discuss with their employees with disabilities on the types of accommodation they may require and assess whether these can be reasonably accommodated or if alternatives can be found.

Job Redesign

Job Redesign, as its name suggests, means to design an existing job in a new way so as to improve its efficiency or make it accessible to persons with disabilities.

Job Redesign often leads to certain job function(s) being eliminated, re-arranged or re-allocated and this creates opportunities for individual or group hiring. In the latter, it involves a group of people (with similar or various disabilities) working together doing similar work or focusing on a work process.



HOW SG ENABLE CAN SUPPORT

Creating an accessible workplace and making useful accommodations requires accurate advice and funding. Our multi-disciplinary team of specialists is able to provide valuable recommendations to your queries. The cost of accommodations can be covered under the Open Door Programme, which is a funding support for employers to hire, train and integrate persons with disabilities.

Open Door Programme

The programme covers 4 areas:

1

Job Redesign

- Purchase of equipment
- Workplace accommodation
- Redesign of work process

2

Training

Funding support for employers when:

1. Employees with disabilities attend skills upgrading courses
2. Employees without disabilities attend disability-related trainings (e.g. Disability Management, HIRE Workshop Series)

3

Apprenticeship

Funding support for On-the-Job training of newly hired employees with disabilities

4

Recruitment and Job Support Services

Employers who register on the Job Portal will receive recruitment assistance from SG Enable and its appointed partners. For every person with disabilities placed, a six-month period of job support will be provided

For more information, please refer to <http://employment.sgenable.sg/>

Accessibility Checks

Our occupational therapists and job coaches provide advice on workplace accommodation or conduct accessibility checks for your offices. They can also provide insights into profiles of persons with disabilities who are suitable for the work environment or job.

To arrange for a consultation, please email opendoor@sgenable.sg
or call **1800 8585 885**



06

**Practices That Support
Hiring Of Persons With
Disabilities**

6. PRACTICES THAT SUPPORT HIRING OF PERSONS WITH DISABILITIES

An important factor for employers to consider is whether practices within the organisation are supportive of hiring persons with disabilities. We encourage employers to review existing processes and job descriptions to determine if these practices facilitate the hiring and advancement of qualified persons with disabilities.

6.1 RECRUITMENT & HIRING

When announcing available job openings, consider the following:

- Work with SG Enable to identify potential candidates who meet job requirements
- If the job opening is announced through the company website, examine whether the company website is friendly for jobseekers with disabilities, or if the job announcement is posted in an accessible format
- Whether the job announcement encourages applications from persons with disabilities. The announcement may include the phrase, “We are an inclusive employer”

6.2 COMPENSATION & BENEFITS

An overall principle is to remunerate and reward according to the capabilities and performance of the employee with disabilities with no difference from that of other able-bodied employees. Employers should keep the remuneration and reward package progressive. If the employee with disability is able to learn and perform new essential functions, employers should consider increasing his/her salary accordingly, as well as opportunities for promotion.

6.3 CAREER DEVELOPMENT & RETENTION

One way for employers to retain employees is to establish career development plans for all employees, including those with disabilities. A typical programme includes:

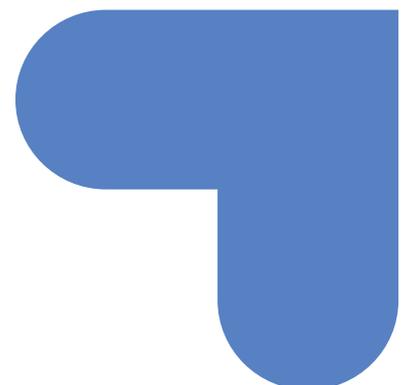
- **Career Planning** – Employees with disabilities have aspirations. Supervisor should discuss career expectations with them and not assume that their disability will be a barrier. Try to reach an agreement with the employees on appropriate goals and the path to achieve them
- **Team Building** – These opportunities give employees opportunities to solve problems and develop strong working relationships with co-workers. Ensure that the activities are disability friendly
- **Networking** – Include employees with disabilities in both formal work groups and informal gatherings. Frequently, important business is discussed at these events and interpersonal relationships are developed
- **Performance Appraisals** – If a position has been restructured to accommodate a person's disability, evaluate the employee only on the tasks he or she is expected to perform. However, apply the same performance standards to employees with disabilities that are applied to all employees. It is also important to have a career development discussion
- **Training** – Opportunities should be available to employees with disabilities. Hold classes at accessible locations and ensure training materials are accessible for those with sensory impairment (e.g. larger fonts)
- **Self-Development** – Employees with disabilities are also responsible for their own career development and should seek new training or information

6.4 NATURAL SUPPORT

Having co-workers who we can have social interactions and work well with are contributing factors that help sustain employees on the job. This also applies to employees with disabilities, and the importance of natural support cannot be overstated.

Employers can best integrate persons with disabilities into the company by:

- **Assigning a buddy to employees with disabilities to help them familiarise with the organisation. Employees with disabilities can also turn to the buddy for help when they have any queries about the organisations or when they meet with any uncertainties and challenges**
- **Assigning a mentor to employees with disabilities to provide guidance on career progression or advancement**
- **Include employees with disabilities in the company's events and activities and ensure that they are able to participate in these activities**





07

Start Inclusive Hiring

7. START INCLUSIVE HIRING

Organisations can recruit through traditional methods such as existing job sites or recruitment agencies. Concurrently, they can approach SG Enable for the following specialised services:

1. SG ENABLE EMPLOYMENT SERVICES

Work with SG Enable and our Voluntary Welfare Organisation (VWO) partners that provide employment services, namely Autism Resource Centre (Singapore) or ARC, Movement for the Intellectually Disabled of Singapore (MINDS), and SPD, to hire persons with disabilities. Employers will also receive recruitment assistance in the form of job placement and job support for hiring person with disabilities with specialist support, for example, job coach and assistive technology specialists support.

For enquiries on hiring persons with disabilities
please contact SG Enable at opendoor@sgenable.sg
or **1800 8585 885**



Job Portal

The Job Portal in SG Enable's Disability Employment Portal (employment.sgenable.sg) is dedicated to persons with disabilities and inclusive employers. Employers can post job vacancies and search for job candidates in this portal at no cost. Employers who register on the portal will be eligible to benefit from the Open Door Programme funding to help defray the cost of hiring persons with disabilities.



For Jobseekers

Employment Assistance,
Open Door Job Portal,
Training Programmes



For Students

Internship for Tertiary students,
School-to-Work for SPED
students



For Employers

Open Door Programme,
Online HRM Resources for
Employment of PWDs



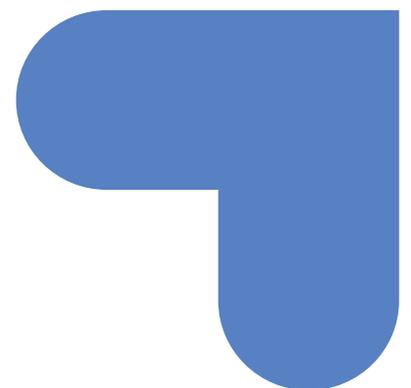
For Training Partners

Training Grant,
Training Facilities

2. INTERNSHIP

SG Enable's Internship programme matches students with disabilities who are currently studying in Institutes of Higher Learning with organisations based on the students' course of study, interests and preferences. The internship serves as a gauge to determine the capabilities of the students and it can be a possible avenue for organisations to convert the interns into full-time staff upon graduation.

Companies interested to work with SG Enable for the
Internship Programme can email
intern.prog@sgenable.sg



3. ADDITIONAL SUPPORT

The government has been supportive in encouraging employers to hire and train persons with disabilities. Besides the Open Door Programme (refer to pg 21), the following schemes benefit both employers and employees with disabilities:

Special Employment Credit (SEC)

To support the employment of persons with disabilities, SEC was extended to employers who hire persons with disabilities of all ages in 2012. The SEC quantum is set at 16% of the employee's monthly income, up to \$240 per month.

Visit <https://www.sec.gov.sg> for more details.

Workfare Schemes

Workfare Training Scheme supports employers to send their workers for training. The training grant covers 95% Absentee Payroll with no dollar cap. Employers can benefit from this when they enrol their employees in any of the courses that are supported or accredited by Workforce Singapore (WSG).

Workfare Income Supplement Scheme supplements the income and retirement savings of mature workers and persons with disabilities through cash payments and CPF contributions. It incentivises and encourages them to continue working and build up their CPF savings for retirement.

Visit <https://www.workfare.gov.sg> for more details.

Reskilling for Jobs – Work Trial for Employers

The Reskilling for Jobs – Work Trial allows employers to assess a job seeker's fit via a cost-free short-term work stint before offering employment.

Visit

<http://www.wsg.gov.sg/programmes-and-initiatives/wsg-reskilling-for-jobs-employers.html> for more details.



Inclusive society, Enabled lives.

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