
INCLUSIVE SOCIETY, ENABLED LIVES.

SG Enable Annual Report 2017





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OUR Vision

Inclusive Society, Enabled Lives.

OUR Mission

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

CHAIRMAN'S Message

2017 marked several milestones for SG Enable (SGE), from celebrating the achievements of inclusive employers and helping persons with disabilities push employment frontiers through technology and training, to curating inclusive events that bring people of all abilities together.

Together with SGE's job placement and job support partners – Autism Resource Centre (ARC), Movement for the Intellectually Disabled of Singapore (MINDS) and SPD – over 550 persons with disabilities were successfully placed in employment in 2017. We augmented outreach and education efforts to interest more industry sectors in inclusive hiring, and equipped more employers with tools to enhance their capabilities in hiring, training and sustaining employees with disabilities in the workplace.

The Enabling Village (EV) continues to attract visitors far and near, including many who have come to experience how its universally-designed accessible features and medley of community events, training and employment activities have enabled people of all abilities to work, learn and play together.

We can do better as a community by helping one another achieve our full potential. I am excited by the many new programmes and services that are being developed to benefit persons with disabilities and their caregivers, in the year ahead. SGE has been fortunate to have the trust and support of many individuals, and private, public and social sector organisations. Without their partnership and generous sharing of time and expertise, we would not have been able to get to where we are now, and I thank all of them for supporting the cause of persons with disabilities.

CHEW HOCK YONG
CHAIRMAN

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 2018 to 28 February 2021

REGISTERED ADDRESS

20 Lengkok Bahru, #02-06, Singapore 159053

EXTERNAL AUDITOR

Ernst & Young LLP

COMPANY SECRETARY

Kiar Lee Noi
Boardroom Corporate & Advisory Services Pte Ltd



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 directors and officers act independently and in the best interests of the Company, as well as to avoid conflicts of interest which may impede or compromise their responsibilities. All Board Directors have to make a declaration upon each new term of their appointments, and staff to declare upon first appointment and annually thereafter, that they have read and understood the policy and whether there are any present or potential conflicts.

BOARD OF DIRECTORS & Management

BOARD OF DIRECTORS

CHAIRMAN

Mr Chew Hock Yong

MEMBERS

Mr Anjan Kumar Ghosh
Ms Chew Seow Chien
Ms Chia Yong Yong
Dr Chong Yoke Sin
Ms Jean Tan Lay Kuan
Ms Ku Geok Boon (ex-officio)
Ms Lynn Ng Hui Wah
Mr Suhaimi Bin Salleh
Dr Wong Meng Ee
Mr Zee Yoong Kang
Mrs Clara Goh Yau Hong (From 1 Jan 2018)
Mr Ng Cher Pong (From 1 Jan 2018)
Ms Rebecca Teo Yock Lan (1 Jan 2016 to 31 Dec 2017)
Ms Sim Sin Sin (1 Jan 2016 to 31 Dec 2017)
Mr Tan Kwang Cheak (From 1 Jan 2018)
Mr Xie Yao Quan (From 1 Jan 2018)

AUDIT COMMITTEE (as at 31 Mar 2018)

Mr Suhaimi Bin Salleh (Chairman)
Mr Anjan Kumar Ghosh
Mrs Clara Goh Yau Hong

FINANCE AND DEVELOPMENT COMMITTEE (as at 31 Mar 2018)

Mr Chew Hock Yong (Chairman)
Ms Chew Seow Chien
Dr Chong Yoke Sin

HR COMMITTEE (as at 31 Mar 2018)

Mr Chew Hock Yong (Chairman)
Ms Rebecca Teo Yock Lan (1 Apr 2017 to 31 Dec 2017)
Dr Wong Meng Ee (From 1 Jan 2018)
Mr Zee Yoong Kang

MANAGEMENT

CHIEF EXECUTIVE OFFICER

Ms Ku Geok Boon

ASSISTANT CHIEF EXECUTIVE

Mr Ng Herk Low



ENHANCING EMPLOYMENT & Employability Options

Disability-inclusive hiring is not just about employers giving opportunities to persons with disabilities – done right, it is a win-win situation that benefits employees with disabilities, employers and the workplace.

There is a business case for hiring persons with disabilities. With training and workplace accommodation, barriers can be lowered and obstacles can be overcome. They can take on many jobs, be productive and carve out distinguished careers.

Many companies also see that as employees learn to interact with colleagues with disabilities, they become more accepting of one another's differences and strengths, develop more empathy and have a deeper appreciation of how everyone can contribute to the organisation's success.

SG Enable focuses on three key areas: getting jobseekers to be ready to work, supporting employers to be ready to hire and integrate persons with disabilities, and developing an environment that is ready to support jobseekers and employers.

“ *It makes good business sense. Not only are persons with disabilities a source of talent, they can provide insight to your companies on how to open new markets and broaden service range through accessible services...Greater workforce diversity can also guard against groupthink, and foster innovation and creativity.*

MR DESMOND LEE
MINISTER FOR SOCIAL AND
FAMILY DEVELOPMENT

”

Employment



559 persons with disabilities placed in jobs



128 persons with disabilities took part in SGE's internship, mentorship and transition-to-work programmes

Training

940 persons with disabilities trained



21 training providers funded to develop customised courses for

1,058 training places

1,271 employers trained



READY Environment

Getting persons with disabilities successfully hired and integrated in the workplace would not be possible without job coaches and other employment professionals who work behind the scenes to deliver a variety of needed supports. In FY17, SG Enable continued to support disability employment professionals through various initiatives.

THESE INCLUDED:

- Advanced Certificate in Supported Employment (ACSE), which aims to build the capabilities of disability employment professionals in providing employment and employability support for persons with disabilities, and
- SkillsFuture Study Award for Disability Employment Professionals, which offers grants to professionals to pursue higher qualifications in related fields.

WHAT IS A JOB COACH?

A job coach trains a person with disability to perform the required job tasks and develop the interpersonal skills to make a smooth transition to the job. In addition, the job coach typically assists persons with disabilities in career planning, and applying appropriate strategies to manage their behaviours and interact with co-workers. He also works with employers on workplace modifications and accommodations.



READY Jobseekers

SG Enable worked with our job placement and job support partners – Autism Resource Centre (ARC), Movement for the Intellectually Disabled of Singapore (MINDS) and SPD – to place persons with disabilities in jobs, and provide assessment, career consultancy and job support services.

We also worked with voluntary welfare organisations, schools and employers to run initiatives that help to prepare jobseekers for work.

THESE INCLUDED:

- Job shadowing programmes

- **IHL Internship**, which places students from institutes of higher learning in internships
- **RISE Mentorship**, in which tertiary students with disabilities are matched with business manager mentors in their areas of interest
- **School-to-Work programme**, in which students from Special Education (SPED) schools are prepared for their transition to work
- **Hospital-to-Work programme**, in which persons with acquired disabilities are supported in their return to work



TRAINING FOR JOBSEEKERS

SG Enable worked with training providers to offer courses in a range of areas that cater to the abilities and needs of persons with disabilities. These courses aimed to enhance the employability of persons with disabilities, and ranged from work preparation to vocational skills. In FY17, we funded 21 training providers to develop customised courses that can provide up to 1,058 training places.

After a person with disability is hired, our work to support them in employment continues. Through the Open Door Programme (ODP), a

government-funded initiative that we administer, we provide course fee subsidies that defray employers' cost of sending their employees with disabilities to attend courses to upgrade or learn new skills for career advancement.

We also administered the SkillsFuture Study Award for Persons with Disabilities – in FY17, we funded 31 persons with disabilities to pursue higher educational qualifications in areas like Accountancy, Business Management, Counselling, Data Science, Information Technology, Mass Communications and Social Work.

READY Employers

BUILDING CAPABILITIES

Increasingly, we see employers who are keen to hire persons with disabilities but are unsure of how to work with them, or how to develop an inclusive workplace. SG Enable is encouraged that employers want to join us in the inclusive hiring journey, and we offer a variety of resources and workshops to support them in this journey.

In FY17, SG Enable held Disability Awareness Talks and High Impact Retention & Employment (HIRE) workshop series to train 1,271 employees from 64 employers. We also developed the Workplace Disability Inclusive Index, with funding from the Singapore Business Federation Foundation, and in collaboration with Cornell University.

These resources helped employers to assess their readiness for inclusive hiring and gave them practical recommendations on steps they can take in hiring and integrating persons with disabilities.



“ We participated in the Inclusive Index to know and understand more on how we can contribute to the society, and it has helped us gain more knowledge in opening up our horizons on the topic of disability and the various ways we can help them. ”

—
MR STEVEN ANG
MANAGING DIRECTOR, INFANTINO ENTERPRISE



SG Enable ran the **HIRE workshop series** to equip employers with the essential knowledge and skills to integrate and support persons with disabilities at work.

BUILDING NETWORKS

We worked with the public sector to promote disability-inclusive hiring. Our multi-pronged approach included appointing agency champions to influence culture change, placing tertiary students with disabilities on internship in the public sector and organising networking sessions between hiring agencies and persons with disabilities.



The **Workplace Disability Inclusive Index** is a free online tool that enables employers to self-assess their company's strengths and readiness for inclusive hiring.

The Index, available at <http://singapore.benchmarkability.org>, covers six categories:



After using the tool, reports are generated for each category. These will recommend possible next steps for the organisations and point employers to the appropriate resources and workshops to support the hiring and integrating of persons with disabilities.

4TH ENABLING Employers Awards

More than 70 companies and individuals were recognised at the 4th Enabling Employers Awards (EEA), held on 21 July 2017, for their commitment and efforts to integrate persons with disabilities into the workplace.



“ We are honoured to be recognised by SG Enable today as the Leader Award is an affirmation of UOB’s commitment to inclusive hiring. At UOB, we believe that in embracing diversity of talent and ability, we are helping to create a business environment that is inclusive and beneficial for all. ”

— MS SUSAN HWEE
MANAGING DIRECTOR AND HEAD OF GROUP
TECHNOLOGY & OPERATIONS, UOB



The Leader Award is an apex award recognising exceptional employers who have exhibited sustained dedication to the employment of persons with disabilities.



NTUC FAIRPRICE CO-OPERATIVE

NTUC FairPrice works closely with SG Enable to provide opportunities for work experience programmes and job placement for persons with disabilities. This iconic local supermarket giant also makes an effort to redesign jobs and assign work to leverage the abilities of its employees with disabilities. By adopting such inclusive practices, NTUC FairPrice has successfully hired and integrated persons with disabilities into its business.



UNIQLO (SINGAPORE)

Japan-based fashion chain Uniqlo works closely with MINDS to tweak operations processes according to the abilities of their employees with disabilities, such as simplifying the work scope and making the tasks given to them more systematic. It also practises a work buddy system, where a staff teaches and guides the co-worker with disabilities for about two weeks to ensure that he has the confidence to perform assigned tasks independently.



UNITED OVERSEAS BANK (UOB)

UOB began training and hiring persons with autism in its UOB Scan Hub before working to create a more inclusive work culture company-wide. To integrate employees with autism into the work environment, UOB engaged ARC to develop a customised training programme on managing employees with autism in the workplace. In addition, UOB is also taking the lead to encourage their business contacts to be inclusive employers.



PROVIDING ACCESS to Services

Part of SG Enable's mission is to empower persons with disabilities and their caregivers through timely access to information and referral services, grants and support.



INFORMATION & REFERRAL

When a person with disabilities or caregiver needs to choose a suitable organisation or facility to provide a disability support service, SG Enable is often the first port of call. We help the client make an informed decision by providing information on government-funded disability services, before referring the case to the selected service provider for follow-up.

In FY17, we made more than 2,700 referrals to government-funded child and adult disability services that cover the range from early intervention therapy programmes for children to adult disability homes.

SCHEMES ADMINISTRATION

SG Enable also processes applications for government-funded support schemes, mainly in the areas of assistive technology and transport. Schemes such as the Assistive Technology Fund (ATF) – which provides subsidies for assistive devices – and Car Park Label Scheme (CPLS) – which allows eligible drivers and passengers to use accessible parking lots – have seen growing popularity over the years. SG Enable processed more than 2,000 ATF applications and 4,000 CPLS applications in FY17.

OUR Touchpoints:



OUR Beneficiaries:



- 1 Ask for help**
Talk to a therapist or social worker from your hospital or voluntary welfare organisation (VWO).
- 2 Assessment**
Your therapist assesses your needs and what assistive devices may be right for you and what you want to do.
- 3 See and try**
Your therapist tries out the device with you. You may need to try more than one device, and have more than one session.
- 4 Subsidies**
Your therapist or social worker will let you know if you qualify for financial assistance, such as the Assistive Technology Fund by the Ministry of Social and Family Development.
- 5 Purchase**
Your hospital or VWO can help with the purchase and delivery.

The **Assistive Technology Fund (ATF)** allows persons with disabilities to apply for subsidies, through their therapists or social workers, for a wide array of assistive technology devices that can help them gain greater independence in daily living. It can be used to acquire, replace, upgrade or repair these devices.

Successful applicants qualify for a means-tested subsidy of up to 90% of the cost of the required equipment, subject to a lifetime cap of \$40,000.



ENGAGING *The Community*

Persons with disabilities – a part of society, not apart from society.

In bringing home the message of inclusiveness, SG Enable believes that action speaks louder than words. In FY17, we hosted or co-organised a variety of inclusive events that welcomed persons with disabilities and the wider community to learn and play together, and interact with one another. These events also showcased the diverse talents of persons with disabilities so that Singaporeans can see beyond their disabilities and appreciate them for who they are.



#UNLOCKING REDHILL MAPATHON

70 volunteers from Microsoft and Grab took part in a mapathon on 15 March 2018, to “unlock” Redhill for persons with disabilities. They mapped close to 700 “objects” with accessibility tags around the Enabling Village, and identified accessible routes like wheelchair-friendly ramps and inclines, infrastructure like bus stops, benches, buildings,

and potential obstructions like trees, lamps and path barriers.

The “objects” added will enhance OpenStreetMap, a community-generated mapping platform used as a data source to feed apps such as Microsoft’s SoundScape, which uses 3D audio cues to help the visually impaired navigate towns and cities.



SUPERHERO WE FESTIVAL

Themed “WILD CHILD”, the Superhero We Festival aimed to empower children to realise their potential and remove the fear of interacting with those different from them. Through inclusive activities that included dance, crafts, storytelling and music, children of all abilities were encouraged to learn and play together.

Co-presented by the Enabling Village and Lien Foundation.



UNIFIED GIVE FEST BY MICROSOFT

Employees from Microsoft Singapore took part in several “unified” activities that catered to people of all abilities at the Enabling Village on 4 November 2017, as part of the company’s Give Week.

Microsoft staff also taught persons with disabilities IT skills such as Minecraft coding and technology training. The event was capped with a concert featuring American singer Tony Memmel, who was born without a left forearm and hand, and plays the guitar with a cast made of duct tape to function as his guitar pick. The concert was organised by the US Embassy in Singapore.

Organised by Microsoft Singapore



Learning Journeys

The Enabling Village attracted many visitors year-round who were keen to learn about the community space’s universal design features and programmes to integrate persons with disabilities in the community. In FY17, SG Enable hosted learning journeys for some 4,000 people, both local and foreign.



ENABLING Village

Design For Asia Awards 2017

Adding to its tally of design awards, Enabling Village received regional recognition when it won the Grand Award with Special Mention at the Design For Asia (DFA) Awards in 2017. It was one of only two Singaporean projects among the 16 that received the Grand Awards.

Established in 2003, the DFA Awards is organised by the Hong Kong Design Centre and recognises innovative design projects in Asia. The 2017 call for entries drew over 1,000 responses.



TS ARTISTRY BY APSN TANGLIN SCHOOL

“TS Artistry – Talents Revealed!” showcased the talents of students from APSN Tanglin School. They put up a musical performance at the Enabling Village on 15 November 2017, and 300 participants helped the school get into the Singapore Book of Records for the Most Number of People Doing Aluminium Tooling Together. The completed aluminium pieces were later put together to form an image of four people in unity.

Organised by Association for Persons with Special Needs (APSN) Tanglin School

BUILDING PARTNERSHIPS TO Meet Emerging Needs

SG Enable works with government agencies, companies, social enterprises, voluntary welfare organisations, schools and innovators – tapping the expertise of different stakeholders to address complex problems that often require inter-disciplinary solutions.

TOTE BOARD - ENABLING LIVES INITIATIVE GRANT

SG Enable administered the \$23 million Tote Board - Enabling Lives Initiative Grant, which started in 2015, to fund scalable and sustainable projects that improve the well-being of persons with disabilities and their caregivers. The initiative brought together the expertise of voluntary welfare organisations (VWOs), social enterprises and other organisations to create greater reach and impact.

In FY17, SG Enable committed \$3.3 million to fund seven projects in the area of Data & Technology: Enriching Social Lives & Expanding Work Opportunities. These projects aim to benefit 1,225 caregivers and persons with disabilities.

The Grant supports projects that focus on cross-cutting issues in three areas:

• CAREGIVER AND NATURAL SUPPORT

Caregivers may face multiple stresses – physical, emotional and financial stresses – that come with caregiving. It is important to empower and support them in their caregiving, socio-emotional and training needs.

Natural Support refers to resources inherent in the community environment that persons with disabilities can tap for support.

• DATA AND TECHNOLOGY

The use of appropriate technology can expand opportunities for participation for persons with disabilities in education, employment, and social and civic life.

• TRANSITION MANAGEMENT

Transitions – be they a change in life phase or support services – can be difficult periods of adjustment for persons with disabilities and their caregivers. Transition management takes into account clients' needs and preferences, and supports clients across these transition points.



DEVELOPMENT OF E-GUIDE DOG TRAVEL ASSISTANT

Having a guide dog can be beneficial for people with visual impairment, but some may be deterred by the cost of dog ownership and responsibilities involved in taking care of it. The process of getting a guide dog could also be long and arduous.

A project by Nanyang Polytechnic hoped to address these issues and was funded by the Tote Board - Enabling Lives Initiative Grant. It involved the development of an “e-guide dog” to replace a physical guide dog. The prototype could guide a user with visual impairment to five programmed locations, including new locations that it had not “visited” before. It could also inform him if a road is safe to cross, by detecting the change in light intensity of the traffic light.

ENABLING Technology Adoption

TECH ABLE

Tech Able, jointly managed by SG Enable and SPD and located in the Enabling Village, aims to promote the awareness and adoption of assistive technology (AT).

It showcases a wide range of AT devices, highlighting the possibilities of AT for work, learning and living. The centre also provides consultation, assessment and training for persons with disabilities. Through the co-working space, innovators, makers and researchers are brought together to discuss, test ideas and ideate products and services for persons with disabilities.

No. of people outreached: **MORE THAN 6,000**

No. of visitors: **MORE THAN 8,000**

No. of persons with disabilities who received AT assessment and training: **300**



Magnifying software and hardware allow persons with low vision to view text in larger font sizes and with a preferred colour contrast.

An **Augmentative Alternative Communication (AAC) device** incorporates the use of symbols to help persons who are non-verbal communicate their needs and thoughts.



Assistive listening devices help persons with hearing impairment have greater sound clarity. Such devices are especially useful during meetings and group discussions as they amplify the voice of the speaker, while minimising background noise.

“ If I am in a meeting with several people, despite being face-to-face with them, I will prefer to use the Roger Pen so as to minimise the background noise which can include sounds from the air-conditioning. Its appearance is also quite discreet and stylish in its light silver colour. It appeals to those who are quite self-conscious on being seen with assistive technology devices. ”

— **ONG SHI YI, WHO USES THE ROGER PEN, AN ASSISTIVE LISTENING DEVICE, IN HER WORK**

INDEPENDENT TRAVELLING PROJECT

Nailing down a job is something many persons with disabilities and their caregivers aspire to. One of the critical first steps is to be able to travel independently to and from work – something the typical person takes for granted, but which is a big challenge for students with disabilities in Special Education (SPED) schools. Some caregivers were also anxious about letting their care recipients travel on their own for fear they would get lost.

As such, SG Enable embarked on the Independent Travelling Project to demonstrate the use of technology in helping persons with disabilities travel safely on their own. 30 students and their caregivers were recruited for the pilot through three SPED schools – Metta School, Woodlands Gardens School and Towner Gardens School – with the National University of Singapore - Chua Thian Poh Community Leadership Centre designing the research framework to evaluate the efficacy of the project.



The project team homed in on technology that was already available in the market. Two types of technology were tested – 1) the iMirror, a life-size interactive device that simulates local environments, designed to safely teach students basic travelling skills such as road safety and the use of public transport, and 2) smart wearable devices (watch and pendant) that have a call function and GPS location tracking and geofencing capabilities. Caregivers were able to monitor the students’ location in real time through a mobile app and could call them if they wandered off course. In times of distress, the students could also call their caregivers at the press of a button.

The project proved to be a success, with all the student participants demonstrating independent travelling skills in the trials that they underwent. Caregivers and teachers also gave positive feedback.



We sincerely
**THANK ALL OUR
 DONORS,
 FUNDERS
 and
 PARTNERS**

who have helped make a difference to the lives
 of the persons with disabilities we serve.

TODAY ENABLE Fund

The TODAY Enable Fund (TEF) was set up by fund patron Emeritus Senior Minister Goh Chok Tong in December 2016. TEF provides financial assistance to persons with disabilities and supports efforts that enhance their employment prospects and inclusion in the wider community. TODAY is the fund's official media partner, while SG Enable is the fund administrator.

IN FY17, TEF WAS USED TO:

Fund aspirations of persons with disabilities that are beyond their families' financial means:



29

Provide transition support to persons with disabilities to maximise their learning and work potential and lead more independent lives:



200

Provide opportunities for Singaporeans to build greater empathy and inclusion towards persons with disabilities:



4,389

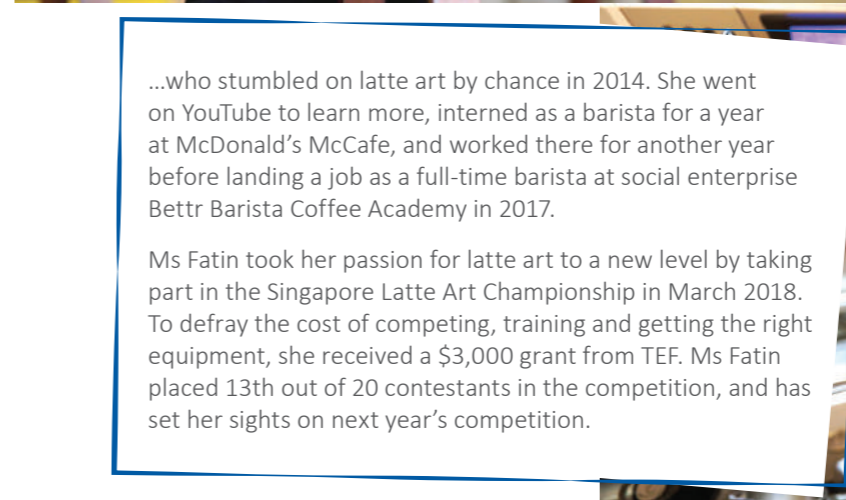
TEF Beneficiaries



LIM HAN MING,
aspiring animation illustrator...

...lost his parents to illness when he was young, but found a love for animation when he was 17. A workshop on basic animation organised by his SPED school led to a basic illustration course at a game design institute, to an advanced illustration course that he hopes will earn him an internship or even a job at the renowned Lucasfilm.

TEF awarded Mr Lim a \$3,000 grant to defray the course fees of the advanced illustration course and take him one step nearer to his dream.



NURAQILAH FATIN SWAT,
professional barista...

...who stumbled on latte art by chance in 2014. She went on YouTube to learn more, interned as a barista for a year at McDonald's McCafe, and worked there for another year before landing a job as a full-time barista at social enterprise Bettr Barista Coffee Academy in 2017.

Ms Fatin took her passion for latte art to a new level by taking part in the Singapore Latte Art Championship in March 2018. To defray the cost of competing, training and getting the right equipment, she received a \$3,000 grant from TEF. Ms Fatin placed 13th out of 20 contestants in the competition, and has set her sights on next year's competition.



ANISAH DAANIYS,
a 5-year-old...

...whose music lights up her parents' lives. Born with an eye condition that prevents her from being able to perceive light, Anisah taught herself to play the keyboard entirely by ear. She received \$3,000 from TEF to defray her education costs and buy items such as a braille — a typewriter which creates text in braille — to help her learn to spell words and form longer sentences.

Photo credit: TODAY

FINANCIAL Statements

Statement of Comprehensive Income for the Year Ended 31 March 2018

	2018	2017
	\$	\$
INCOME		
Other comprehensive income	3,181,501	2,312,662
EXPENDITURE		
Employee benefits expenditure	14,670,000	13,567,801
Other operating expenditure	5,774,148	5,815,925
Total Expenditure	20,444,148	19,383,726
Deficits before grants income	(17,262,647)	(17,071,064)
Grants income	17,886,577	19,026,434
Surplus for the year	623,930	1,955,370

Statement of Financial Position as at 31 March 2018

	2018	2017
	\$	\$
ASSETS		
Non-current assets	17,576,521	21,135,213
Current assets	19,733,667	21,050,362
TOTAL ASSETS	37,310,188	42,185,575
LIABILITIES		
Non-current liabilities	14,588,289	17,660,444
Current liabilities	8,584,176	11,011,338
TOTAL LIABILITIES	23,172,465	28,671,782
NET ASSETS	14,137,723	13,513,793
RESERVES		
General reserves	9,834,723	9,650,951
Specific reserves	4,303,000	3,862,842
TOTAL RESERVES	14,137,723	13,513,793

Disbursement of Schemes and Programmes for the Year Ended 31 Mar 2018

	2018	2017
	\$	\$
SCHEMES AND PROGRAMMES		
Assistive Technology Fund	3,738,886	2,669,276
iEnable Pilot	1,684	653
Job Placement Job Support	1,301,449	1,243,033
Open Door Programme	2,003,247	2,265,165
SEED Fund	-	156,109
SkillsFuture Study Award for Persons with Disabilities and Disability Employment Professionals	120,000	65,000
Special Assistance Fund	522,361	349,799
Taxi Subsidy Scheme	206,718	197,409
Tech Able	-	167,460
Technology Aided Transitional Programme	66,252	134,268
Tote Board - Enabling Lives Initiative Grant	1,533,554	646,166
VWO Transport Subsidy Scheme	5,578,943	5,332,611
Workability Food Preparation Programme	-	248,303
TOTAL DISBURSEMENT IN THE YEAR	15,073,094	13,475,252

BOARD Meetings

An annual board retreat and board meetings are held to review the Company's plans, financial position, delivery of programmes and services, and achievement of desired outcomes and key performance targets. To facilitate attendance, the meetings are scheduled a year ahead. Papers are circulated to the Board Directors a week prior to meeting dates. Minutes of the Board and Committee meetings' proceedings are recorded and circulated in a timely manner to ensure information flow within the Board and its Committees. The Directors are also briefed on compliance related matters during the respective Board and Committee meetings. At the last meeting of the financial year, the Board will approve the annual budget for the following year.

A total of three Board meetings and six Committee meetings were held in financial year 2017. Attendance by the Directors for the meetings are as follows:

Name of Member	Date of First Appointment	Date of Last Re-Appointment	Expiry of Term	Board of Directors	Audit Committee	Finance & Development Committee	Human Resource Committee
Mr Chew Hock Yong (Chairman)	1 May 2016	1 Jan 2018	31 Dec 2019	3	-	2	2
Mr Anjan Kumar Ghosh	1 Jan 2014	1 Jan 2018	31 Dec 2019	2	2	-	-
Ms Chew Seow Chien	1 Jan 2014	1 Jan 2018	31 Dec 2019	3	-	2	-
Ms Chia Yong Yong	1 Jan 2014	1 Jan 2018	31 Dec 2019	1	-	-	-
Dr Chong Yoke Sin	1 Jan 2014	1 Jan 2018	31 Dec 2019	3	-	2	-
Mrs Clara Goh Yau Hong ¹	1 Jan 2018	-	31 Dec 2019	1	2	-	-
Ms Ku Geok Boon (Chief Executive Officer)	16 Sep 2013	1 Jan 2018	31 Dec 2019	3	-	-	-
Mr Ng Cher Pong ¹	1 Jan 2018	-	31 Dec 2019	1	-	-	-
Ms Lynn Ng Hui Wah	1 Jan 2016	1 Jan 2018	31 Dec 2019	1	-	-	-
Ms Sim Sin Sin ²	1 Jan 2014	1 Jan 2016	31 Dec 2017	1	-	-	-
Mr Suhaimi Bin Salleh	1 Jan 2014	1 Jan 2018	31 Dec 2019	3	2	-	-
Mr Tan Kwang Cheak ¹	1 Jan 2018	-	31 Dec 2019	1	-	-	-
Ms Jean Tan Lay Kuan	28 May 2015	1 Jan 2018	31 Dec 2019	2	-	-	-
Ms Rebecca Teo Yock Lan ²	1 Jan 2014	1 Jan 2016	31 Dec 2017	2	-	-	2
Mr Xie Yao Quan ¹	1 Jan 2018	-	31 Dec 2019	1	-	-	-
Dr Wong Meng Ee	1 Jan 2014	1 Jan 2018	31 Dec 2019	2	-	-	-
Mr Zee Yoong Kang	28 Feb 2014	1 Jan 2018	31 Dec 2019	2	-	-	2

NOTES:

1. These Directors attended one out of the three Board Meetings held in FY 17 as they had joined the Board from 1 Jan 2018.
2. These Directors had attended up to two of the three Board Meetings held in FY 17 as they retired from the Board on 31 Dec 2017.

CONNECT *With Us*

Corporate

www.sgenable.sg
[Facebook.com/SGenable](https://www.facebook.com/SGenable)

Disability Employment Portal

employment.sgenable.sg

Enabling Village

enablingvillage.sg
[Facebook.com/EnablingVillageSG](https://www.facebook.com/EnablingVillageSG)

Tech Able

[Facebook.com/DesignTechAble](https://www.facebook.com/DesignTechAble)

Tote Board - Enabling Lives Initiative Grant

enablinglives.sg

SG ENABLE

Inclusive society, Enabled lives.

SG ENABLE LTD

20 Lengkok Bahru #01-01
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