



ENABLING
MARK

ENABLING MARK AWARDS 2021

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AUG

Guest of Honour
President Halimah Yacob

ABOUT ENABLING MARK

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.

Organisations with the Enabling Mark are committed to building disability inclusion, with their practices and outcomes assessed over 6 categories:

1. Leadership, Culture and Climate
2. Recruitment Practices
3. Workplace Accessibility and Accommodations
4. Employment Practices
5. Community Engagement and Promotion
6. Extent of Inclusive Hiring

Presence of the mark signals that the organisation is empowering, innovative and collaborative.

ENABLING MARK AWARDS

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- ABLE SEAS Limited
- Accenture Pte Ltd
- Aegis Building & Engineering Pte Ltd
- Agape Connecting People Pte Ltd
- Avanade Asia Pte Ltd
- Bank of America
- Blk.sg Pte Ltd
- Bollore Logistics Singapore Pte Ltd
- Burnt Ends Pte Ltd
- Central Provident Fund Board
- Cominco Private Limited
- Concorde Hotel Singapore
- Conrad Centennial Singapore
- Crayon Pte Ltd
- Crowne Plaza Changi Airport
- Deutsche Bank
- Dione International Group Pte Ltd
- Empauwer Pte Ltd
- Evergreen Refuse Disposal & Cleaning Services Pte Ltd
- Fiducia LLP
- Flash Laundry Pte Ltd
- Genashtim Innovative Learning Pte Ltd
- GIC Private Limited
- Go Ahead Singapore Pte Ltd
- Harilela Hotels (Singapore) Pte Ltd
- Hide & Seek Pte Ltd
- Intercontinental Singapore
- Istana
- Kentucky Fried Chicken Management Pte Ltd
- Kim Choo Kueh Chang Pte Ltd
- KPMG In Singapore
- Mediacorp Pte Ltd
- Metta Welfare Association
- Ministry of Education
- MOH Holdings Pte Ltd
- My Nonna's Pte Ltd
- National Council Of Social Service
- NTT Data Singapore Pte Ltd
- Oxley Gem Pte Ltd
- Pizza Hut Singapore Pte Ltd
- Procter & Gamble
- Pure International (Singapore) Pte Ltd
- Raffles Hotel Singapore
- RC Hotels (Pte.) Ltd.
- Redsol Pte Ltd
- Ren Ci Hospital
- Republic Polytechnic
- Rich & Good Cake Shop Pte Ltd
- RMA Contracts Pte Ltd
- RPRE (Singapore) Pte Ltd
- SEOciety Pte Ltd
- Shangri-La Hotel Singapore
- Singapore International Foundation
- Singapore Police Force
- Speco Singapore Pte Ltd
- SUN-DAC
- Swissotel Merchant Court, Singapore
- Tan Chong Motor Sales Pte Ltd
- Teapasar Pte Ltd
- Thong Siek Food Industry Pte Ltd
- TOUCH Community Services Limited
- Tower Transit Singapore
- Trampoline Limited
- Tropic Planners & Landscape Pte Ltd
- UEMS Solutions Pte Ltd
- Unilever Asia Pte Ltd
- WECOFA Pte Ltd
- Woon Leng Nursery Pte Ltd
- YMCA of Singapore





Foreword Coffee Pte Ltd

At Foreword Coffee, their management and employees have shown great patience and sensitivity when working with co-workers with disabilities. Their managers are deaf, and of the 21 staff employed, 16 are persons with disabilities. With support from SG Enable, Foreword Coffee conducts in-house training for employees on emotional management and workplace communication to improve interaction between co-workers.

Iron Nori Pte Ltd

Iron Nori trains and employs persons with disabilities to prepare them for the F&B industry. They involve their staff to shape the organisation's disability-inclusive initiatives such as redesigning of workspaces and the adoption of technology to support work processes. In addition to offering job opportunities through SG Enable, it partners with social service agencies and SPED schools to hire persons with disabilities.



Marina Bay Sands Pte Ltd

Marina Bay Sands has put in place physical modifications and job accommodations to support employees with disabilities, and regularly sends their employees for disability inclusion training by SG Enable. It currently employs 26 staff with disabilities.

It also has a structured learning framework and training programmes that accommodate to their learning needs and job requirements.



Samsui Supplies & Services Pte Ltd

Samsui Supplies & Services operates three central kitchen facilities in Singapore. With 80% of their staff being persons with disabilities, it has an ecosystem of support for their employees. In addition, to provide pre-employment programmes and employment opportunities, they work with various social service agencies and SPED schools to put in place structured recruitment outreach processes.



Seoul Garden Group Pte Ltd

Seoul Garden Group has been employing persons with disabilities since 2005. Today, the Group employs 40 staff with various disabilities. It runs recruitment exercises with SPED schools and works with SG Enable on an internship programme with permanent employment prospects. The Group rigorously reviews and improves the accessibility of its F&B stores and safety of workstations.



UOB

UOB started the UOB Scan Hub, a sustainable and scalable disability-inclusive employment model that functions as the bank's nerve centre for checking, digitising and archiving customer documents by employees with disabilities. Today, UOB has 27 employees with disabilities. Other progressive efforts include initiating "The Unlimited", a programme aimed at generating interest amongst their business networks and clients to take up disability-inclusive employment.

EXEMPLARY EMPLOYEE AWARD

Recognises employees with disabilities who have made commendable efforts and contributions at the workplace.

- Ms Amanda Chan, Deutsche Bank
 - Mr Roger Lua, Republic Polytechnic
 - Ms Tan Lu Pin Fiona, National Library Board
 - Mr Thng Kai Bin, Holiday Inn Singapore Atrium
-

ENABLING BUDDY AWARD

Recognises co-workers or supervisors who have made commendable efforts in providing natural support at workplaces for employees with disabilities.

- Mr Jonathan Pionela, Tan Chong Motor Sales Pte Ltd
 - Ms Shirley Tan Lai Huay, UOB
 - Mr Tan Kah Wee, Ministry of Social and Family Development
 - Ms Vaithilingham Krishnaveny, Raffles Hotel Singapore
-

ENABLING CHAMPION AWARD

Recognises management staff who have made commendable efforts in integrating employees with disabilities.

- Mr Leslie Lenus, Oxley Gem Pte Ltd
- Ms S R Rajakumari, YMCA of Singapore
- Ms Shona Ann Lowe, Marina Bay Sands Pte Ltd
- Mr Shreyas Ladde, Holiday Inn Singapore Atrium

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ENABLING INNOVATION AWARD

Recognises committed employers who have put in place new projects, ideas or innovation in the organisation to improve the employment, employability or productivity of persons with disabilities.



GET EQUIPPED

Resources for Disability-Inclusive Hiring

1. SG Enable High Impact Retention and Employment (HIRE) Workshop Series

The [SG Enable HIRE Workshop Series](#) provides a comprehensive and structured training framework for employers to be equipped in hiring and integrating persons with disabilities.

- Introduction to Disability Management
 - Recruitment & Hiring
 - Job Accommodation & Workplace Accessibility
 - Assistive Technology & e-Accessibility
 - Career Advancement & Retention
-

2. Toolkits for Employers

SG Enable has developed various online resources with practical self-help tips to build employers' capabilities in supporting persons with disabilities.

- [Starter Kit](#)
 - [Disability Etiquette Guides](#)
 - [Job Redesign Guide for Inclusive Employers](#)
 - [Online Human Resource Management Guides](#)
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3. Articles on Best Practices in Disability-Inclusive Employment

- [Behind-the-scenes of award-winning flavours and fragrances](#)
 - [Enabling persons with disabilities through job accommodations](#)
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4. Enabling Work App

Gain awareness for inclusive employment through the [Enabling Work app](#), which provides simple, fun and interactive learning for companies and co-workers to interact with and support colleagues with disabilities.

5. Featured Stories

Get tips on disability inclusion from SG Enable and from an Enabling Mark recipient [here](#).



For more information,
visit bit.ly/SGEmployerresources
or scan the QR code

GET SUPPORT

Advisory and grants for employers to hire and support persons with disabilities.



SGUnited Jobs & Skills Schemes for Persons with Disabilities

Substantial funding to support the training and hiring of persons with disabilities:

- Place & Train
- Skills Development Programme
- Attach & Train



Advisory and Consultancy

Enhance your readiness for hiring through disability management training and workplace inclusion advice



Job Placement & Job Support

Job-matching services with up to 1 year of job support



Job Redesign

Up to 90% funding, capped at \$20,000, to defray costs for

- Equipment purchase
- Redesigning of job scopes or processes
- Workplace modification
- Consultancy services



Subsidised Employee Training

- Up to 95% of funding for training for employees with disabilities
- Up to 90% funding for training for co-workers to build confidence in working with colleagues with disabilities



Jobs Growth Incentive

- 50% of the first \$6,000 of gross monthly wage support, up to 18 months
- For employers who hire persons with disabilities between Sep 2020 and Sep 2021



Enabling Employment Credit

- Funding of up to 20% of an employee's salary capped at \$400/month
- Additional 10% wage offset, capped at \$200/month, if employee was unemployed for 6 months



For more information,
visit bit.ly/SGEmployergrants
or scan the QR code

ABOUT SG ENABLE

Set up by the Ministry of Social and Family Development in 2013, SG Enable is an agency dedicated to enabling persons with disabilities. It seeks to empower persons with disabilities and their caregivers with timely access to information, referral services and grants; enhance training and employment for them; and engage the community to integrate them as integral members of society. It also manages the Enabling Village. SG Enable is a registered charity and an Institution of Public Character.



ENABLING MARK AWARDS 2021

Organised by

SG ENABLE

Inclusive society. Enabled lives.

To learn more about SG Enable's initiatives in disability-inclusive hiring, visit us at:



[EnablingMark.sg](https://enablingmark.sg)



[Employment.sgenable.sg](https://employment.sgenable.sg)



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