

REPORT BY THE 2026 TASKFORCE ON

ASSURANCE FOR FAMILIES WITH PERSONS WITH DISABILITIES

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FOREWORD

1.1 In December 2025, Prime Minister Lawrence Wong announced the formation of the Taskforce on Assurance for Families with Persons with Disabilities (“Taskforce”), to look holistically at how we can strengthen support and assurance to persons with disabilities and their families across life stages.

1.2 The Taskforce set out to build on the strong foundations laid by preceding Enabling Masterplans, which have served as Singapore’s national roadmap for disability inclusion since 2007. Over the years, significant investments have strengthened support for persons with disabilities and their families, particularly in early childhood, education and the transition to adulthood. These efforts have expanded opportunities for persons with disabilities to learn, participate in the community and pursue their aspirations.

1.3 Through the Taskforce’s engagements with persons with disabilities, caregivers, employers and community partners, we heard strong recognition of the progress made in the disability sector over the years, including through the successive Enabling Masterplans. At the same time, those we engaged recognised that building a caring and enabling society is an ongoing journey, and highlighted areas where further improvements could be made.

1.4 Many families shared that the future could still feel uncertain, particularly during life transitions. They worried about the “post-18 cliff” – uncertainty about what comes after graduation, whether their loved ones would be able to find and keep a job, live independently, and remain connected to their communities. Many caregivers also worried about what would happen when they were no longer able to care for their loved ones. Above all, families wanted the assurance that they would not have to navigate the future alone.

1.5 Building on the foundation established under the preceding Enabling Masterplans, the Taskforce’s recommendations seek to strengthen support across life stages, including addressing the challenges associated with the “post-18 cliff” that many families highlighted during our engagements. Ranging from helping families plan ahead and navigate life transitions, to strengthening employment opportunities, community participation and long-term affordability, the recommendations seek to address the needs of persons with disabilities and their families and provide greater assurance across different stages of life.

1.6 While the Government will continue to work closely with service providers to strengthen pathways for persons with disabilities, building a society that embraces and

enables persons with disabilities is a shared responsibility across the people, private and public sectors. Ultimately, we aspire to be a society where every person is valued and has the opportunity to contribute, where persons with disabilities are a part of, and not apart from, the rest of society. No one succeeds through one's efforts alone. Families, classmates, co-workers, neighbours and fellow citizens all play a part in helping us to navigate life transitions. In the same way, realising this vision will require all of us to play a part.

1.7 Together, we can build a Singapore where persons with disabilities are supported to live fully, with dignity and greater independence as valued contributors in society, and where families have the assurance that they do not need to walk this journey alone.

Taskforce on Assurance for Families with Persons with Disabilities, October 2026



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Chairman, Senior Minister of State for Home Affairs & Social and Family Development

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EXECUTIVE SUMMARY

2.1 The Taskforce engaged more than 200 individuals, including persons with disabilities, caregivers, employers, and agencies providing disability services, to understand their needs, challenges, and views. Through these engagements, persons with disabilities and their caregivers shared concerns about navigating key life transitions and adapting to changing circumstances over time. While these concerns persisted throughout adulthood, many families shared that they became most acute when persons with disabilities left their Special Education (SPED) school and transitioned into employment or the community. Many described this as the “post-18 cliff”, where families face uncertainty as persons with disabilities move beyond school and navigate changing support arrangements, costs and responsibilities in adulthood.

Key Challenges

2.2 There were a few transition points where persons with disabilities and their caregivers experienced more stress. These included:

- a) **Graduation:** When students with disabilities approach graduation from SPED schools, their families worry about what comes next. Families want to support their children to achieve their aspirations, but may not know about the options available or how to access them. Families also worry about how persons with disabilities will navigate future transitions as they progress into the next life stage or when new needs arise.
- b) **Taking up and sustaining employment:** Those looking for employment may face challenges finding the right job fit and building the skills needed to succeed in the workplace. As they progress in their careers, there is a need for continual reskilling and support through employment transitions, such as changing jobs or re-entering the workforce after a period of unemployment. Some do not know where to seek support when they meet job-related challenges. At the same time, employers that wish to hire persons with disabilities may lack the confidence to do so. They may not be aware of how they can identify or redesign jobs that suit persons with disabilities, or feel inadequately supported in making adjustments to accommodate persons with disabilities and help them thrive at the workplace.

- c) **Living in the community:** Persons with disabilities aspire to live well and participate fully in their communities. They are worried that without the right support to live independently and maintain their health and functioning, they risk early institutionalisation in an Adult Disability Home. They are also concerned about barriers that make it harder for them to access everyday spaces, connect with others, and take part in community activities. These barriers can leave many feeling isolated and excluded.

2.3 Arising from these concerns was a broader sense of uncertainty about the future. Caregivers reflected that caring for a loved one with disabilities can place heavy emotional and financial strain on families, especially for those whose loved ones have more severe needs. Many caregivers worried about what would happen to their child in the future, when they were no longer able to care for them. Caregivers also worried that there might be important decisions to make or preparations to put in place, but were unsure what these were. Yet, the demands of day-to-day caregiving often left them with little time or capacity to think about the longer term.

Three Shifts

2.4 To address these concerns, the Taskforce identified three key shifts to provide greater assurance for persons with disabilities and their families throughout their lives:

- a) **Planning for the Future – moving beyond a reactive approach towards proactive action across life stages.**

The Taskforce aims to provide support to students with disabilities that will smoothen their transitions into the next stages of their lives. Building on the existing Individual Transition Plan offered to students in all SPED schools, we will **put in place Future Care Planning** support to help persons with disabilities and their families map out their plans and next steps after graduating from SPED school, and make informed decisions earlier. With proper handovers, care plans will follow persons with disabilities as they move through different life stages, rather than resetting at each transition. Families will have stronger support to plan ahead and adapt when circumstances change, easing transitions across life stages. We will also **enhance the affordability of**

disability services, so families have greater assurance as they plan for long-term care and support.

b) Finding and Growing in a Job – moving beyond job placement towards meaningful and sustained employment.

The Taskforce aims to help persons with disabilities who can work to improve their work readiness, transition into and sustain employment. We will **strengthen the development of work-ready and soft skills** in SPED schools, the Institute of Technical Education (ITE) and polytechnics to support their transition into employment. We will also **strengthen education, career and planning guidance in SPED schools, ITE and polytechnics**, working closely with families to support persons with disabilities in making course selections and employment decisions that align with their strengths and aspirations. We will expand job opportunities by increasing support for the growing community of employers and **streamline access to grants to support them in hiring persons with disabilities**. We will **strengthen employment support services**, such as the existing Job Placement and Job Support programme, to better match persons with disabilities to suitable jobs, including for those with higher qualifications and career aspirations. To make support easier to access, we will also expand SG Enable's suite of employment and career services through setting up an **Employment Support Office** for persons with disabilities to approach for guidance and assistance throughout their employment journey.

c) Living Well in the Community – moving beyond care towards meaningful engagement and belonging.

The Taskforce aims to help persons with disabilities live well in their own homes and neighbourhoods, and to stay engaged in their communities. To enable this, we will fundamentally change the model of community care. Through the Enabling Skills for Life Programme delivered at Enabling Skills Centres, and the expansion of the network of Enabling Services Hubs, we will support those living in the community to develop skills for independent living, access support, and plan for the future. To address immediate needs, we will further **expand the capacity of services** such as Day Activity Centres and Sheltered Workshops. These will eventually be replaced with Enabling Skills Centres that deliver the new programming. We will also **create more social environments where persons with disabilities can use everyday spaces confidently and take part**

in community activities. Together, these efforts will support their well-being, enable meaningful participation in community life and foster a stronger sense of belonging.

2.5 The various Ministries will work with SG Enable, the national agency for disability, to implement these recommendations and provide stronger support and assurance to families with persons with disabilities.

Conclusion

2.6 Over the next 5 years, the Government is committed to spending up to an additional 60% on average per person with disabilities to strengthen support for persons with disabilities and their families.

2.7 With these shifts, we want to ensure that there are pathways available, so that persons with disabilities and their families no longer experience a “post-18 cliff” after graduation and can lead a meaningful life and pursue their aspirations with greater confidence. We want to provide greater assurance that persons with disabilities will be supported through life transitions, whether they are seeking employment, moving between jobs, accessing community services, or adapting to changing needs and circumstances.

2.8 While we cannot remove every pressure, we are committed to making things better, step by step. We have also identified areas for future review. Building on past efforts, these recommendations represent an important step forward towards a Singapore where no person with disabilities is left behind, and no family has to navigate the future alone.

Taskforce Recommendations at a Glance

Shift	Recommendations	Page
Planning for the Future	Introduce Future Care Planning support, building on existing Individual Transition Plan offered to students in all SPED schools, to help persons with disabilities and their families plan ahead, prepare for life transitions, and navigate support options across life stages.	17
	Improve the affordability of adult disability services and enhance financial support schemes.	22
Finding and Growing in a Job	Introduce structured applied learning, work exposure opportunities and work skills training in SPED schools, ITE and polytechnics to better prepare students for employment.	34
	Introduce transition support programmes for students in SPED schools entering ITE and polytechnics, and enhance education, career and planning guidance for students across SPED schools, ITE and polytechnics.	35
	Expand Sector Train-and-Place to five more sectors, providing structured training pathways and improved job matching to a wider range of jobs.	35
	Extend the SG Enable Training Grant to more training courses, and improve the ability of training providers to support learners with disabilities.	37
	Expand SG Enable's employment and career services through setting up an Employment Support Office to support both persons with disabilities and employers. - The Office will serve as a one-stop shop for persons with disabilities who require support with employment at any point during their employment journey. - For employers, the Office, together with employment support and training partners, will take a more systematic approach to engage and support employers to hire persons with disabilities.	39
	Merge existing grants into a single Enabling Employment Grant and introduce new expenditure categories to make it easier for employers to hire and support persons with disabilities at the workplace	40
	Enhance the Enabling Employment Credit by increasing the amount and duration of temporary offset and raising the income ceiling to support employers to expand job opportunities for persons with disabilities.	42
	Introduce a Supported-Enterprise Enabling Grant for enterprises that hire a significant proportion of persons with disabilities with moderate needs in their workforce.	46

	Strengthen employment support services to better support persons with disabilities in finding and sustaining employment.	48
Living Well in the Community	Expand the capacity of Day Activity Centres and Sheltered Workshops to provide a total of 2,300 additional spaces across Singapore by 2030.	60
	Expand the Enabling Services Hubs network to 12 hubs across Singapore.	60
	Provide more accessible and tailored healthcare services by 2028. This includes equipping all polyclinics to better communicate with persons with intellectual disabilities and autism, designating at least three polyclinics, one per public healthcare cluster, to provide enhanced support for those with more complex needs.	62
	Implement the Health Communication Passport, which facilitates communication of support needs and enables more person-centred care for persons with intellectual disabilities and autism, starting with selected polyclinics in 2027.	62
	Equip the general public with the skills to interact meaningfully with persons with disabilities in their daily lives.	63
	Strengthen understanding, confidence and practical skills for meaningful interaction with persons with disabilities in schools and workplaces.	63
	Create social environments that enable persons with disabilities to participate more confidently in everyday life, through a partnership with Sentosa Development Corporation and pilots in a mall and selected neighbourhoods.	63

PLANNING FOR THE FUTURE

Overview

Many persons with disabilities and their families worry about the future.

They shared two main concerns:

- **Difficulties planning for the future**
- **Affordability of adult disability services** over the long term

The Taskforce will:

- **Introduce Future Care Planning**, so families can:
 - Plan earlier and prepare for key life transitions
 - Receive information on available services and support options
 - Develop a more personalised plan aligned to their aspirations and needs
 - Have care plans that follow them across different life stages and service touchpoints, and updated when situations change
- **Make adult disability services more affordable**, so families can:
 - Better manage the long-term costs of disability care
 - Be assured that they will be able to afford adult disability services that meet their needs

3.1 Planning for the future is important for persons with disabilities and their families. This is particularly so during the transition from school to adulthood, a period many families described as the “post-18 cliff”. Planning allows them to make informed decisions about the life they want to lead in the future, the support that they need, and steps they can take to realise their goals. Good planning provides clear direction and prepares families for the future while keeping options available as needs and circumstances change.

What we heard from persons with disabilities and caregivers

3.2 Through our engagements, persons with disabilities and their caregivers shared the following challenges:

- a) **Families carry much of the planning burden, especially during transitions.** All SPED schools today develop Individual Transition Plans, which lay out each student’s steps after graduation. However, caregivers told us that these plans were generally focused on the immediate next steps and did not provide a roadmap for future life stages. Instead, many families often only reacted to changes in life circumstances, such as when a person with disabilities lost a job, a caregiver’s health declined, or living arrangement changed. At such moments, families may have limited time and knowledge to understand what support is available and where they can go to access it. As one parent said, “We need someone to help us [because] we don’t know what’s available.” Caregivers also described facing challenges in navigating a complex landscape of services and support. Many relied on informal channels such as word of mouth, and were often unsure whether the information was authoritative, whether the service was suitable, and whether places were available when they needed them. [Figure 1](#) summarises how these challenges surface across different life stages today.
- b) **The lifelong cost of disability care services places families under sustained pressure.** Disability-related care needs last a lifetime. For caregivers who may be unable to work full-time, the recurring costs of services can add up significantly over the years, especially for those supporting loved ones with higher care needs. For example, a four-person family living in an HDB flat with household income of \$13,000 caring for a family member with severe disability pays \$710 a month for a Day Activity Centre, or \$7,000 a month for a place at an Adult Disability Home. Families said that these recurring expenses made it

difficult to put aside savings, making them feel less secure about the future. Several caregivers also said that their worries about affordability did not go away over time, but grew instead as care needs increased. While families recognised that means-tested subsidies have increased over the years, many were uncertain whether they could afford care in the longer term.

"There's no option to plan so we [are] sort of stuck. So, we just live [on] a day-to-day basis."

Caregiver of a person with disabilities

Participant at the Taskforce engagements



Did You Know?: Support for Long-Term Financial Planning

There are already schemes available today for all eligible persons with disabilities to tap on to help with long-term financial planning.

Matched Retirement Savings Scheme (MRSS)

- *MRSS provides dollar-for-dollar matching grants of up to \$2,000 per year, with a lifetime limit of \$20,000. From 1 January 2026, MRSS was expanded to include Singaporeans of all ages with disabilities. For more information, visit the [CPF website](#).*

Gift of a Lifetime Plus (GOAL+)

- *GOAL+ is a sponsorship scheme which provides matching donations of up to \$10,000 to Special Needs Trust accounts. It runs from 1 April 2026 to 31 March 2031. For more information, visit SG Enable's [website on GOAL+](#).*

We have also been steadily increasing financial support for persons with disabilities.

Subsidies for MSF-Funded Residential and Community Disability Services

- *In July 2026, subsidies for residential and community disability services were increased by up to 15 percentage points and 10 percentage points respectively. Subsidies were also extended to households with per capita income of between \$3,601 and \$4,800.*

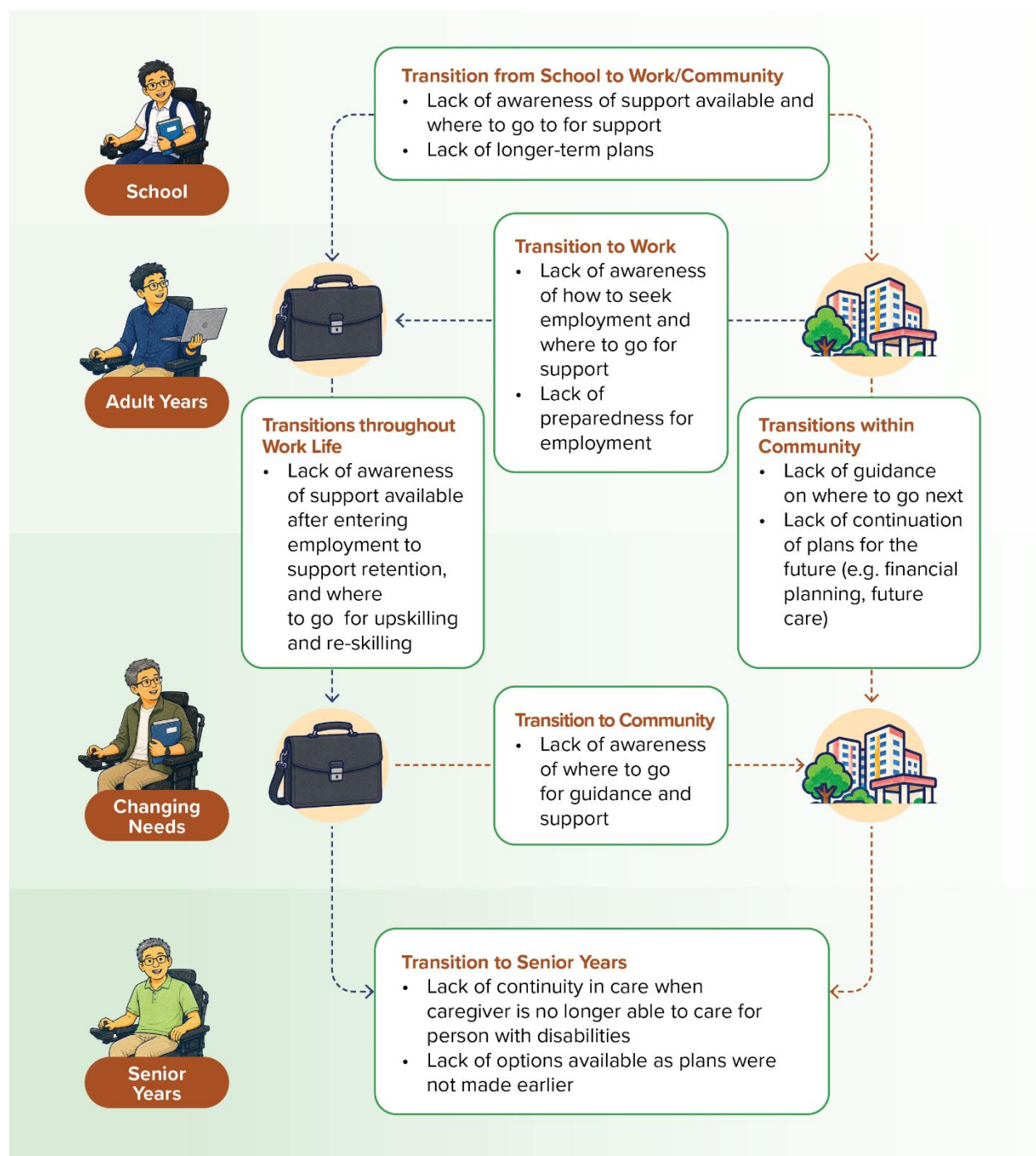
Assistive Technology Fund (ATF)

- *ATF provides individuals with a subsidy of up to 90% of the cost of assistive technology devices, subject to a lifetime limit of \$40,000. Similar to subsidies, eligibility for ATF was also extended to households with per capita income of between \$2,601 and \$4,800. For more information, visit SG Enable's [Enabling Guide website](#).*

Persons with Disabilities Public Transport Concession Card

- *Persons with Disabilities Concession Card holders can enjoy up to 55% off adult public transport fares and do not have to pay additional fares for travel distances beyond 7.2 km. For more information, visit SG Enable's [Enabling Guide website](#).*

Figure 1: Today's state: Challenges in planning for the future and navigating transitions



Illustrations in this publication were created with the assistance of generative AI, under the creative direction of MSF's appointed creative agency, and subsequently reviewed and refined for publication.

Shift 1: Beyond a reactive approach – towards proactive action across life stages

3.3 We will strengthen support across life stages by:

- a) **Introducing Future Care Planning;** and
- b) **Making disability services more affordable,** by increasing means-tested subsidies, extending means-tested subsidies to more households, and capping fees for disability services.

(A) Future Care Planning

3.4 Reflecting on the challenges faced in planning for the future, some caregivers suggested that it would help to have a trusted person guide them through future planning. Such a care planner would help them understand the support and options available, and provide advice tailored to their circumstances.

3.5 To support this, **SG Enable will introduce Future Care Planning support** building on the Individual Transition Plans already offered to students in all SPED schools. **We will progressively make Future Care Planning support available across adult disability services from 2027 onwards.** Persons with disabilities and their caregivers will be served by care planners who will help them to:

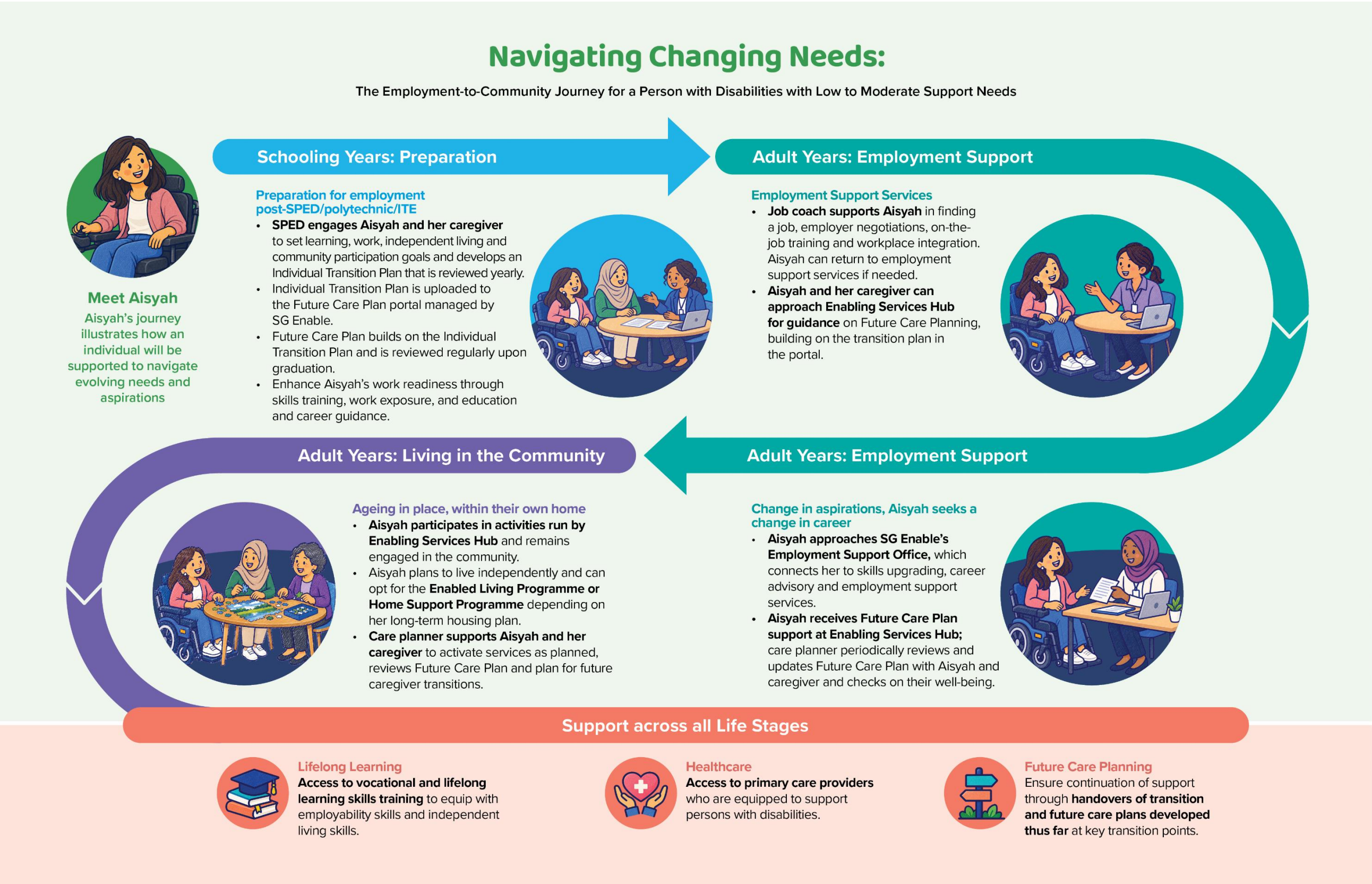
- a) **Understand their goals and prepare for the unexpected.** Care planners will take time to understand the current and future wants and needs of persons with disabilities and their caregivers, and work with them to think through situations they may not have considered.
- b) **Explore options and get connected to the right services.** Care planners will lay out the options available and, once the family has decided on a path, refer them to the relevant services, so families do not have to navigate this alone.

3.6 In addition, each care plan will be:

- a) **Personalised.** Each plan is built around the specific circumstances, needs, and goals of the person with disabilities and their family.
- b) **Comprehensive.** Plans will cover five areas of life: meaningful engagement, financial, housing and daily living, relationships, and medical and healthcare.
- c) **A living document that grows with the family.** Families will not need to start from scratch at every life transition. Plans can be updated whenever circumstances change, and families can reach out to their care planner to revisit the plan.
- d) **Easy to access.** Future Care Planning support will be provided at the same places where persons with disabilities already receive support, such as Day Activity Centres and Enabling Services Hubs. Families will benefit from a consistent future care plan that follows the person with disabilities through life, so agencies can access it via SG Enable and families need not repeat the same information each time they engage a new service.

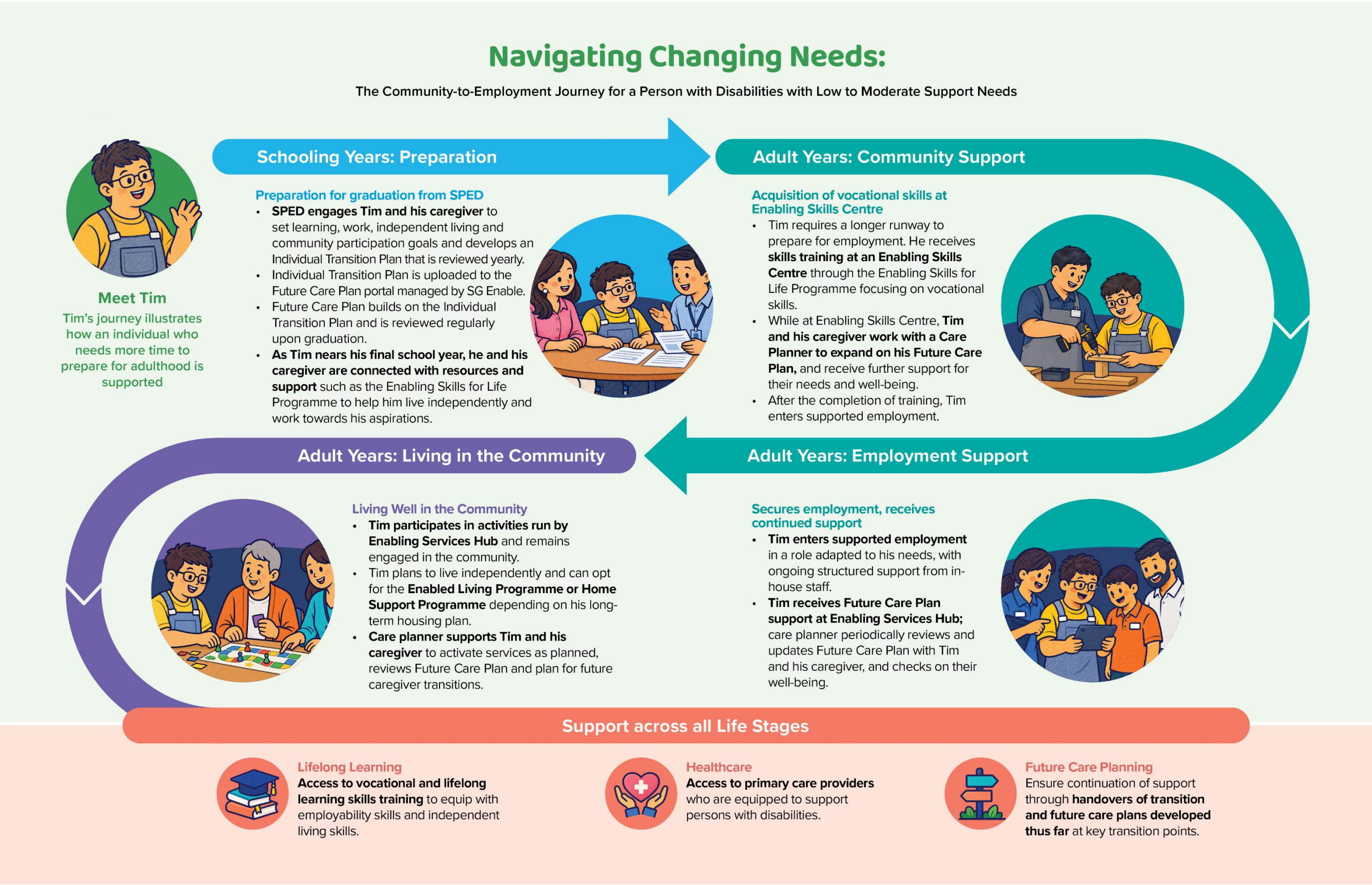
3.7 We have already begun piloting Future Care Planning support at service touchpoints (i.e., a Day Activity Centre, a Sheltered Workshop, and an Enabling Services Hub). We will progressively expand Future Care Planning support to more touchpoints over time, so that persons with disabilities and their caregivers can access support at any life stage. [Figures 2 and 3](#) show how this can support two profiles of persons with disabilities.

Figure 2: The Employment-to-Community Journey for a person with disabilities who has low to moderate support needs



Illustrations in this publication were created with the assistance of generative AI, under the creative direction of MSF's appointed creative agency, and subsequently reviewed and refined for publication.

Figure 3: The Community-to-Employment Journey for a person with disabilities with low to moderate support needs but requires more time to prepare for employment



3.8 To give a sense of what this looks like in practice, consider how planning ahead across the five domains can make a concrete difference:

- a) On **healthcare**, Future Care Planning involves looking at the healthcare needs of persons with disabilities and their access to healthcare services. It includes connecting persons with disabilities with relevant healthcare professionals, and establishing routines for regular check-ups and managing conditions. For instance, the care planner can help the family develop a Health Communication Passport, a tool that improves how persons with intellectual disabilities or autism communicate with healthcare professionals. Enhanced communication, together with more accessible healthcare lay the foundation for better healthcare for persons with disabilities. Importantly, Future Care Planning also considers the caregiver's own health, recognising that a caregiver who is well supported is better able to continue providing care. This might include recommending respite care so that the caregiver can attend medical appointments, or health screening programmes.
- b) On **housing**, persons with disabilities who wish to live independently will be able to walk through the housing options and map out the steps needed with a care planner. They will develop plans to work towards their housing goals, including how to build the skills needed to live independently.
- c) On **finances**, early planning means families can take advantage of time-limited schemes they might not otherwise have known about. A care planner can guide families through financial planning via SG Enable's Special Needs Trust, relevant schemes, and the accompanying legal steps such as will writing or applying for deputyship. One example is GOAL+, which offers eligible families a \$5,000 ComChest sponsorship to start a trust account for their loved one, plus dollar-for-dollar government matching of up to \$10,000 in contributions over five years. Families who plan ahead are better placed to make full use of such schemes.

Planning ahead through Special Needs Trust



A Special Needs Trust account provides financial support for a person with disabilities in the future, especially when caregivers pass on. With a minimum sum of \$5,000, caregivers can set up an account through the Special Needs Trust Company, a fully owned subsidiary of SG Enable.

SG Enable's Case Managers will help caregivers work out how much money to set aside in the account and how the funds will be used to support their loved one in the future, depending on the needs of the person with disabilities. Special Needs Trust Company will manage and use the funds according to the caregiver's wishes.

Having access and setting up a Special Needs Trust account gives caregivers greater assurance that there will be a trusted organisation to manage the assets they leave behind and safeguard the long-term well-being of their loved ones. Beyond financial arrangements, early planning provides caregivers with a sense of agency and control, allowing them to take active steps to structure plans and put in place the support needed to achieve their desired long-term outcomes for their loved ones.

If you are interested in setting up a Special Needs Trust account, please contact futurecareplanning@sgenable.sg to make an appointment with an SG Enable Case Manager. For more information, visit SG Enable's [website on Special Needs Trust](#).

(B) Enhance affordability of adult disability services

3.9 Today, persons with disabilities enrolled in disability services such as residential homes and community services receive means-tested subsidies if they have a per capita household income of \$4,800 or less.

3.10 The Taskforce recognises that disability-related care needs are lifelong and often not foreseeable or preventable. We acknowledge that persons with disabilities also often have limited or no personal income and savings to draw on. Consequently, family members, including caregivers who are not able to work, shoulder significant financial costs and may be pushed to make significant sacrifices. The costs are even greater for those with severe disabilities, who pay significantly higher fees due to the higher cost of providing more support. For example, the cost of serving persons with the most severe needs in the Enabling Skills for Life Programme today can be more than twice that of persons with the lowest needs.

3.11 To support persons with disabilities and their families better, MSF will **improve the affordability of adult disability services** to support families in meeting their long-term care needs with greater assurance. This recognises the significant and lifelong costs of disability care, and the heavy responsibility families and caregivers shoulder in bearing these costs.

- a) **Limit fees after government subsidies for all disability services.** MSF will cap fees for all disability services, limiting the fees after government subsidies.
- b) **Raise means-tested subsidies.** MSF will increase the means-tested subsidies for disability services by at least 10 percentage points for most families. This will help to reduce the fees after government subsidies for services. This will apply across a wide range of disability services such as Day Activity Centres, Enabling Skills Centres, Adult Disability Hostels, Adult Disability Homes and Children Disability Homes, Enabling Transport Subsidy and Taxi Subsidy Scheme.
- c) **Extend means-tested subsidies to more middle-income households.** MSF will extend the eligibility for subsidies to up to per capita monthly household income of around \$6,000, from the current \$4,800. This will cover about 80% of households of persons with disabilities, up from about 70% today. Lower-income families will continue to receive higher subsidies and will pay no more than \$10 a month for community-based services such as Enabling Skills Centres and Day Activity Centres.
- d) **Provide stronger support for those with severe disabilities.** MSF will strengthen support for key services for those with severe disabilities. This will

cushion the higher cost of service provision. Services include the Enabling Skills Centres and Adult Disability Homes.

e) **Provide more support for persons with intellectual disabilities and autism.**

In addition, MSF, MOH and MOM will expand the disability criteria for selected schemes to include their care needs. This will defray their caregiving costs. The schemes are the Home Caregiving Grant, Pioneer Generation Disability Assistance Scheme, Migrant Domestic Worker Levy Concession for Persons with Disabilities, and the Caregivers Training Grant. The expansion will be effective from 1Q 2027. MSF will work with disability service providers to support eligible persons with disabilities in services to apply for the schemes. Individuals with intellectual disabilities or autism who do not use funded disability services can continue to approach their healthcare touchpoints for an assessment.

3.12 We expect to implement the enhanced affordability measures for disability services by 2028. **With these enhancements, most families caring for persons with disabilities can expect significantly lower monthly disability-care expenses.** Families of persons with higher support needs can expect their monthly fees after government subsidies for selected services to fall by about 25% to 80% compared to today.

3.13 To illustrate the impact of these moves, a four-person family living in an HDB flat, caring for a person with higher support needs with the following incomes, will have the following monthly fees after government subsidies:

Table 1: Fees after government subsidies before and after enhanced affordability measures

Household income	Income per Capita	Day Activity Centre		Adult Disability Home	
		Before	After	Before	After
\$6,000	\$1,500	\$210	\$40	\$3,500	\$700
\$13,000	\$3,250	\$710	\$400	\$7,000	\$1,600

3.14 By 2030, these moves would benefit around 5,000 persons with disabilities accessing residential and community disability services.

3.15 Together, these efforts will help persons with disabilities and their caregivers plan better for the future. They will have clearer plans that follow them through life, more financial support, and greater assurance that help will be available when their needs change.

What this means for persons with disabilities and their families:

- More support to plan ahead and prepare for the future
- Smoother transitions when needs or circumstances change
- Clearer guidance on services and support available
- Greater assurance that care and support will remain affordable over the long term

FINDING AND GROWING IN A JOB

Overview

Many persons with disabilities face barriers throughout their employment journey.

They shared three main challenges:

- **Building the skills and confidence for work**
- **Limited availability and range of jobs**
- **Navigating changes in employment**

Employers also shared two main challenges to hiring persons with disabilities:

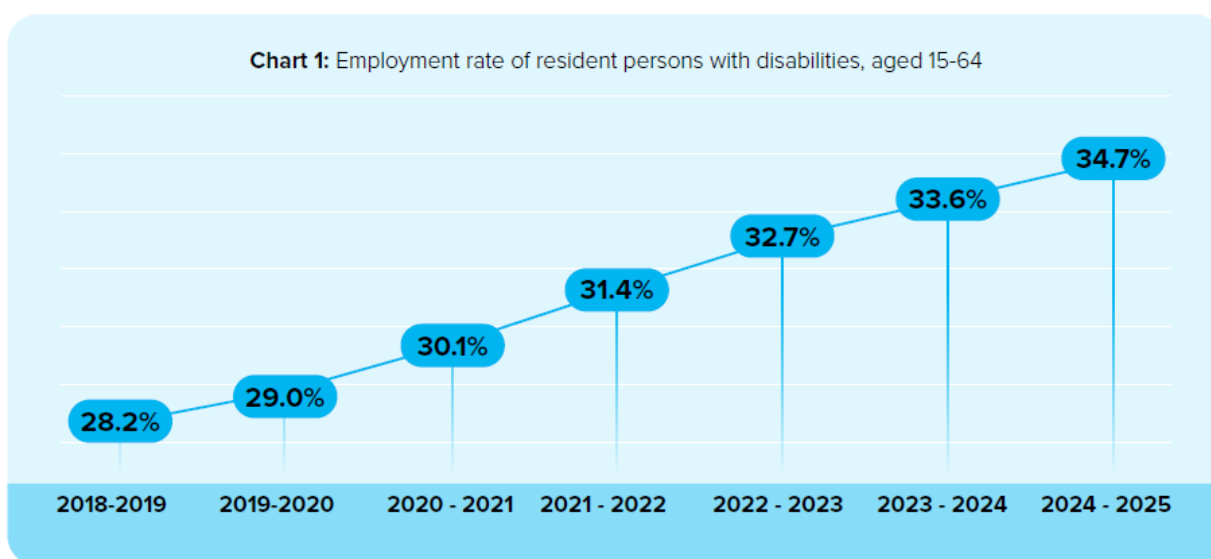
- **Lack of confidence and know-how to hire and support persons with disabilities in the workplace**
- **Difficulty navigating available support**

The Taskforce will:

- **Strengthen the work readiness of persons with disabilities**, and better prepare them for employment, by:
 - Building work-ready skills
 - Strengthening education, career and planning guidance
 - Improving job fit with sector-specific training
 - Expanding accessible training courses
- **Work with employers to create more jobs and make workplaces more accommodating**, by:
 - Expanding SG Enable's suite of employment and career services through setting up an Employment Support Office to engage and support employers to redesign jobs
 - Strengthening employer support and incentives to expand job opportunities for persons with disabilities
 - Creating more job opportunities for those with moderate needs
- **Support persons with disabilities in finding and sustaining employment**, through stronger employment support services, and making it easier to seek help via the Employment Support Office, which serves as a one-stop shop for persons with disabilities seeking employment assistance.

4.1 Meaningful employment gives us opportunities to pursue aspirations, contribute to society, develop skills, and build independence. More than this, it helps us develop a sense of purpose, feel valued for our skills, and connect with others in society. This is no different for persons with disabilities.

4.2 Through ongoing Enabling Masterplan efforts, the employment rate for persons with disabilities has increased steadily.



Source: Comprehensive Labour Force Survey (CLFS), Manpower Research and Statistics Department, MOM

4.3 However, many persons with disabilities continue to face barriers across their employment journey. Over the years, the number of students graduating from SPED schools has increased, with a growing proportion progressing to employment or further studies or training. As this trend continues, more persons with disabilities will require employment support. We must therefore expand and strengthen our employment support services for persons with disabilities to achieve our 2030 target employment rate of 40%.

What we heard from persons with disabilities, caregivers and employers

4.4 Through our engagements, persons with disabilities and their caregivers highlighted the following challenges:

- a) **Building the skills and confidence for work:** Some persons with disabilities said that they found it difficult to build the work-ready and soft skills needed for the workplace, such as communication, interpersonal and organisational skills.

They found that this made it harder to communicate their strengths, build relationships with colleagues, and navigate workplace expectations. This affected how others perceived their abilities or potential to work, making it harder for them to thrive and progress in their jobs. Beyond work-ready and soft skills, some highlighted a lack of opportunities to develop sector-specific skills, which made it harder to meet work demands. Others said that they struggled to find opportunities relevant to their chosen courses that also matched their strengths, aspirations and support needs. They might take up a course out of interest, only to later discover that the job does not best make use of their strengths. They suggested providing more tailored career guidance earlier to help them make informed education and career choices. Persons with disabilities also welcomed the existing accessibility support for training courses that enabled upskilling and reskilling but highlighted that this was available only for a limited range of courses. This restricted their options for skills upgrading over time and made it harder for them to remain relevant in the workforce.

b) Limited availability and range of jobs:

- i. Persons with disabilities who have pursued post-secondary education said that they wanted career options that reflected their training, interests and abilities. However, some felt that the jobs available to persons with disabilities today included fewer Professional, Managerial, Executive, and Technician roles that could make better use of their skills and meet their aspirations.
- ii. Caregivers of persons with disabilities with moderate needs said that their loved ones would need ongoing support at work. For example, they might need continual assistance with task sequencing and emotional or behavioural regulation, and access to on-site professional support where needed. However, they noted that there were limited employment options today that could provide the level of support needed and welcomed alternative employment options that would accommodate their needs.

c) Navigating changes in employment: Persons with disabilities highlighted that they might need support at different points in their employment journey, such as when reskilling for new roles, adapting to workplace changes, changing jobs, or returning to work after a period of unemployment. They felt that this made it

harder for them to find and sustain employment. However, they were unclear about whom they could approach for help when these challenges arose. While persons with disabilities recognised the value of job coaching support that was available today, some felt that 1 year of job support was insufficient to see them through work transitions. They suggested that the duration of job coaching could be extended to provide support for a longer period after employment starts.

"I was quite lost, like, where can I go? ... If someone were to guide me and say what I can do, what I cannot do and guide me along the way, I think I might have figured out where I can head at an earlier age."

Person with Physical Disability & Hearing Loss

Participant at the Taskforce engagements recounting their experience in secondary school



Did You Know?: Employment support services

Employment support services help persons with disabilities seeking employment to secure and retain jobs. Providers of employment services include social service agencies, social enterprises, and commercial providers who support persons with disabilities before and after they are placed in a job.

These providers will:

- *Assess clients' strengths, interests, and work readiness*
- *Identify suitable employment opportunities*
- *Engage employers on hiring, job redesign, and integrating employees with disabilities into the workplace*
- *Facilitate job matching and placement*
- *Provide on-the-job support after placement to help clients adapt to workplace expectations, build work skills and relationships, and address challenges that may arise at work*

The Job Placement and Job Support (JPJS) programme is an example of an employment support service, and places close to 300 persons with disabilities in jobs annually. JPJS is supported by agencies such as APSN, Autism Resource Centre (Singapore), MINDS and SPD. In addition to the JPJS providers, organisations such as Inclus and Trampoline also provide employment support for persons with disabilities graduating from Institutes of Higher Learning.

Finding employment through employment support services: Autism Resource Centre's Employment & Employability Centre



[Daniel (third from left), pictured with his colleagues at OCBC.]

Journey to Employment:

While most would think that having a local university degree is a passport to a good job, it wasn't exactly the case for Daniel. Daniel's education journey began at Pathlight School, before progressing through ITE, and subsequently to polytechnic. He later went on to graduate from a local university with a degree in Engineering. However, he remained unemployed for almost a year despite submitting close to 200 job applications. He received only one interview, which was unsuccessful, while the vast majority of his applications received no response. His family finally decided to turn to Autism Resource Centre's (ARC) Employment & Employability Centre (E2C) for help in December 2023. After a series of assessments and career guidance, Daniel was matched to a job of his interest with OCBC. Through the collaboration between ARC and OCBC, Daniel was able to demonstrate his aptitude and abilities beyond the traditional hiring process. He has been employed with OCBC since July 2024 and is now a Data Centre Operations Engineer.

How E2C has supported Daniel at OCBC:

As part of ARC's partnership with employers, the E2C programme helps to prepare the job environment prior to onboarding and continues its journey of job support with Daniel. This helps to prepare his supervisors and colleagues to better understand his strengths and support needs, enabling them to communicate and work more effectively with him. This

complemented OCBC's efforts to employ more persons with disabilities and supported Daniel's successful integration into the workplace.

The ongoing job support helps Daniel navigate workplace expectations, communication, and work-related challenges. Regular check-ins with Daniel and his supervisors allowed gaps to be addressed early and appropriate support strategies to be put in place. With training and support, Daniel found success in his workplace and in his words, hopes to work in OCBC for “many many years”.

4.5 Employers spoke about challenges in identifying suitable roles, redesigning jobs, and building the confidence and capability to hire and support persons with disabilities:

- a) **Employers lack confidence and know-how to hire and support persons with disabilities:** Employers highlighted that they were often unsure how to identify job roles that could be performed by persons with disabilities, or what workplace adjustments might be needed to support them. Some employers felt they lacked the experience, practical know-how, and resources to redesign roles, identify suitable candidates, and provide the required support for employees with disabilities to thrive at work. Employers wanted clearer guidance and practical support on workplace accommodations, job redesign and ways to support employees with disabilities. Some employers also stressed that generic disability training was not enough and said that “it’s important to find people that are experienced to come in and support companies.” They suggested that sector-specific advice could help to improve confidence in hiring persons with disabilities.
- b) **Difficulty navigating available support for employers:** Employers expressed concerns that applying for multiple grants, such as the Open Door Programme Job Redesign Grant, Training Grant for Employers, and Employer Development Grant, to accommodate persons with disabilities was cumbersome. They also observed that not all workplace accommodations for persons with disabilities, such as efforts to adapt in-house training courses to accommodate persons with disabilities, were supported under existing grants. Some employers further highlighted that manpower constraints limited their ability to put in place additional supervision, job redesign and on-the-job support needed to sustain the employment of persons with disabilities.

"You don't know what [you] need to do to support [persons with disabilities] until the individual starts to show signs of it. And then when he does, we're not prepared and we're not confident."

Employer

Participant at the Taskforce engagements

4.6 The good news is that many employers recognise that hiring persons with disabilities can benefit their organisations as a whole. Upholding social responsibility also makes business sense. Employers that build workplaces where persons with disabilities can contribute are able to tap a wider talent pool, strengthen workplace culture, and improve employee engagement and retention. This is consistent with findings from an SG Enable-commissioned study in 2022, which found that organisations with more established disability-friendly employment practices were perceived by employees to have stronger organisational culture and performance. Workplace practices such as clear communication, flexible work arrangements, and accessible environments benefit not only employees with disabilities, but the workforce as a whole.

Shift 2: Beyond job placement – towards meaningful and sustained employment

4.7 To support persons with disabilities to find and sustain meaningful employment, we will:

- a) **Strengthen work readiness** when persons with disabilities are still in SPED school, ITE and polytechnic, and when they transition into new roles;
- b) **Work with employers to create more jobs and make workplaces more accommodating;** and
- c) **Support persons with disabilities to find and sustain employment,** with more providers offering employment support and longer periods of job coaching.

(A) Strengthening work readiness

Building work-ready skills

4.8 Given the struggles that persons with disabilities who lack work-ready and soft skills face at the workplace, MOE will **strengthen support to better prepare persons with disabilities in schools for employment** at each stage of education. From 2027 onwards:

- a) **MOE will introduce structured applied learning and work exposure in SPED schools for students with autism that offer the national curriculum.** These schools have done well in building students' academic foundations. The school curriculum will be enhanced to further strengthen the development of work-ready and soft skills. Work exposure opportunities, such as job tasters, will provide more students with early exposure to the world of work, and help them to discover their strengths and interests. Alongside ongoing efforts by MOE to strengthen vocational education in SPED schools offering a customised curriculum, these enhancements will better prepare SPED students for employment.
- b) **MOE will enhance work skills training as well as work exposure opportunities available to ITE and polytechnic students with disabilities.** Building on the broad-based curriculum and industry-relevant learning in ITE and polytechnics, we will place greater curricular emphasis on equipping

students with work-ready skills to better support their employment outcomes. MOE will also work with SG Enable and employment service providers to provide further training in work-ready and soft skills, according to students' needs. This will be done through work exposure, such as internship opportunities, and personalised job coaching during internships. Upon graduation, students who require further support will be able to receive personalised support for job placement in sectors that match their strengths and interests, and coaching to facilitate their transition to the workplace.

Smoother transitions and stronger education, career and planning guidance

4.9 To support the growing number of SPED graduates progressing to ITE and polytechnics, MOE will introduce transition support programmes from 2027 onwards. **These programmes will help students navigate the challenges of adjusting from SPED schools to a new schooling environment.** Students will be supported before and during their transition through activities such as campus familiarisation and taster sessions.

4.10 **Students will also receive more targeted education, career and planning guidance** from 2027 onwards, starting from SPED schooling years, with their families as key partners. This will help students better understand their interests and choose courses based on potential work that suits their strengths rather than based solely on academic admission requirements. The intent is to help them find prospective employment pathways that are better aligned with both their abilities and work aspirations.

Improving job fit with sector-specific training

4.11 SG Enable piloted the Sector Train-and-Place programme in September 2025 for the hospitality industry, which supported 22 persons with disabilities. The programme was introduced to address the lack of structured training pathways for persons with disabilities, equipping persons with disabilities with the skills needed to succeed in the sector and providing them with on-the-job support at work. The pilot results were encouraging – 75% of participants who completed training and were work-ready secured employment.

4.12 Given this positive outcome and the feedback that persons with disabilities struggle to meet work demands when they do not have sector-specific skills, **SG Enable will expand Sector Train-and-Place to five more industries** from 2H 2026: Food & Beverage, Logistics, Info-communications & Technology, Healthcare, and Human Resource & Administration. These sectors have the potential to hire persons with disabilities and expand

job opportunities to better meet their aspirations. Participants of the programme will go through structured skills training covering sector-specific vocational and soft skills, as well as work readiness training. Work-ready participants are then connected with employment opportunities and supported through their journey. Through the programme, SG Enable expects to train and support 800 persons with disabilities into employment between 2026 and 2030.

Improving Job Fit through Hospitality Train-and-Place Programme



Madhava developed an interest in the hospitality sector during his years in SPED school. He had previously worked as a kitchen assistant in a hotel through casual employment, which reinforced his interest in pursuing a career in the sector. Like some persons with disabilities, moving from short-term work experiences into sustained employment could be a challenge where more structured preparation and support to make the transition into employment sustainable.

Through SG Enable's Hospitality Sector Train-and-Place programme, Madhava was able to pursue his interest in hospitality through a supported pathway. The programme provided hands-on training, workplace exposure, and preparation for real job roles, while supporting him to build confidence, work readiness, and familiarity with workplace expectations.

Trainers observed significant growth in Madhava over the course of the programme. Initially reserved and hesitant to participate, he gradually became more confident, engaged and comfortable interacting with others during training sessions. Besides gaining work skills, Madhava also formed meaningful friendships with his course mates during the programme.

Today, Madhava works part-time as a linen sorter at Holiday Inn Express Singapore Clarke Quay, where he has been employed since October 2025. He continues to receive support from his job coach, who works closely with both Madhava and his employer to help him settle well into his role and support longer-term retention. SG Enable also continues to support Madhava and other learners in their lifelong learning journey, with further training opportunities in employability, work readiness, and independent living skills.

Expanding accessible training courses

4.13 Given how accessible training courses have helped persons with disabilities upskill and reskill, **SG Enable will make it easier for persons with disabilities to upgrade their skills alongside the wider workforce.** Currently, the 95% course fee subsidy under the SG Enable Training Grant applies only to courses specifically customised or designed for persons with disabilities. This will be extended to eligible mainstream courses offered by training providers accredited by the Skills and Workforce Development Agency, with the first batch of newly eligible courses to be published by 1H 2027. This widens the range of skills upgrading options.

4.14 **SG Enable will also work with training providers to make their courses more accessible to persons with disabilities** by:

- a) **Strengthening Adult Educator capabilities to better support persons with disabilities with diverse needs.** We will introduce an Adult Educator Capability Development Framework to guide Adult Educators in building competencies across key areas, including disability awareness, understanding learners' needs, designing and delivering accessible training, assessing learning outcomes, and providing tailored support to learners with diverse needs.
- b) **Supporting training providers in becoming more welcoming to and expanding training opportunities for persons with disabilities with diverse needs.** Through a Capability Development Grant, we will help training providers equip their Adult Educators with relevant skills, improve their learning environments, and adapt their courses and materials to better meet the diverse needs of persons with disabilities.

Supporting Learners with Sensory Disabilities



A Kind Place is a social enterprise that conducts programmes and workshops for persons with disabilities, focusing on mindfulness and emotional regulation, daily living skills, social skills, and community living skills. Supported by the SG Enable Training Grant, A Kind Place's Independent Adult Programme is a 16-module programme that builds learners' capabilities, from self-regulation and independent living to career readiness. Since its launch in June 2024, the programme has supported 15 learners who are deaf or hard of hearing.

With guidance from the Singapore Association for the Deaf (SADeaf), A Kind Place has adapted its training materials and delivery to meet the communication needs of learners. This includes the use of simplified language, visual supports, accessible learning materials, and Singapore Sign Language interpreters where required.

To improve access to training, learners with disabilities can receive up to 95% course fee subsidy for courses supported by SG Enable. Training providers can also tap on the Capability Development Grant, which funds up to 90% of initiatives to strengthen their capability to design and deliver training that supports persons with disabilities.

Since the SG Enable Training Grant was introduced in 2022, Enabling Academy's appointed training providers have supported 438 learners with sensory disabilities, helping more persons with disabilities access learning opportunities that build skills for greater independence and employability.

(B) Working with employers to create more jobs and make workplaces more accommodating

Expanding job opportunities

4.15 To address the needs of a growing number of persons with disabilities looking for work and employers looking to hire them, **SG Enable will expand its suite of employment and career services through setting up an Employment Support Office to support both employers and persons with disabilities**, with the Office expected to be fully operational in 2H 2027. For employers, the Employment Support Office, together with employment support and training partners, will take a **more systematic and integrated approach to engage and support employers** to hire persons with disabilities by working closely with Trade Associations and Chambers. Together, they will guide employers to define and redesign job roles to better suit persons with disabilities. For persons with disabilities, the Employment Support Office will play a key role in facilitating access to skills and career advisory services, employment support services, and pathways from training to employment in selected sectors (see Paragraph 4.19 for more information), working closely with employment support and training partners.

4.16 Employers told us that they needed clearer guidance on how to hire and help persons with disabilities thrive in the workplace. To help employers hire persons with disabilities, the Employment Support Office's efforts will include:

- a) **Developing playbooks for sectors with strong potential¹ to hire persons with disabilities.** These playbooks will demonstrate the business case for hiring persons with disabilities and lay out the step-by-step process to successfully integrate persons with disabilities into teams. This could include how to identify job roles that persons with disabilities have succeeded in, redesign jobs, and put in place accommodations and practical enablers such as assistive technology. The Employment Support Office will partner with industry stakeholders such as Trade Associations and Chambers and employment support and training partners to develop these playbooks and to share them with employers in their sectors and encourage them to hire persons with disabilities. Through these efforts, persons with disabilities will have better access to emerging opportunities that match their strengths and interests. These opportunities may arise from evolving business models and technologies, such as the gig economy, artificial intelligence, and robotics. The Employment

¹ Sectors with strong potential to hire persons with disabilities include: Food & Beverage Services, Accommodations, Health & Social Services, Information & Communications, Transport & Storage, Retail Trade, and Finance & Insurance Services

Support Office, together with employment support and training partners, will also support their skills upgrading and career resilience, so they can adapt to changing industry needs, move across job roles where needed, and remain employable as the nature of work evolves.

For example, the Restaurant Association of Singapore and Singapore Hotel Association have agreed to partner with SG Enable to co-develop playbooks for their sectors and galvanise support from employers in their sectors. SG Enable will continue to partner with industry stakeholders and Trade Associations and Chambers in the other sectors to develop and implement these playbooks.

- b) **Strengthening hands-on support for employers.** The Employment Support Office, with employment support partners, will use the playbooks to guide employers to increase the number of jobs suited for persons with disabilities. This will involve working with employers to redesign jobs and providing guidance on how they can tap on relevant support available to make workplace adjustments. Employment support partners will provide longer-term support for new hires. They will also equip co-workers and supervisors with relevant knowledge and strategies to support employees with disabilities in the workplace, such as understanding how to effectively communicate with them at the workplace.

4.17 **MSF and MOM will supplement these efforts by strengthening employer support and incentives** to expand job opportunities for persons with disabilities, through two main moves:

- a) **MSF will enhance and combine existing funding support into a single Enabling Employment Grant.** Funding support to employers is currently provided via three separate grants – the Open Door Programme Job Redesign Grant, Open Door Programme Training Grant for Employers and Employer Development Grant. Employers have given feedback that it is difficult to identify the right grants, and cumbersome to submit multiple applications. Under the new Enabling Employment Grant, which is expected to be launched in 1H 2027, funding support will be brought together into a single grant with simpler application and claims processes for employers. Instead of only being able to use monies from individual grants for specific purposes, employers will have greater flexibility to use funding from a single grant for multiple purposes. This

would allow employers to calibrate the level and type of support required to address the needs of employees with disabilities, whether through job redesign, training or ongoing workplace support.

The Enabling Employment Grant will provide co-funding for existing types of support. We will expand the grant scope to support a wider range of accommodations that employers can provide to persons with disabilities. The enhanced grant will:

- i. Offset the cost for employers to customise in-house training to accommodate and meet the needs of employees with disabilities;
- ii. Widen the range of training courses that employers and co-workers can receive support to attend, on how to work well with employees with disabilities; and
- iii. Increase funding for in-house job coaches.

These efforts will make it easier for employers to redesign jobs and workplaces to support the needs of persons with disabilities and sustain their employment.

Figure 4: Bringing employer support into one grant, with greater flexibility to tailor support to each employee.

Funding Support for:

CURRENT SCHEMES



NEW SCHEME

Enabling Employment Grant



Illustrations in this publication were created with the assistance of generative AI, under the creative direction of MSF's appointed creative agency, and subsequently reviewed and refined for publication.

- b) **MOM will enhance the Enabling Employment Credit** to provide stronger support for employers hiring persons with disabilities. The scheme currently covers employees with disabilities earning below \$4,000 a month. It provides employers with a permanent wage offset of up to 20% of an employee with disabilities' monthly income, capped at \$400 per month. The scheme also provides a nine-month temporary wage offset for employees with disabilities who were not working for at least six months before they were hired. This is currently provided at up to an additional 20% of the employee's monthly income, capped at \$400 a month. The following enhancements, expected to be implemented in 2027, build on the positive take-up of the scheme since its introduction in 2021:

- i. First, we will increase the amount and duration of the temporary offset. This will encourage more employers to consider hiring persons with disabilities who have not been working for some time, and provide more time for these employees to adapt and settle into the workplace.
- ii. Second, we will increase the income ceiling to support more persons with disabilities.

More details will be released later this year.

Growing Confidence as an Employer of Persons with Disabilities



Ren Ci Hospital's efforts to hire persons with disabilities began in 2018 when it hired persons with disabilities in cleaning and laundry roles at its nursing homes. During the COVID-19 pandemic, Triage Ambassadors supported hospital operations by checking visitors' identities, explaining visitor policies, and managing the visitor management system. Ren Ci partnered with SG Enable to redesign the Triage Ambassador role. By removing physically demanding tasks, making the role more desk-based, and offering flexible work arrangements, Ren Ci enabled employees with disabilities to contribute meaningfully.

Ren Ci has benefited from greater process reliability and confidence through hiring persons with disabilities. During the pandemic, these employees demonstrated resilience and adapted quickly to safe management measures, including the use of personal protective equipment. This addressed initial concerns and reinforced confidence in their ability to support daily operations.

A/Prof Yong Keng Kwang, CEO of Ren Ci Hospital, said: "Hiring persons with disabilities may have started as a corporate social responsibility initiative, but it has developed to

become part of our belief that everyone deserves the opportunity to contribute meaningfully through work. We have seen colleagues with disabilities bring dedication and unique perspectives to our teams. Many have since proven to be valuable, long-serving employees. Their presence has strengthened our culture of respect and inclusion, making Ren Ci a better workplace for everyone.”

Since then, Ren Ci has expanded hiring of persons with disabilities across different roles, including cleaning, healthcare assistance and laundry. It has also invested in capability-building for HR and supervisors and partnered with organisations such as Autism Resource Centre and APSN to build a stronger talent pipeline.

Today, Ren Ci employs 14 persons with disabilities and is training more for healthcare assistant roles. Their experience shows how employers can start small, redesign jobs thoughtfully, and progressively build the confidence and systems for hiring more persons with disabilities.

Growing Confidence as an Employer of Persons with Disabilities



[Micron's standard cleanroom suits (left and right) are worn from the bottom up, while the adaptive cleanroom suit shown in the centre is designed to be worn from the top down, making the gowning process more accessible for team members with mobility challenges.]

Micron Singapore has been building its disability inclusion journey since 2021, when it began hiring persons with disabilities into roles such as engineers, technicians, operators and analysts. As of 2025, the company has employed multiple team members with disabilities, supported through workplace accommodations and partnerships with SG Enable and employment support organisations.

Building on this foundation, Micron has adopted a systems-driven approach to disability inclusion, focusing on creating equitable hiring pathways rather than numerical outcomes alone. The company has established multi-channel recruitment partnerships with SG Enable, Inclus, Trampoline, ARC, TomoWork and Institutes of Higher Learning, complemented by structured pre-employment programmes and mentoring pathways to widen access to meaningful careers for persons with disabilities.

"At Micron, our vision is to accelerate intelligence to enrich life for all. We believe that realising this vision starts with people. When individuals are given equitable access to opportunities, resources, and the ability to contribute their unique talents and perspectives, innovation thrives. Building a workforce that includes persons with disabilities is not about ensuring equal outcomes – it is about removing barriers, expanding access, and creating meaningful pathways for people to succeed. As we continue to diversify and strengthen our talent pipelines, we are intentional about reaching talent that may have been overlooked through traditional pathways. Our experience has

shown that when people are empowered to realise their potential, teams become stronger, innovation accelerates, and we move closer to enriching life for all.” – Joshua Lee, Corporate Vice President, Front-End Manufacturing & Singapore Country Manager, Micron Technology.

Through these efforts, Micron has broadened access to diverse talent, strengthened its employer brand and fostered a workplace culture centred on respect, belonging and innovation. Its experience demonstrates that hiring persons with disabilities contributes positively to both business performance and employee experience, giving the company confidence to continue expanding employment opportunities for persons with disabilities.

Creating more job opportunities for those with moderate needs

4.18 We recognise that persons with disabilities with moderate needs require more regular, structured support on the job, and not many workplaces provide this today. To address this gap, **MSF and SG Enable will launch a Supported-Enterprise Enabling Grant later this year to provide funding support to enterprises that hire a significant proportion of persons with disabilities with moderate needs as part of their workforce.** Today, employers can receive up to one year of job support for most of their employees with disabilities under employment support services. However, the level and duration of support provided is insufficient for persons with disabilities with moderate needs to sustain formal employment. Under the new scheme, enterprises can receive:

- a) Funding to hire training officers and allied professional support such as therapists and psychologists to provide stronger and more structured support for these employees.
- b) Business development support from the Singapore Centre for Social Enterprise (raiSE), such as support to develop products or services and to expand their businesses.

The intent is for enterprises to use the time-limited funding to achieve business viability, so they can provide ongoing employment support for their employees with disabilities on a sustained basis.

Supporting persons with disabilities with moderate needs at work

Social enterprises and social service agencies have been adopting a range of Supported Employment Models to enhance the employability and employment outcomes of persons with disabilities, particularly those with moderate support needs. These models demonstrate how workplace accommodations, structured training, job redesign, and ongoing employment support can be tailored to enable persons with disabilities with moderate support needs to participate meaningfully in the workforce.

One example is Eden + Elie, a social enterprise in the fashion and accessories industry, which has employed 17 persons with autism as artisan bead weavers since 2017. Recognising the unique strengths and support needs of its employees, Eden + Elie established an autism-friendly work environment with visual supports, specialised workstations, and structured work processes. The enterprise also partners with Autism Resource Centre to provide skills training and job coaching, enabling employees to build vocational competencies, perform their roles effectively, and develop greater workplace independence over time.

Another example is MINDS, a social service agency that runs in-house enterprise units as a supported employment option for persons with intellectual disabilities who may not yet be ready for open employment. Among its most established enterprises is MINDS Bakers, which provides baking and food production work opportunities for its clients. Clients who transit into MINDS Bakers benefit from a structured work environment where tasks are

broken down into manageable steps and routines. There is also ongoing coaching and supervision from training officers to support progressive skills acquisition and transition to open employment where possible.

(C) Supporting persons with disabilities in finding and sustaining employment

Strengthening employment support

4.19 Persons with disabilities facing employment-related challenges shared that they do not know where to go to for help. Together with its employment support and training partners, such as APSN, ARC, MINDS, and SPD, **the Employment Support Office at SG Enable will serve as a one-stop shop for persons with disabilities who require support with employment.** It will serve as the main touchpoint to facilitate access to skills upgrading, career advisory, and employment support services for persons with disabilities.

4.20 **MSF and SG Enable will strengthen employment support services to better support persons with disabilities in finding and sustaining employment.** Most persons with disabilities and their employers currently receive up to one year of job support after placement, but some require a longer runway to adapt to the workplace. Unexpected workplace developments, such as a new supervisor or colleague, may also arise and require support from job coaches to help the employee adjust. To better support persons with disabilities in employment, we will:

- a) Expand the range of providers of the services to better serve clients with different aspirations and needs;
- b) Strengthen the capabilities of job coaches to provide more tailored support;
- c) Extend the support duration for those with higher work support needs in open employment; and
- d) Provide continued help after the end of regular job support when challenges arise at the workplace.

These enhancements will be implemented from 2028 onwards.

Securing Employment with the help of a Job Coach



Dhivya has reduced peripheral vision and blurred central vision. She is also hard of hearing and wears hearing aids, as sounds are otherwise muffled.

In January 2024, Dhivya enrolled with the Enabling Business Hub. Dhivya worked closely with her Job Coach, Yasmin, to prepare for employment and identify suitable workplace accommodations. In April 2024, she successfully secured a role as an Administrative Assistant at HDB.

During Dhivya's transition into the workplace, Yasmin provided on-site support to help her become familiar with her surroundings. This included navigating the office, finding the pantry and lunch locations, locating the restroom, and travelling safely between the office and the designated drop-off points. Yasmin also worked with Dhivya on practical work strategies, such as enlarging documents on screen for easier reading and taking time to review her work before submission.

With the strong support of her supervisor and colleagues, who paced her workload and fostered a supportive work environment, Dhivya quickly gained confidence and independence. While her 12-month job support has ended, she continues to thrive in her role at HDB, demonstrating how the right support and workplace culture can empower persons with visual impairment to succeed in meaningful employment.

4.21 Together, these efforts recognise that getting a job is only the first step. What matters is that persons with disabilities can find work that suits them, sustain employment, and grow in their careers. With stronger support to build skills, navigate career transitions and achieve their aspirations, more persons with disabilities will be able to find and sustain meaningful employment. Over time, this will improve employment outcomes and retention, contributing to our goal of increasing the employment rate of persons with disabilities to 40% by 2030.

What this means for persons with disabilities:

- Stronger support to prepare for work, starting from SPED schools
- More job opportunities that match their strengths and interests
- A one-stop Employment Support Office to provide support through different stages of employment journey
- Continued support after job placement

LIVING WELL IN THE COMMUNITY

Overview

Many persons with disabilities aspire to participate meaningfully in their communities and stay connected to their friends and neighbours.

However, they shared three main challenges:

- **Limited options to stay engaged in the community**
- **Maintaining good health and well-being**
- **Barriers to participating fully in everyday life**

In response, we will fundamentally change the model of community care – moving beyond providing care arrangements alone to supporting persons with disabilities to live with greater independence, stay engaged, and participate more fully in community life. More can be done to support this shift.

The Taskforce will:

- **Expand community support and opportunities for engagement**, by expanding:
 - Capacity of Day Activity Centres and Sheltered Workshops
 - Enabling Services Hubs network to 12 hubs across Singapore
- **Support persons with disabilities to stay healthy**, through:
 - Providing more accessible and tailored healthcare services
 - Implementing the new Health Communication Passport in polyclinics
- **Build communities where everyone belongs**, by:
 - Building the general public's skills and confidence to interact with persons with disabilities
 - Creating spaces for participation and belonging

5.1 Living well in the community means being able to live as independently as possible, pursue one's interests, stay socially connected, and feel a sense of belonging. This requires opportunities to use everyday spaces, participate in communal activities, and build relationships with family, friends, and neighbours. Good health, strong social support, and communities that welcome persons with disabilities are important foundations that enable persons with disabilities to lead meaningful and connected lives.

What we heard from persons with disabilities and caregivers

5.2 Today, many persons with disabilities desire to achieve a better quality of life and, where possible, live more independently within the community as they age. Those with higher needs rely on centre-based programmes (e.g., Day Activity Centres) to provide engagement and care, while living in their own homes. When living at home is no longer possible, residential care services (e.g., Adult Disability Homes) are available.

5.3 However, persons with disabilities and caregivers are concerned about whether they can remain engaged in the community, maintain their health and well-being, and access the support they need as their circumstances change over time. The key barriers are:

- a) **Limited options to stay engaged in the community:** While care services remain important, some persons with disabilities said they required a longer pathway after graduation to build independent living skills or achieve a good quality of life. Others who did not require full-time services expressed a desire to remain active and connected to their communities. Persons with disabilities and caregivers spoke about the importance of having meaningful activities, opportunities to contribute, and regular social interaction. Several mentioned that there was a lack of capacity at Day Activity Centres and Sheltered Workshops. As a result, some persons with disabilities spent long periods at home, with fewer opportunities to participate or maintain independent living skills. They were concerned that over time, persons with disabilities could become increasingly isolated, lose confidence and everyday skills, and become reliant on residential care services.
- b) **Maintaining health and well-being can be challenging:** Persons with disabilities and their caregivers highlighted that accessing healthcare services could be challenging, particularly for those with more complex needs. Some described feeling anxious when attending appointments on their own, especially when communication, behavioural, or support needs were not well

understood. They said that this could create significant stress and anxiety about whether timely and appropriate care would be available. Caregivers also highlighted that coordinating care across multiple specialists could be overwhelming, with one caregiver describing how they often had to piece together advice from different healthcare providers. In response, persons with disabilities and caregivers said they wanted healthcare professionals who better understood disability-related needs, more coordinated care, physical accommodations such as quiet rooms, and healthcare support that was easier to access closer to home.

- c) **Barriers to participating fully in everyday life:** Persons with disabilities and their caregivers emphasised that living well in the community was not just about access to services alone. It is also about feeling understood and accepted in everyday life and spaces. While awareness of disability has generally improved, many felt that interactions in neighbourhoods, public spaces and community activities could still be difficult. Some felt that others did not know how to interact with persons with disabilities, especially when there was a lack of visual cues, while others worried about being judged because of their disability. As a result, opportunities to build relationships, participate fully in community activities and feel a sense of belonging could be limited. Persons with disabilities said they wanted members of the public to better understand how to interact with them, communicate more confidently and respectfully, and create communities where persons with disabilities feel welcomed and accepted rather than treated differently.

"I'm scared of them judging me because of my disability."

Person with Physical Disability & Hearing Loss

Participant at the Taskforce engagements

5.4 While these challenges shape the community living experience of persons with disabilities, there are existing measures today that support persons with disabilities to live well in the community and participate in everyday life.



Did You Know?: Welcoming persons with disabilities into community spaces

Healthcare Services

Currently, there are healthcare services that cater to the needs of persons with disabilities, including Mount Alvernia Outreach Medical and Dental Clinic at Enabling Village, IDHealth, and MINDS' Developmental Disabilities Medical Clinic, which serve persons with intellectual disabilities, as well as over 60 dental clinics with general dental practitioners who are able to provide routine dental care for adults with disabilities.

The College of Family Physicians Singapore provides a Family Practice Skills Course to further strengthen General Practitioners' skills in the provision of care for persons with intellectual disabilities who have cognitive and/or communication challenges.

Accessibility support measures currently available at polyclinics for persons with disabilities

Polyclinics provide barrier-free access for patients with mobility limitations through features such as wheelchair-accessible ramps, lifts, handrails and accessible toilets, with wheelchairs available where required. To support patients with hearing impairments, Pocket Talkers are available across most polyclinics. Wayfinding and accessibility features such as tactile tiles, Braille signage and Braille-labelled lift buttons are offered at some polyclinics to support patients with visual impairments.

Mental Well-Being

Individuals who require mental health support can reach out to the national mindline 1771 helpline by phone, WhatsApp messaging and webchat.

The WhatsApp messaging and webchat provide a platform for persons who are hard of hearing and are comfortable communicating through written text to connect with a counsellor. The national mindline 1771 caters to individuals who feel emotionally distressed, need someone to talk to about challenges in life, seek information on mental health, or require guidance on where to seek further help.

For more information, visit the [mindline website](#).

Public Spaces and Attractions

There are many spaces today that have already made themselves accessible to persons with disabilities with universal design features. Here are some places you could consider visiting.

Malls under Frasers Property Singapore

- Malls are equipped with designated accessible parking spaces, automatic doors, ramps and elevators, and are guide-dog friendly. For more information, head over to their [accessibility guide](#).

Sentosa Development Corporation

- *Launched Singapore's first accessible beach track (23-metre-long slip-resistant track) in 2024 at Siloso Beach. For more information, visit [Sentosa's website on accessibility](#).*

Gardens by the Bay

- *Free admission for persons with disabilities, with 50% off admission tickets for up to two accompanying Singapore Resident caregivers. For more information, visit [Gardens by the Bay's website](#).*
- *The Gardens include barrier-free routes, ramps, lifts and wide pathways. Read more about other upcoming features in [this article](#).*

Mandai Wildlife Group – Bird Paradise

- *Bird Paradise features accessible walkways and pathways, adult diaper changing facilities, and technology that can increase the volume and clarity of sound sources. Read more about Bird Paradise's accessible features in [this article](#).*

Esplanade – Theatres on the Bay

- *Premises are wheelchair-friendly and guide dog-friendly.*
- *Ticket concessions, special seating arrangements, and priority lanes are also offered to persons with disabilities. For more information, see Esplanade's [visitor guide](#).*

For more information, head over to [SG Enable's Enabling Guide website](#).

Shift 3: Beyond care – towards meaningful engagement and belonging

5.5 To increase opportunities for meaningful engagement and interactions in the community, we will strengthen community support by:

- a) **Expanding community support and opportunities for engagement** so that persons with disabilities can remain engaged and connected, supported close to where they live;
- b) **Supporting persons with disabilities to stay healthy**, through more accessible and tailored healthcare services; and
- c) **Building communities where everyone belongs**, by fostering greater confidence in interacting with persons with disabilities and enabling persons with disabilities to participate more fully in everyday spaces and activities.

5.6 We have already started by changing our model of community care to enable persons with disabilities to live more independently in the community and improve their quality of life.

5.7 The Enabling Skills for Life Programme proof-of-concept started in 2025 in some Day Activity Centres and Sheltered Workshops, to test a new approach to post-school support for persons with disabilities. While Day Activity Centres and Sheltered Workshops continue to provide important care and engagement services, the Enabling Skills for Life Programme offers a more structured learning curriculum to enhance independence, community participation, employability, and overall quality of life. Over the next few years, we intend to convert more Day Activity Centres and Sheltered Workshops into Enabling Skills Centres offering the Enabling Skills for Life Programme, while refining the programme based on learnings from the proof-of-concept. The Enabling Skills Centres will also equip caregivers with the skills and confidence to reinforce persons with disabilities' learning at home, and better support them to live in the community more independently.

5.8 Persons with disabilities who are ready to participate more actively in the community, including those who have completed Enabling Skills for Life Programme training at Enabling Skills Centres, can continue to do so with support from Enabling Services Hubs. Enabling Services Hubs will provide or refer them and their caregivers to resources that support their well-being, including developing future care plans. The hubs will also offer programmes such as continual learning and education courses to support persons with

disabilities' continued development and engagement in the community. In addition, the hubs will reach out to persons with disabilities who are unemployed or not enrolled in any Government-funded disability service, and their caregivers, to connect them with support services where relevant. Together, these initiatives support families in their caregiving journey and give them greater confidence that their loved ones can continue to enjoy a better quality of life in the community, even as caregiving arrangements evolve.

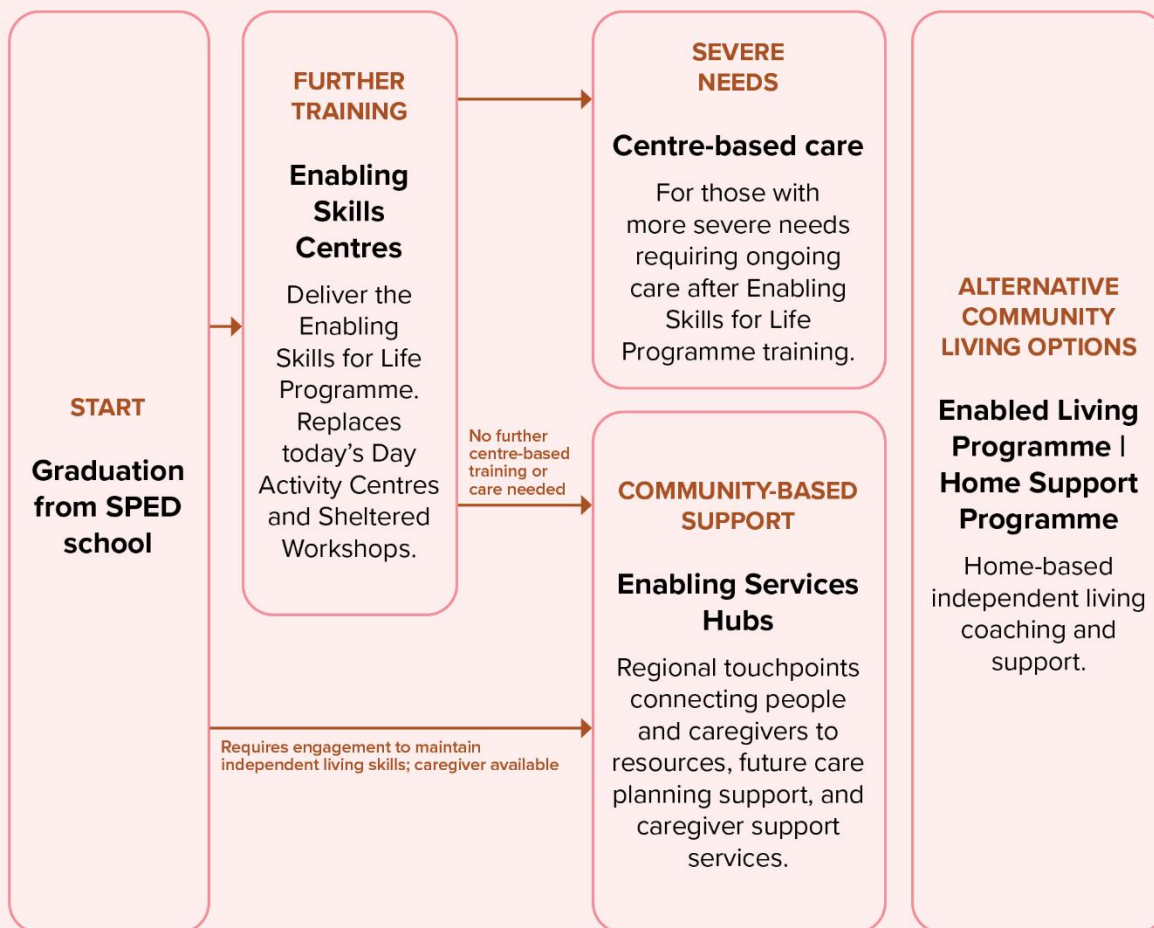
5.9 For those with severe needs who require ongoing care even after receiving Enabling Skills for Life Programme training at Enabling Skills Centres, centre-based care options will be available.

5.10 Along with these services, those who need independent living coaching at home may tap on the Enabled Living Programme and upcoming Home Support Programme. For those without an available caregiver and have no alternative accommodation, Adult Disability Homes will continue to provide residential care and support, where admission is assessed to be in the individual's best interest.

Figure 5: Future landscape of community services

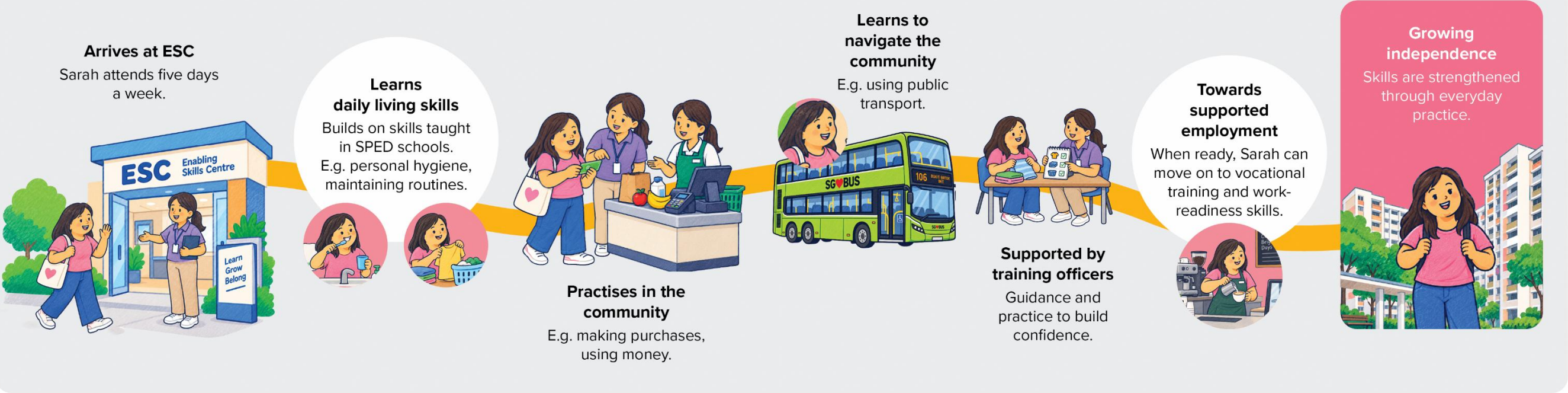
Persons with Disabilities Living in the Community

The future landscape of community services



Illustrations in this publication were created with the assistance of generative AI, under the creative direction of MSF's appointed creative agency, and subsequently reviewed and refined for publication.

A Day in Sarah's Life at Enabling Skills Centre (ESC)



A Day in Arun's Life at Enabling Services Hub (ESH)



Illustrations in this publication were created with the assistance of generative AI, under the creative direction of MSF's appointed creative agency, and subsequently reviewed and refined for publication.

(A) Expanding community support and opportunities for engagement

5.11 To provide more persons with disabilities with meaningful activities after graduation, **MSF will expand the capacity of Day Activity Centres and Sheltered Workshops to provide a total of 2,300 additional spaces across Singapore by 2030.** This includes an additional 1,300 spaces on top of the earlier commitment of 1,000 spaces. These additional spaces will ensure that SPED graduates who require these services can receive them.

5.12 To help more persons with disabilities remain connected to their communities, **MSF and SG Enable will expand the Enabling Services Hub network to 12 hubs across Singapore by 2028.** In addition to the first 3 hubs at Tampines, Jurong West and Punggol, and the fourth hub coming up in Marine Parade, we will progressively establish 8 more hubs to serve persons with disabilities and caregivers across Singapore close to where they live. This will create more opportunities for the wider local community to partner with the Enabling Services Hubs in supporting persons with disabilities and their caregivers.

5.13 Caregivers of persons with disabilities have shared that having access to timely, trusted support would help them better sustain their caregiving role over time. From 2027, caregivers will be able to access services at Caregiver Support Touchpoints that provide information and navigation support, training, peer support, and respite care services, as well as support for their own health and mental well-being. These will be set up in phases at 8 sites, including the 3 Enabling Services Hubs at Tampines, Jurong West and Punggol. These touchpoints will support caregivers alongside persons with disabilities and provide greater assurance that help is available as caregiving needs change across different life stages.

Engaging in Meaningful Activities in the Community through Enabling Services Hub (ESH)



[Photo is for illustrative purposes only. Individuals featured are not pictured.]

Shannon is a positive and enthusiastic individual with autism who thrives when she is engaged, though lack of engagement can lead to behaviours such as vocal stimming.

After graduating from SPED school in late 2024, Shannon joined ESH@Tampines, where she began participating in activities and receiving support to build her confidence, independence and social skills.

During her initial transition to ESH@Tampines, Shannon was accompanied by her mother, Mdm Koh, to ESH activities and programmes. Over time, she gradually gained the confidence to travel independently to these activities and programmes. Some behaviours like vocal stimming were also observed to have decreased when she was engaged in activities. This gave Mdm Koh greater peace of mind, and also allowed her greater flexibility to focus on work and personal commitments. This includes participating in caregiver talks and health screenings organised by ESH@Tampines and partners, such as Mount Alvernia Outreach Clinic.

Since joining ESH@Tampines, Shannon has been regularly engaged in a range of activities, programmes and workshops. These opportunities helped her develop practical skills, build meaningful connections and contribute actively to the community. She currently volunteers weekly at Tampines Regional Library, where she helps to shelve books. She is also undergoing on-the-job training as a stall helper in a school canteen, after having previously undergone training to support seniors at Active Ageing Centres as a co-trainer in a handicrafts programme.

With ESH working with community partners to bring support closer to home, Shannon and her mother have gained the skills, knowledge and confidence to participate in the community and navigate the future together.

(B) Supporting persons with disabilities to stay healthy

5.14 **MOH will support persons with intellectual disabilities and autism by providing more accessible and tailored healthcare services by 2028** to continue living well in the community. Stakeholders have highlighted that persons with intellectual disabilities and autism may face communication barriers when interacting with healthcare staff, while primary care providers may not always understand what they need.

5.15 As most persons with intellectual disabilities and autism will continue to receive their healthcare through mainstream primary care services, all polyclinics will be equipped with basic capabilities to support them. By 2028, all frontline staff will receive training in effective communication with patients with intellectual disabilities and autism and their caregivers, and practical accommodations such as priority queuing to reduce waiting times for patients with behavioural or anxiety-related needs.

5.16 We recognise, however, that a smaller group of persons with intellectual disabilities and autism may require more time and support during consultations because of more complex communication, behavioural or healthcare needs. MOH will designate at least three polyclinics across Singapore by 2028 (at least one from each public healthcare cluster) which will provide enhanced support for this group. At these polyclinics, support will include pre-visit preparation with patients and caregivers, longer consultation time where needed, closer caregiver engagement and assistance to navigate appointments and follow-up care. The teams can also facilitate linkages to relevant disability services for patients and caregivers where required.

5.17 In tandem, **MOH and SG Enable will progressively roll out the “Health Communication Passport” initiative from 2027**. The Health Communication Passport is a personalised document that will capture important information about how a person with an intellectual disability or autism communicates (e.g., preference for verbal or written communication, or use of visual aids) and the practical accommodations needed for a smoother healthcare experience. It will allow healthcare staff to better understand and support the individual and reduce the need for patients and caregivers to repeatedly explain the same information at various touchpoints.

5.18 MOH will start implementing the Health Communication Passport at selected polyclinics in 2027. To support the initial rollout, participating social service agencies will assist their clients with intellectual disabilities or autism in completing the Health Communication Passport and sharing it with the polyclinic before an appointment. Healthcare staff can then arrange for appropriate accommodations in advance and ensure that key information is available to the attending clinicians. The Health Communication

Passport will be integrated across key touchpoints at polyclinics, including at registration and during consultation.

5.19 MOH and SG Enable will continue to work with healthcare and community partners to expand the Health Communication Passport to other healthcare settings over time, with the potential to support persons with other disability types in future.

(C) Building communities where everyone belongs

Building the general public's skills and confidence to interact with persons with disabilities

5.20 To promote the integration of persons with disabilities in their local communities, **MSF and SG Enable will equip the general public with the skills to interact meaningfully with persons with disabilities in their daily lives.** These efforts will scale up public education campaigns and shift the focus from awareness alone to developing practical skills, so that the general public is better equipped and more confident to engage and interact with persons with disabilities in their everyday lives.

5.21 **MOE, MSF and SG Enable will deepen efforts across schools and workplaces to build understanding, confidence and practical skills for meaningful interaction with persons with disabilities.** All students will have more opportunities to learn about disability in school through enhanced curriculum touchpoints and increased opportunities to interact meaningfully with persons with disabilities. MOE will work with schools to provide quality resources to support teachers to make disability inclusion a genuine and enduring part of their students' school experience. Beyond schools, efforts will be made to equip working adults with the knowledge and skills to embrace persons with disabilities.

Creating spaces for participation and belonging

5.22 **SG Enable will work with partners across the public, private and people sectors to enable persons with disabilities to participate more fully in everyday life.** One key area is Singapore's major attractions.

- a) **SG Enable will partner with Sentosa Development Corporation to strengthen Sentosa's position as a world-class leisure destination that is more accessible to persons with disabilities.**

As one of Singapore's most prominent leisure and tourism destinations, Sentosa has an important role in shaping how residents and visitors experience

disability inclusive recreation. The island has made steady progress in improving accessibility and participation, including introducing Singapore's first accessible beach track and expanding employment opportunities for persons with disabilities. Today, more than 60 persons with disabilities are employed across a range of roles on the island.

This proposed partnership between SG Enable and Sentosa Development Corporation could demonstrate how a world-class destination can embed disability inclusion across its workforce, visitor experience and long-term development plans. This includes workplace support to provide timely, specialised support to both employers and employees on the island, and co-creation of programmes, experiences and visitor offerings that enable persons with disabilities and their families to participate more in Sentosa's leisure, lifestyle and tourism offerings. There is also an opportunity to integrate accessibility and universal design as foundational principles as the Greater Sentosa Master Plan takes shape, ensuring that future developments reinforce Sentosa's position as a world-class destination where persons with disabilities can participate fully.

5.23 Participation and belonging must also be experienced in the places where people live, work and gather. **SG Enable will therefore partner with commercial and community stakeholders to make everyday spaces more welcoming and accessible for persons with disabilities.** SG Enable will kick off this approach with two pilots:

- a) **Partner with Lendlease at Paya Lebar Quarter Mall to make a more welcoming environment for persons with disabilities.** This will include creating employment opportunities with the mall operator and participating tenants, supported by on-site job coaching to help persons with disabilities succeed at work. Public education and engagement activities will also be conducted to equip tenants with the confidence and skills to interact with persons with disabilities.
- b) **Partner with Grassroots organisations to make neighbourhoods such as Queenstown and Marine Parade friendlier to persons with disabilities.** The pilot in these two towns will test how neighbourhood stakeholders can better support disability inclusion across community spaces and facilities, including parks and hawker centres. It will also include public education efforts to build

confidence and encourage meaningful interaction between residents and persons with disabilities.

5.24 Through these pilots, SG Enable and its partners will test how everyday community spaces can become places for persons with disabilities to work, participate and connect.

5.25 These efforts can only achieve their full impact if persons with disabilities and their families also feel confident to participate in community life. We encourage persons with disabilities and their families to take part in community activities and build connections with others. Through these experiences, persons with disabilities can strengthen their confidence, independence and sense of belonging, while communities have more opportunities to get to know and interact with persons with disabilities as neighbours, colleagues and friends.

5.26 Building a society that embraces and empowers persons with disabilities cannot depend on the Government's efforts alone. These initiatives are part of Singapore's broader commitment to fostering a We-First society – one where we look out for one another and support one another to thrive. Realising this vision will require the efforts of Government agencies, businesses, community organisations and fellow Singaporeans alike. By taking small steps in our everyday interactions, each of us can help build a community where persons with disabilities feel welcomed, connected and valued. Together, we can build neighbourhoods where persons with disabilities are not on the sidelines of community life, but active participants in it.

What this means for persons with disabilities and their families:

- More support and activities closer to home
- Better access to healthcare that meets their needs
- More opportunities to stay engaged and connected in the community
- Greater confidence to participate in everyday life

LOOKING AHEAD

6.1 The Taskforce’s recommendations mark an important step towards providing greater assurance for persons with disabilities and their families beyond the schooling years. Together, these recommendations help transform the “post-18 cliff” into clearer pathways towards a better quality of life across education, employment and community living. Our hope is for persons with disabilities to have stepping stones that enable them to pursue their aspirations with confidence as their needs and circumstances change. By improving affordability and strengthening employment support, community living and healthcare options, and opportunities for everyday participation, persons with disabilities have more opportunities and options to participate fully in society. Above all, families will have greater assurance that they will not have to navigate transitions alone through support for future care planning.

6.2 While this Taskforce has focused its recommendations on the key challenges associated with the post-18 transition and beyond, we recognise that there remain areas that warrant further review. The Taskforce identified areas that agencies will continue to review under the Enabling Masterplan 2030, beyond the scope of this Taskforce. For example:

6.3 **Addressing healthcare needs.** Through the Taskforce’s engagements, persons with disabilities and their caregivers shared concerns about their healthcare needs, including the earlier onset of chronic illnesses, the need for care and support across different life stages and the additional costs associated with disability. They noted that healthcare financing arrangements meant for the general population may not always adequately account for these needs. We recognise this concern and are studying the care needs and cost challenges raised, alongside relevant data to better understand where support is needed for persons with disabilities.

6.4 **Support for persons with disabilities in their senior years.** This Taskforce had largely focused its efforts on the post-18 space, particularly after SPED school students graduate and move into employment and community pathways. While this support will go some way towards helping persons with disabilities age well in their communities, we recognise that their needs may grow more complex over time. Agencies will look into measures to better support persons with disabilities as they age.

6.5 **Leveraging Assistive Technology.** Rapid advancements in technology, including AI and a wide range of digital solutions, present significant opportunities to enhance support

for persons with disabilities and their caregivers. There is value in studying how technology can be used more effectively and appropriately and how its adoption can be facilitated to improve outcomes for persons with disabilities.

6.6 **Special Student Care Centres.** Special Student Care Centres provide before- and after-school care services for SPED students 7 to 18 years old. We are reviewing the Special Student Care Centre programme to ensure that capacity keeps pace with SPED demand.

6.7 **Inclusive Justice.** The Inclusive Justice Taskforce is examining how persons with disabilities can be better supported when they encounter the criminal justice system, including the police and the courts. The Taskforce brings together stakeholders from across the public, private and people sectors, including caregivers, to review existing measures, identify areas for improvement, and develop recommendations.

6.8 Our commitment to providing more assurance and support to families with persons with disabilities will continue beyond this report. We will build on these recommendations and work with partners across society to embrace and empower persons with disabilities more fully. As these recommendations are implemented, we will continue to support partners in delivering them effectively, strengthen workforce capabilities, and refine service design over time to better respond to the changing needs and aspirations of persons with disabilities and their families. In doing so, we hope to give persons with disabilities and their families greater confidence that they will continue to be supported at every stage of life.

Agencies and Partners who have worked with the Taskforce

We would like to express our sincere appreciation to the persons with disabilities and caregivers, as well as the following agencies, partners and stakeholders who generously shared their experiences, perspectives and suggestions, which have been invaluable in shaping this report.

- **Special Education Schools and Institutes of Higher Learning**
 - ACS (Academy)
 - APSN Delta Senior School
 - AWWA School @ Bedok
 - Cerebral Palsy Singapore School (East)
 - Eden School
 - Eden School (Campus 2)
 - Grace Orchard School
 - Institute of Technical Education
 - Lighthouse School
 - Maitri School
 - Metta School
 - MINDS Lee Kong Chian Gardens School
 - MINDS Towner Gardens School
 - MINDS Woodlands Gardens School
 - Nanyang Polytechnic
 - Ngee Ann Polytechnic
 - Pathlight School (Ang Mo Kio)
 - Pathlight School (Tampines)
 - Rainbow Centre Margaret Drive School
 - Rainbow Centre Yishun Park School
 - Republic Polytechnic
 - Singapore Polytechnic
 - St Andrew's Autism School
 - St Andrew's Mission School
 - Temasek Polytechnic
- **Social Service Agencies**
 - Abilities Beyond Limitations and Expectations Limited
 - APSN Ltd.
 - ARTDIS (Singapore) Ltd.
 - Autism Association (Singapore)
 - Autism Resource Centre (Singapore)
 - AWWA Ltd.
 - Be Kind SG Limited
 - Bizlink Centre Singapore Ltd
 - Canossaville Children and Community Services

- CaringSG Limited
- Cerebral Palsy Alliance Singapore
- Chen Su Lan Methodist Children's Home
- Christian Outreach to the Handicapped
- Down Syndrome Association (Singapore)
- ExtraOrdinary People Limited
- Fei Yue Community Services
- HWA
- iC2 Prephouse Limited
- Metta Welfare Association
- MINDSG Ltd.
- Muscular Dystrophy Association (Singapore)
- Presbyterian Community Social Services Ltd.
- Rainbow Centre, Singapore
- Singapore Association of the Visually Handicapped
- Singapore Red Cross Society
- SPD
- St Andrew's Autism Centre
- SUN-DAC
- The Singapore Cheshire Home
- Thye Hua Kwan Moral Charities Limited
- TOUCH Community Services Limited
- Employers
 - Ascott International Management
 - AvePoint
 - Call Lade Enterprise Pte Ltd
 - Chagee Holdings Pte. Ltd.
 - DBS Bank Ltd.
 - Deutsche Bank Aktiengesellschaft
 - Eden + Elie Pte Ltd
 - eLC Pte Ltd
 - Ensign InfoSecurity (Cybersecurity) Pte. Ltd.
 - EQ Insurance Company Ltd.
 - EY Singapore
 - Foreword Coffee
 - GIC Private Limited
 - Gourmetz Catering
 - Grabtaxi Pte. Ltd.
 - Holiday Inn Singapore Atrium
 - HP Singapore (Private) Limited
 - International SOS Pte Ltd
 - Jod
 - Lee Ah Mooi Old Age Home

- Logwin Air + Ocean Singapore Pte Ltd
- MaivenPoint Pte. Ltd.
- Mamana Kitchen
- Marina Bay Sands
- Mediacorp Pte. Ltd.
- Metro (Private) Limited
- Oversea-Chinese Banking Corporation Limited
- ProfilePrint
- Roche Singapore Technical Operations Pte Ltd
- SATS Ltd
- Singapore Business Federation
- Singapore Business Federation Foundation
- Singapore National Employers Federation
- Singlife
- SMRT Corporation Ltd
- Standard Chartered
- StarHub Ltd
- ST Engineering
- Takashimaya Singapore Ltd
- Tea Ideas
- The Ritz-Carlton
- The Salvation Army
- United Overseas Bank Limited
- Unique Food Partners Pte Ltd
- Wipro Consumer Care Singapore Pte Ltd
- YCH Distripark (Pte) Ltd
- Zingrill Holdings Pte Ltd
- Employment support and training partners
 - A Kind Place Pte Ltd
 - Hatch Technologies Pte Ltd
 - Inclus Pte Ltd
 - Ingeus Pte Ltd
- Healthcare institutions
 - IDHealth
 - Institute of Mental Health (IMH)
 - MINDS Developmental Disabilities Medical Clinic
 - National University Centre for Oral Health Singapore
 - National University Polyclinics
 - NHG Polyclinics
 - SingHealth Polyclinics



[Taskforce engagement with persons with disabilities and caregivers.]



[Taskforce engagement with employers, employment support and training partners, and SPED schools.]



[Taskforce engagement with social service agencies.]