



SOLUTIONS TO YOUR MANPOWER NEEDS

Tap on a viable and sustainable resource pool

Some companies are facing difficulties filling up vacancies due to the manpower crunch. SPD may be able to help provide a viable and sustainable manpower solution. Over the years, we have placed persons with disabilities (PwDs) into different industries such as public services, retail, logistics and F&B in a wide range of roles from administrative, customer service to production and sales.

Benefits of Inclusive Hiring



- + Access untapped talent of PwDs which may be more sustainable
- + Improve branding of your organisation
- + Accessible workplace practices leading to improved productivity
- + Improve work morale and lower turnover rates

Government Schemes and Assistance Available to Employers



- + Open Door Programme (for PwDs)
- + Enabling Employment Credit, formally Special Employment Credit

SPD Support via the Employment Support Team



Employment Support Specialist

Job coaching, job accommodation or carving, disability awareness for company



Vocational Trainer

Soft and technical skill training



Occupational Therapist

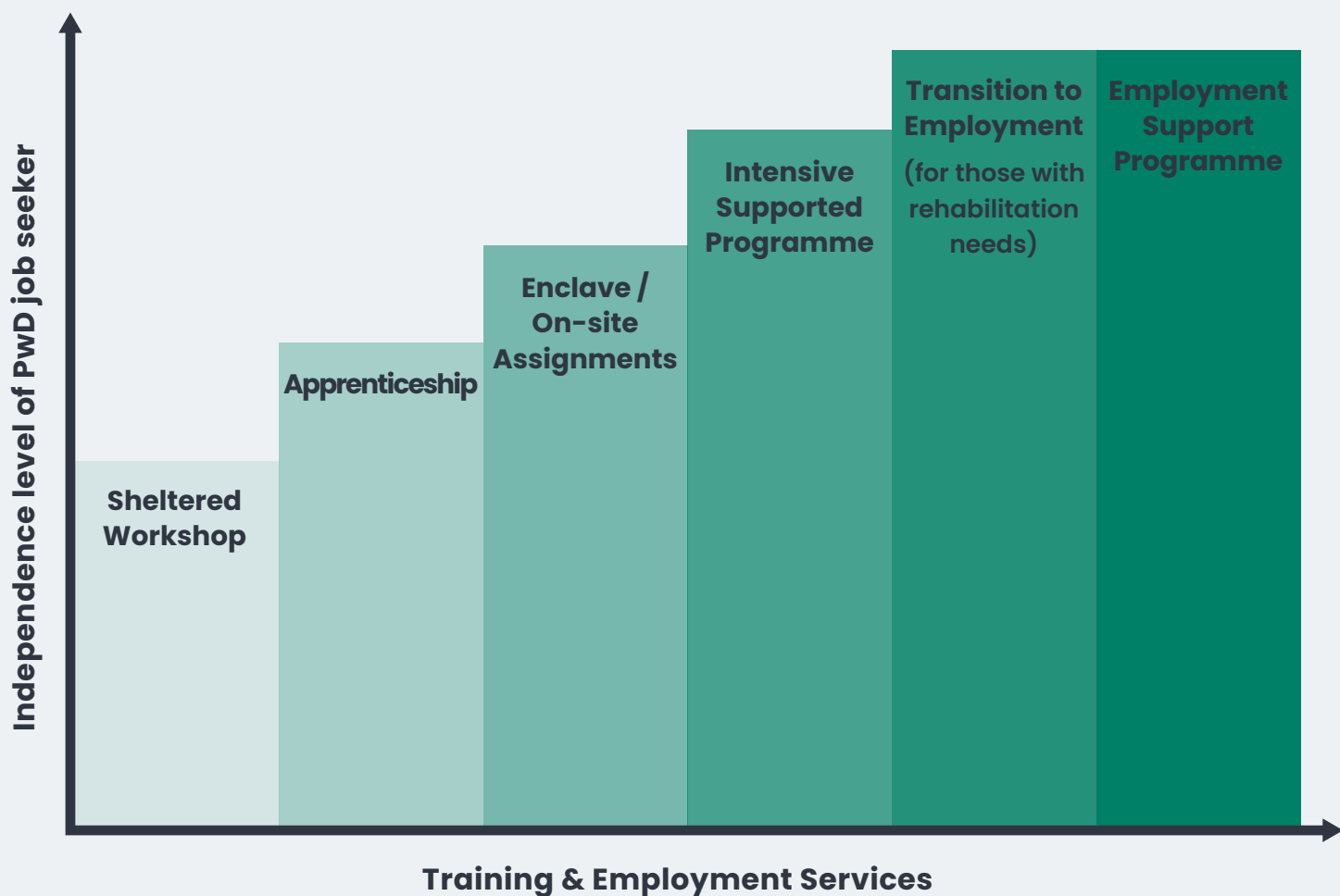
Accessibility assessment for company, mobility training, adaptation of assistive technology for the job



Social Worker

Social, behavioral support & counselling for PWD

To cater to the more varied disability profiles of PwDs and the evolving employment landscape, SPD has developed a continuum of training and employment services pegged to the independence and ability level of the PwD job seeker. We welcome you to supply the employment opportunities on this continuum.



Sheltered Workshop (SWS)

Job opportunity: To provide contracted work for PWDs

Our Sheltered Workshop is both a place for employment and vocational training for people with disabilities. We seek contract work from various employers to simulate a real work environment for our trainees, to improve their employability in the open market. Trainees are engaged in sub-contract work such as packaging, letter-shopping, tagging of products, data entry, digital scanning, document preparation, as well as leather crafting and production of marketable items.

“ We have worked with the sheltered workshop for 4 years to pack the Standard Chartered Singapore Marathon race packs. They are a pleasure to work with and deliver in a timely and efficient manner. ”

Ms Alice Fry
Director, Athlete Services, Asia

Apprenticeship Programme

Job opportunity: To outsource your artisan or craft work to PwDs for production or order corporate products from this programme

Situated in SPD, the Apprenticeship Programme is born of the partnership with Keppel Corporation. The programme grooms a continuous stream of PwDs in artisanal craft work, from the highly skilled to the lower functioning and lesser-skilled trainees. This is done by tailoring artisan work to the PwD's skill and dexterity level.

Our workshop also hosts a bookbindery that hones the bookmaking and book restoration skills of our craftspeople. This paves the way for the SPD Artisan Collab. The Collab indulges in leather-crafting, stitching together lifestyle products perfect as gifts for friends, loved ones, and corporate partners.



“ We are very happy to partner with SPD for our upcycling initiative. With the team's skilled craftsmanship, they have transformed the batik trimmings from the making of Singapore Airlines sarong kebaya uniforms into quality, elegant hand-bound notebooks. ”

Ms June Ong

Category Manager, Special Projects, KrisShop

Check out our handcrafted products at
<https://shop.spd.org.sg>



Enclave / On-Site Assignments

Job opportunity: To outsource daily regular jobs for PwDs at your job site to SPD, supervised by a SPD staff

These are enclave/on-site assignments outsourced to SPD-PwD manpower. It involves the trainees with disabilities working at our enclave or employment partners' office/ worksite under close supervision of SPD staff for on-the-job training. It is a win-win partnership with employers where they get the required manpower to get the work done while the PwDs, gain skills training and job experience.

“ By being inclusive in our hiring journey, we see past the differences among individuals and hope to provide opportunities to learn life-long skills that would help them (people with disabilities) in the future. We want them to experience personal growth during their time with us (Bolloré Logistics). ”

Ms Rona Lau

Senior Hub Manager, Bolloré Logistics (Singapore) Pte Ltd



Intensive Supported Employment Programme (ISEP)

Job opportunity: To provide jobs for PwDs at your job site from trial to contracting the PwD. To be supervised by a SPD staff

This model requires employers to transit the PwD job seeker into a supported work environment which trains, supervises and coaches them intensively and bridges them over to open employment. It constitutes a long training runway on-the-job where the final goal is for the employer to contract the PwD into its mainstream workforce.



“ Our partnership with SPD has been excellent. Under the ISEP programme, the SPD team has displayed their ability to understand our requirement and recommending suitable candidates for the roles that we are looking for. On top of that, the team also do very detailed on-site assessment to ensure all safety for their clients. I would say that the SPD team is very professional. We hope to have a long-term partnership with SPD. ”

Mr Daniel Lua

Business Development Manager, MEOD

Employment Support Programme (ESP)

Job opportunity: To provide jobs for PwDs, like any other job applicant

SPD acts as the employment agency for PwD job seekers to help them secure open employment. In addition, job support of at least 6 months is provided to ensure PwDs are able to adapt and cope with the job and working environment.

“ It is a great pleasure to be working with Leena. Her wealth of experience in the F&B industry is of great value to her role as an assistant outlet manager at Foreword Coffee Roasters. Her openness to sharing her knowledge and experience helped us to improve our workflow in the cafe. Despite having no background in barista skills, Leena picked it up quickly within a month and was able to consistently produce good coffee for our customers. As an assistant outlet manager, Leena plays multiple roles such as maintaining quality of our drinks and food served, mentoring our younger staff, and engaging our customers at the Civil Service College... she is proof that being Deaf is not a disability, but merely a communication barrier to be overcome. ”

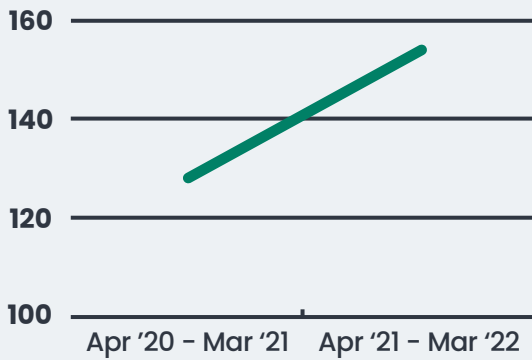
Mr Lim Wei Jie

Co-founder and Director, Foreword Coffee

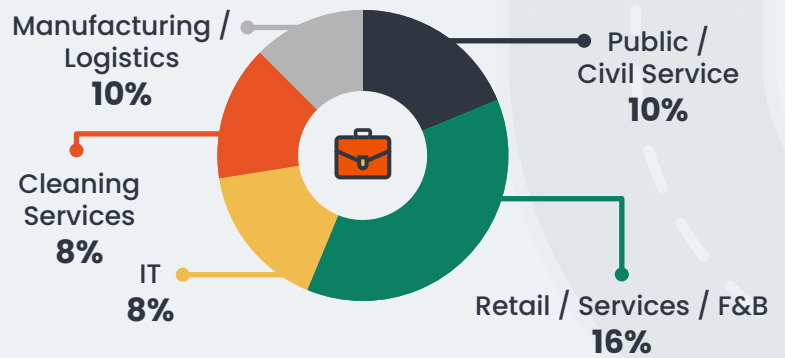


Key Stats

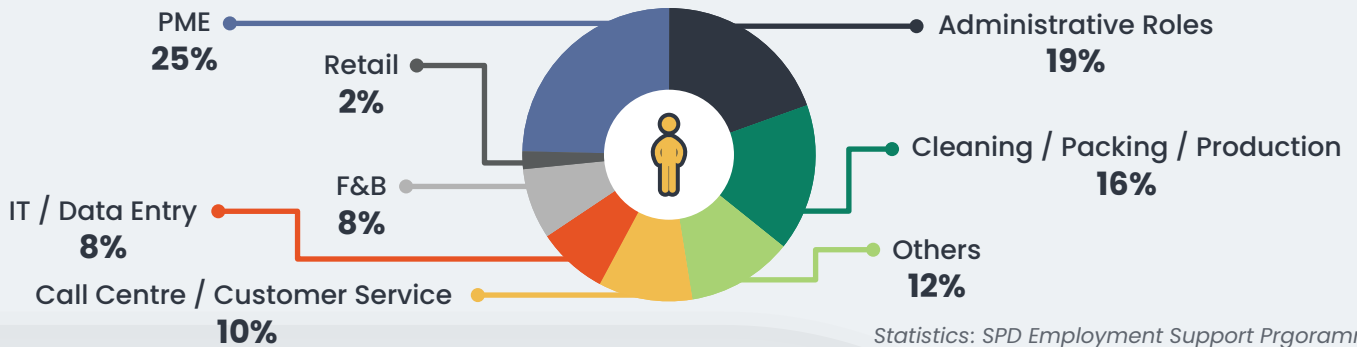
PWDs Placements



Apr '21 - Mar '22: Top 5 Hiring Industries



Apr '21 - Mar '22: Roles Placed



Statistics: SPD Employment Support Programme

ITE Internship and Employment Support

Job opportunity: To provide internships and jobs for ITE PwD interns and graduates, like any other intern or job applicant

SPD is working with the ITEs to provide internship and employment support for students with special educational needs (SEN). For example, a SEN category can be a learning or sensory / physical impairment. We work with the employers to provide:

Pre-internship/ employment training

Internship / Job Placement

On-site Support

“It has been a great experience working with SPD and the job coaches. They have the hearts and knowledge to serve the ITE students with special needs and the experienced to work with employers like us. With the job coaches’ support, our interns are able to onboard with us smoothly and add values to the company. Thank you for the great work, Team SPD!”

Mr Lawrence Luan
CEO, Octopus8