



# Training Roadmap for Disability Employment Professionals (DEPs)

For the sector, by the sector

**SG ENABLE**

Inclusive society. Enabled lives.





# Content Page

3	About The Training Roadmap
4	Who It Is For
5	Overview
6	Basic Level Training
13	Intermediate Level Training
17	Advanced Level Training
20	Learning Pathway Guide
24	Suggestions on Overseas Conferences
26	Industry-Related Courses
30	Abbreviations & Acronyms

## About The Training Roadmap

This training roadmap aims to provide disability employment professionals with a first-stop training roadmap and it comprises a list of course recommendations to

-  Upskill their core competencies (basic, intermediate & advanced levels)
-  Broaden their competency areas (from core to functional skills)

Please email [capabilitydevelopment@sgenable.sg](mailto:capabilitydevelopment@sgenable.sg) for the accessible version of the training roadmap.



## Who It Is For



### Job Coaches

- Disability Sector Social Service Agencies (SSAs)
- Special Education Schools (SPED School)
- In-house Job Coaches



### Therapists

- Occupational Therapists
- Speech Therapists (STs)
- Physiotherapists (PTs)



### Rehabilitation Specialists in Hospitals



### Special Education Needs Officers in Institutes of Higher Learning

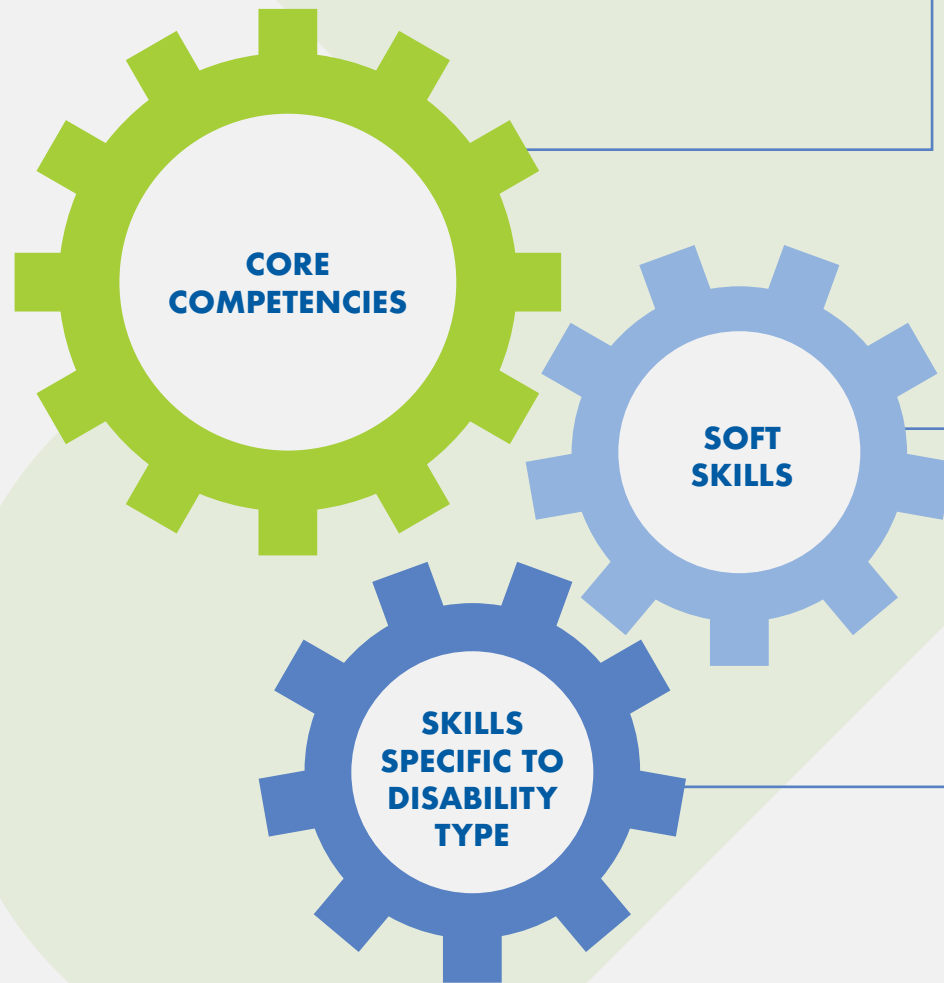


### Training Providers



### Social Entrepreneurs

# Overview



## Core Competencies

- Assistive Technology
- Behaviour Support & Management
- First Aid Course
- Independent Mobility & Travel Training
- Job Interviewing
- Resume Writing
- Supported Employment
- Understanding Different Types of Disabilities
- Understanding Government Guidelines and Legislations to Help Persons with Disabilities
- Understanding HR Employment Practices
- Understanding the Social Service Sector
- Workplace Safety and Health Management

## Functional Competencies

### SOFT SKILLS

- Communication
- Counselling
- Facilitation
- Group Dynamics/ Group Therapy Strategies
- Leadership
- Negotiation
- Self-Care
- Sexuality Education for Persons with Disabilities
- Teaching Strategies/ Therapies

### SKILLS SPECIFIC TO DISABILITY TYPE

- For OTs/PTs/STs
  - Rehabilitation Counselling
- Supporting Persons with
  - Autism
  - Intellectual Disability
  - Sensory Disability
  - Physical Disability

# Basic Level Training



## Core Competencies

- 1) Classroom Behaviour Management: Preventive & Developmental Approach (SSI) – 2 days  
<https://bit.ly/33koVqp>
- 2) Understanding Adolescents with Special Needs (RCTC/SSI) – 1 day  
<https://bit.ly/3kgdV3x>
- 3) Understanding Persons with Disabilities (SSI) – 2 days  
<https://bit.ly/39TVSet>
- 4) Understanding the Social Service Sector (Online) (SSI) – 1 day  
<https://bit.ly/2BUuZKQ>
- 5) WSQ Implement and Manage Diversity in the Workplace (SNEF) – 2 days  
<https://bit.ly/3k09itY>
- 6) Career Advisory Programme (LLI) - 3 days (Part of WSG Career Development Framework)
  - An introductory level course for professionals who provide basic education and career advisory as a secondary role in their work.<https://bit.ly/2PbOfqn>
- 7) Supported Employment Course (online learning from Virginia Commonwealth University) – 3 months  
<https://bit.ly/30jNzFH>

## Functional Competencies

### Soft Skills

- 1) Mindfulness for Well-Being: Mindfulness-Based Cognitive Therapy (MBCT) (RCTC) – 5 days  
<https://bit.ly/2D7HP9e>
- 2) Motivational Interviewing: An Introduction for Social Service Practitioners (SSI) – 2 days  
<https://bit.ly/2Dykyxb>
- 3) Community of Practice for DEPs (SG Enable-SSA) Write to [CapabilityDevelopment@sgenable.sg](mailto:CapabilityDevelopment@sgenable.sg) to join this network.

### Covid-19 Response

- 4) COVID-19 Response Series (AND)  
<https://bit.ly/3hX57gW>
- 5) Fact Sheet: Information for Disability Support Providers and Workers (Australian Government – Department of Health)  
<https://bit.ly/3hVthZ1>
- 6) Fact Sheet: Information for Support Workers and Carers on Coronavirus (COVID-19) Testing for People with Disability (Australian Government – Department of Health)  
<https://bit.ly/30ibW6J>

### Skills Specific To Disability Type

#### Autism

- 1) Fundamentals of Autism (Online) (ARC)
- 2) The Hidden Curriculum of the Workplace – Preparing for Employment (Online) (ARC) – 3 hours
- 3) Understanding and Supporting Behaviour in Autism (Online) (ARC) – 0.5 day
- 4) Autism Expert Series: Webinars (Online) (ARC) – 1 hour  
ARC periodically runs these courses. Check ARC website for course information <https://bit.ly/2Xrlb2t>
- 5) Structured TEACCHing: Individualised Schedules (AHEConnect, online learning from TEACCH) – 1 hour  
<https://bit.ly/3FgwNcV>
- 6) Understanding Stress and Anxiety in Autism (NAS) – 3 hours over 2 days  
<https://bit.ly/3oMEySh>

## Core Competencies

- 8) Overview of Customised Employment (online learning from Virginia Commonwealth University) – 4 sessions over 16 hours  
<https://bit.ly/2Xd8DVy>

### Assistive Technology

- 9) SG Enable HIRE Workshop Series for Employers: Enhancing Employment through Assistive Technology & e-Accessibility – 1 day
- 10) Fundamentals of Assistive Technology (SPD) – 1 day
- Definition of AT and types of devices
  - Basic model/ framework and strategies for AT intervention
  - Hands on experiential learning and case studies application
- 11) Integrating Assistive Technology into Your Inclusive Classroom (SPD) – 1 day
- 12) Introduction to Augmentative and Alternative Communication (SPD) – 1 day
- For S/N 10 to 12, courses are run according to demand - Topics and level can be customised according to learners' needs. Write to [atc@spd.org.sg](mailto:atc@spd.org.sg) to register or find out more.

## Functional Competencies

### Soft Skills

- 7) Supporting Children and Young People with Additional Needs During COVID-19 Pandemic (Waterford Community Services, HSE)  
<https://bit.ly/2EyZnel>
- 8) Supporting Someone with a Disability During the Coronavirus Pandemic (HSE)  
<https://bit.ly/2XgAJpS>
- 9) COVID-19 Response: Considerations for Children and Adults with Disabilities (UNICEF)  
<https://uni.cf/2ECo9dX>

### Counselling

- 10) Counselling Skills and Practice: Introduction (SSI) – 2 days  
<https://bit.ly/2DA1G0t>

### Effective Communication

- 11) Working with Caregivers to Support Employment of Persons with Disabilities Workshop (SGE and RCTC) – 2 days
- SGE will organise this course on a periodic basis. Refer to the training calendar for training date.  
<https://bit.ly/31NTcvu>

### Skills Specific To Disability Type

#### Physical Disability

- 7) Prescription of Powered Mobility Aids: Building Confidence through Practice (SPD) – 2 days
- Courses are run according to demand – Topics and level can be customised according to learners' needs. Write to [atc@spd.org.sg](mailto:atc@spd.org.sg) to register or find out more.

#### Sensory Disability

- 8) Deaf Awareness Programme Talks (SADeaf) – 1 to 3 hours  
<https://bit.ly/3gkW6xA>
- 9) Deaf Culture, Community and Language and Singapore Sign Language Course (Level One) (SADeaf)  
<https://bit.ly/2D8oF34>
- 10) Conversational Sign Language Workshop (TOUCH Silent Club) – 1 day  
<https://bit.ly/31cen9Y>
- 11) Dining in the Dark Experience for Public Awareness (SAVH)  
<https://bit.ly/3fgQgMA>



## Core Competencies

### First Aid Course

13) Occupational First Aid Course (NTUC Learning Hub) – 3 days  
<https://bit.ly/3oRIJNQ>

14) Standard First Aid + AED Course (SERA) – 2 days  
<https://bit.ly/3AUy3jt>

15) Standard First Aid with AED (Singapore Red Cross Society) – 2 days  
<https://bit.ly/3zRQCmZ>

16) Standard First Aid Course (St John Singapore) – 2 days  
<https://bit.ly/3iBbZDm>

### HR Practices

17) WSQ Implement Fair Employment Practices (HCS) – 1 day  
<https://bit.ly/33fKmsL>

18) Adopting Fair Employment Practices at the Workplace (SHRI) – 1 day (Recruitment and Retention)  
<https://bit.ly/2BNyenk>

## Functional Competencies

### Soft Skills

12) Keys To Instant Rapport - Effective Communication For Better Working Relationships (SNEF) – 1 day  
<https://bit.ly/39Niz43>

13) WSQ: Facilitate Effective Communication and Engagement at the Workplace (SNEF) – 2 days  
<https://bit.ly/33mBcKK>

14) Boleh Saya Bantu Anda? May I help you? (Conversational Malay for Social Service Practitioners- SSI) – 3 days  
<https://bit.ly/3fx8gL>

15) Cultural Competency: Engaging with and Bridging Across Differences (SSI) – 2 days  
<https://bit.ly/2PbKmSl>

16) Building Relationships with Employers (Webcast from Virginia Commonwealth University)  
<https://bit.ly/2D86LgR>

### Group Facilitation

17) Facilitation Skills (British Council Singapore) – 2 days  
<https://bit.ly/2DskgYl>

### Skills Specific To Disability Type

#### For OTs/PTs/STs

12) Empathy and Connection in Rehabilitation (Academy - ShirleyRyanAbilityLab) – 1.5 hours  
 • In this webinar, it will explore empathy and the complexities of the clinician-patient relationship. Topics will include empathy and clinical outcomes, clinician engagement, and care ethics.  
<https://bit.ly/3k3qmze>

13) Revolutionising Rehabilitation: From Disability to Ability (Academy - ShirleyRyanAbilityLab) – 1 hour  
 • Recognise how treatment can promote hope, inspiration and encouragement in patients with disabilities.  
<https://bit.ly/2PgZZrs>

14) Activity Therapy for Persons with Special Needs (Online) (SSI) – 1 day  
<https://bit.ly/39U6s5l>

## Core Competencies

19) Employment Legislation & Industrial Relations (SHRI) – 2 days

<https://bit.ly/39K7P6q>

20) Introduction to Employment Act and Relevant Employment Laws (SHRI) – 1 day (Employment and Labour Policies)

<https://bit.ly/3fikNJY>

For S/N18 to 20, more information can be found here: <https://bit.ly/3DtlnQq>

21) Overview of the Employment Act (TAFEP) – 1 day

<https://bit.ly/2ESvXZr>

### Job Interviewing Skills

22) Preparing For An Interview (Intellisoft) – 1 day

<https://bit.ly/2PfNLj6>

23) Crack the Job Interview (Udemy) – 3.5 hours on-demand video

<https://bit.ly/30ncjgt>

24) Job Interviewing: Complete Job Interview Success Course 6HR (Udemy) – 6 hours on-demand video

<https://bit.ly/2PFLMva>

25) Mastering Interview Skills in 1 Hour with Fortune 500 Exec (Udemy) – 1 hour on-demand video

<https://bit.ly/39KgKVm>

## Functional Competencies

### Soft Skills

#### Leadership

18) Leadership Milestone Programme – Lead Self (SSI) – 2 weeks

<https://bit.ly/3fkygRc>

#### Negotiation Skills

19) Effective Negotiation Skills (British Council) – 2 days

<https://bit.ly/3gkj5Jk>

20) Negotiation Skills (Intellisoft) – 1 day

<https://bit.ly/39LKWzp>

21) Mini Series: Becoming More Effective at Influencing Powered By Wiley

(NTUC Learning Hub) – 4 hours

<https://bit.ly/3i10wKF>

22) WSQ Participate in Negotiations Powered By Wiley (NTUC Learning Hub) – 2 days

<https://bit.ly/2BMzhUv>

#### Technical Support

23) You have a New PC or Laptop. Here's how to set it up the best way. (C|Net)

<https://cnet.co/3gwCOAR>

### Skills Specific To Disability Type

15) Return to work: Competencies for Occupational Therapists (TTSH)

- Assisting OT/PT/ST to assess and match clients' physical and cognitive functional abilities to their job demands, conduct workplace assessment and develop return to work goals to facilitate return to work.

TTSH periodically runs this course.

<https://bit.ly/3iv3Q0G>

16) Occupational Rehabilitation Workshops for OTs (TTSH) – 2 days

TTSH periodically runs this course. Check with TTSH for course information.

## Core Competencies

- 26) The Complete Job Interviewing Skills Masterclass Course (Udemy) – 22 hours on-demand video  
<https://bit.ly/39O43ZC>
- 27) Win Any Job Interview – TOP Strategies for Job Interviews (Udemy) – 4.5 hours on-demand video and audio  
<https://bit.ly/316NggB>

### Positive Behaviour Support

- 28) Positive Behaviour Support for Persons with Disability (Online) (SSI) – 3 days  
<https://bit.ly/3frBthS>

### Resume Writing

- 29) Resume Writing – The Ultimate Resume Writing Course (Udemy) – 21 minutes on-demand video  
<https://bit.ly/39KgSUQ>
- 30) Resume Writing – Your Ultimate Step-By-Step Resume Guide (Udemy) - 2 hours on-demand video  
<https://bit.ly/2Pd1Ygm>
- 31) The Complete Resume and CV Writing Course: Get The Ideal Job (Udemy) – 12 hours on-demand video  
<https://bit.ly/33ebRCL>

## Functional Competencies

### Soft Skills

- 24) Setting Up A Computer (GCFGlobal)  
<https://bit.ly/3k13el1>
- 25) Setting Up A Wireless Network (Microsoft)  
<https://bit.ly/3gi1ul6>
- 26) How to Set Up and Configure A New Computer (Techvera)  
<https://bit.ly/31ehsqm>
- 27) Set Up a Home Server (Wired)  
<https://bit.ly/2PfwAOR>

### Skills Specific To Disability Type

## Core Competencies

### SG Enable HIRE Workshops for Employers

- 32) Introduction to Disability Management – 1 day
- 33) Job Accommodation and Workplace Accessibility – 1 day
- 34) Recruitment & Hiring of Persons with Disabilities – 1 day
- 35) Career Advancement and Retention of Persons with Disabilities – 1 day

For S/N 9, 32 to 35 on SG Enable HIRE workshop series, more information can be found here:  
<https://bit.ly/3fgRk2L>

### Workplace Safety and Health Management

- 36) Implementing Total Workplace Safety and Health (Learners Hub Pte Ltd) – 4 hours  
<https://bit.ly/3ikUcQJ>
- 37) Apply WSH Policy (Learners Hub Pte Ltd) – 2 days  
<https://bit.ly/3zUgyP2>
- 38) Comply with Workplace Safety and Health Policies & Procedures (SNEF) – 1 day  
<https://bit.ly/2YndYUm>
- 39) Apply Workplace Safety and Health Policy (SNEF) – 2 days  
<https://bit.ly/3FmEftl>

## Functional Competencies

### Soft Skills

### Skills Specific To Disability Type



## Intermediate Level Training



## Core Competencies

- 1) Assistive Technology Certificate Programme (online learning from California State University) – 100 hours, includes:
  - Assistive Technology Assessment
  - Assistive Technologies for different disability types: Sensory, Intellectual Disabilities, Autism
  - To bridge education to employment<https://bit.ly/30ijUN1>
- 2) Digital Accessibility: Enabling Participation in the Information Society (University of Southampton) – 5 weeks, 3 hours every week.
  - Relationship between ‘usability’, ‘accessibility’ and ‘user experience’
  - Video and Audio Barriers
  - Input and Output Devices
  - Digital and Web Accessibility<https://bit.ly/317py3R>
- 3) Career Advisory Programme (LLI) - 9 days excluding assessment - leads to attainment of WSQ Advanced Certificate in Career Development Facilitation (ACCDF):
 

Suitable for career practitioners who provide education and career advisory service as a primary role in their work. It aims to equip career practitioners with advanced education and career advisory competencies.

<https://bit.ly/30h45pN>

## Functional Competencies

### Soft Skills

#### Art Therapy

- 1) Creative Therapy for Working With Persons With Special Needs: Art therapy – 3 days  
<https://bit.ly/30gBMrC>
- 2) Using Art and Creativity to Build Social and Emotional Skills (SSI) – 2 days  
<https://bit.ly/316RzZj>

#### Counselling

- 3) Specialist Certificate in Work Place Counselling and Conflict Management (ACC School of Counselling and Psychology) – 12 sessions (once a week)  
<https://bit.ly/30inKEZ>
- 4) Counselling Skills and Practice: Intermediate (SSI) – 2 days  
<https://bit.ly/2YJBc4L>

### Skills Specific To Disability Type

#### Autism

- 1) Certificate in Autism (Job Coaching) (ARC) – 4 months
    - Overview of ASD and the unique learning needs, challenges and opportunities for individuals with autism
    - Overview of intervention strategies
    - The ICEBERG framework and its application
    - Teaching strategies with visual tools and supports
    - Use of schedules, work systems and prompting
    - Understanding sensory issues and strategies to accommodate
  - 2) Autism Expert Series: Coaching Sessions (Online) (ARC) – 1.5 hours
  - 3) Empowered Learning Series: Coaching Sessions (Online) (ARC) – 6 hours
- ARC periodically runs these courses. Check ARC website for course information. <https://bit.ly/2Xrlb2t>

## Core Competencies

4) Advanced Certificate in Supported Employment (ACSE), jointly developed by SGE and SSI – 5 months

- Supported Employment and Working with Clients of Different Disabilities
- Basic Counselling Skills and Practice for Job Coaches
- Introduction to Case Management
- Conflict, Leadership and People Management
- Client and Employer Engagement

<https://bit.ly/3mAkjnS>

5) Advanced Certificate in Social Service (SSI) – 13 months part-time

- Interpret service types, legal provisions and functions of players in social service
- Apply relationship building skills and understand group dynamics
- Organise and implement basic social-recreational activities
- Work with volunteers
- Provide support level service to families, children, youths, seniors and persons with disabilities

<https://bit.ly/3FzVyRr>

6) Independent Travel Training for Professionals Supporting Persons with Disabilities (SGE and SSI) – 3 days

<https://bit.ly/2PfxuKN>

## Functional Competencies

### Soft Skills

#### Group Facilitation

5) Professional Certificate in Group Work (NSWCF Foundational) (SSI) – 4.5 days

- Apply Group Work Theories and Processes to work effectively with clients in a group
- Group formation skills to help plan effective group work interventions
- Facilitate Group Work Sessions to create a purposeful group experience
- Evaluate progress and effectiveness of a group work programme.

<https://bit.ly/2Dr7Cc6>

#### Leadership

6) Leadership Milestone Programme – Lead People (SSI) – 3 months

<https://bit.ly/2DOLCFv>

### Skills Specific To Disability Type

4) TEACCH Webinar Series on Dual Diagnosis and Other Complex Issues in Autism Identification and Treatment

- Helping Adults with Autism Understand and Develop Romantic Relationships
- Understanding and Treating Comorbid Anxiety in Individuals with Autism Spectrum Disorder (ASD)
- Depression in the context of ASDs
- Suicidality and ASDs
- Adapting Professional Practices to fit the unique learning differences of individuals with ASD

<https://bit.ly/3jYcMxb>

#### Intellectual Disability

5) True Communication: Using Intensive Interaction to Connect with Learners with Profound Intellectual Disabilities (SSI) – 2 days

<https://bit.ly/2CZ9Fof>

#### Sensory Disability

6) Singapore Sign Language Course (Level Two to Four) (SADeaf) - 12 lessons X 2 hrs

<https://bit.ly/2PhiZ9r>

## Core Competencies

7) Augmentative and Alternative Communication:  
Skills and Strategies (SPD) – 1 day

Courses are run according to demand. Topics and level can be customised according to learners' needs. Write to [atc@spd.org.sg](mailto:atc@spd.org.sg) to register or find out more.

## Functional Competencies

### Soft Skills

### Skills Specific To Disability Type

#### For OTs / PTs

7) Functional Capacity Evaluation + Return to Work + Work Hardening / Conditioning Certification Training Course (Online Course from Occupro) – 3 months

- To implement or enhance a full workers' return to work rehab programme

<https://bit.ly/39KjYs2>

8) Manufacturer Functional Capacity Evaluation Training and Certification (Online course will be open for 6 months from date of enrolment by Jtech Medical)

<https://bit.ly/3FKLxkP>

#### Sexuality Education

9) Managing Sexuality Issues of Adults with Intellectual Disabilities (Online) (SSI) – 2 days

<https://bit.ly/2Xi1bPJ>

10) Nurturing Healthy Sexual Development in Persons with Developmental Disabilities (RCTC / SSI) – 1 day

<https://bit.ly/3gi5Jx2>





## Advanced Level Training



## Core Competencies

Diploma
<p>1) Diploma in Disability Studies (College of Allied Educators) – 6 months</p> <ul style="list-style-type: none"> <li>• Specific learning difficulties</li> <li>• ASD</li> <li>• Attention Deficit Hyperactivity disorders</li> <li>• Sensory integration</li> <li>• Communication disorders</li> </ul> <p><a href="https://bit.ly/3hXdk4K">https://bit.ly/3hXdk4K</a></p>
<p>2) Diploma in Social Work (NYP) – 3 years</p> <ul style="list-style-type: none"> <li>• Social Work, Psychology, Sociology, Basic Counselling skills, Ethical and Legal issues in social services, group dynamics and facilitation, case management, working with minority groups etc.</li> </ul> <p><a href="https://bit.ly/3gqkRsw">https://bit.ly/3gqkRsw</a></p>
<p>3) Diploma in Organisational Psychology (Enhanced) (SHRI) – 16 months.</p> <p>Includes:</p> <ul style="list-style-type: none"> <li>• Emotional Intelligence</li> <li>• Effective Communication</li> <li>• Workplace Intervention &amp; Counselling</li> <li>• Employment Legislation &amp; Practices</li> <li>• Attracting, Developing, Engaging and Growing Employees</li> </ul> <p><a href="https://bit.ly/30P1NPh">https://bit.ly/30P1NPh</a></p>

## Functional Competencies

### Soft Skills

Counselling
<p>1) Specialist Diploma in Counselling Psychology (ACC School of Counselling and Psychology) – 6 months</p> <p><a href="https://bit.ly/3hPqSz8">https://bit.ly/3hPqSz8</a></p>
<p>2) Postgraduate Diploma in Counselling Psychology (College of Allied Educators) – 15 months</p> <p><a href="https://bit.ly/33h7Qxm">https://bit.ly/33h7Qxm</a></p>
<p>3) Graduate Diploma in Counselling Practice (Counselling and Care Centre) – 10 months part-time</p> <p><a href="https://bit.ly/3mGJlSt">https://bit.ly/3mGJlSt</a></p>
<p>4) Higher Diploma in Psychology (MDIS) – 8 months</p> <p><a href="https://bit.ly/3FluCol">https://bit.ly/3FluCol</a></p>
<p>5) Diploma in Counselling (Kaplan) – 8 months</p> <p><a href="https://bit.ly/2XfqIZO">https://bit.ly/2XfqIZO</a></p>
<p>6) Specialist Diploma in Career Counselling (RP) – 1 year</p> <p><a href="https://bit.ly/2Phl2KI">https://bit.ly/2Phl2KI</a></p>

### Skills Specific To Disability Type

Autism
<p>1) Graduate Certificate (Degree) in Autism Studies (online learning from Griffith University) – 0.5 year full-time, 1 year part-time</p> <ul style="list-style-type: none"> <li>• Understanding Autism</li> <li>• Evaluating the evidence. What counts?</li> <li>• Autism, education and learning</li> <li>• Managing behaviours that challenge</li> </ul> <p><a href="https://bit.ly/3hPr33Q">https://bit.ly/3hPr33Q</a></p>
<p>2) Masters of Autism Studies (Online Learning from Griffith University) – 1 year full-time, 2 years part-time, including</p> <ul style="list-style-type: none"> <li>• Autism across the lifespan</li> <li>• Diagnosis and early intervention</li> <li>• Understanding research</li> <li>• Understanding strengths and managing difficulties</li> <li>• Communication in Autism</li> </ul> <p><a href="https://bit.ly/3gjGzyj">https://bit.ly/3gjGzyj</a></p>
<p><b>For OTs / PTs</b></p>
<p>3) Bachelor of Science (Honours) in Occupational Therapy (SIT) – 4 years</p> <p><a href="https://bit.ly/3k303cw">https://bit.ly/3k303cw</a></p>
<p>4) Bachelor of Science (Honours) in Physiotherapy (SIT) – 4 years</p> <p><a href="https://bit.ly/3i130sv">https://bit.ly/3i130sv</a></p>

## Core Competencies

- 4) Higher Diploma in Social Service (SSI) – 16 months  
Includes:
- Apply writing, presentation skills, online information and human behaviour concepts to facilitate social service practice
  - Apply family life cycle, psychological, sociological and cultural concepts to facilitate social service practice
  - Apply basic research methodologies
  - Apply a legal framework in the protection of vulnerable people
- <https://bit.ly/3DwwV6C>

### Master Degree

- 5) Masters of Science in Assistive Technology and Human Services (online learning from California State University) – 2 years  
<https://bit.ly/2EFSyrY>
- 6) Master of Learning and Professional Development (MLPD) (IAL) – 2 years
- Programme comprises 10 courses with 1 involving a capstone project
  - Skills and performance in the workplace
- <https://bit.ly/3i11FmR>

## Functional Competencies

### Soft Skills

#### Leadership

- 7) Leadership Milestone Programme – Lead Managers (SSI) – 3 months  
<https://bit.ly/33cDmNb>

### Skills Specific To Disability Type

- 5) Graduate Diploma in Rehabilitation Counselling (University of Sydney – Overseas course)  
– 1 year full-time, 2 years part-time  
<https://bit.ly/3fluqHy>
- 6) Masters in Rehabilitation Counselling (University of Sydney – Overseas course)  
– 2 years full-time, 4 years part-time  
<https://bit.ly/2Xix8HF>

# Learning Pathway Guide for New Disability Employment Professionals

Disability Employment Professionals (ie. Disability Sector SSAs Job Coaches, SPED School Job Coaches and In-House Job Coaches) who are new to the disability sector or their job roles may choose to attend the courses listed below, under core and functional competencies that are relevant to you for the start of your learning journey.



## Core Competencies

## Functional Competencies

For New Disability Sector SSAs Job Coaches		
1) Introduction to Disability Management (SGE) <a href="https://bit.ly/3fgRk2L">https://bit.ly/3fgRk2L</a>	8) Working with Caregivers to Support Employment of Persons with Disabilities (SGE and RCTC) <a href="https://bit.ly/31NTcvu">https://bit.ly/31NTcvu</a>	1) Fundamentals of Autism (Online) (ARC) <a href="https://bit.ly/2Xrlb2t">https://bit.ly/2Xrlb2t</a>
2) Recruitment & Hiring of Persons with Disabilities (SGE) <a href="https://bit.ly/3fgRk2L">https://bit.ly/3fgRk2L</a>	SGE will organise this course on a periodic basis. Refer to the training calendar for training date	2) Deaf Awareness Programme Talks (SADeaf) <a href="https://bit.ly/3gkW6xA">https://bit.ly/3gkW6xA</a>
3) Job Accommodation & Workplace Accessibility (SGE) <a href="https://bit.ly/3fgRk2L">https://bit.ly/3fgRk2L</a>	9) Overview of the Employment Act (TAFEP) <a href="https://bit.ly/2ESvXZr">https://bit.ly/2ESvXZr</a>	3) Dining in the Dark Experience for Public Awareness (SAVH) <a href="https://bit.ly/3fgQgMA">https://bit.ly/3fgQgMA</a>
4) Career Advancement & Retention of Employees with Disabilities (SGE) <a href="https://bit.ly/3fgRk2L">https://bit.ly/3fgRk2L</a>	10) Standard First Aid with AED (Singapore Red Cross Society) <a href="https://bit.ly/3zRQCmZ">https://bit.ly/3zRQCmZ</a>	4) Learning Journeys for the respective sectors / industries
5) Enhancing Employment through Assistive Technology & e-Accessibility (SGE) <a href="https://bit.ly/3fgRk2L">https://bit.ly/3fgRk2L</a>	11) Workplace Safety and Health Management (SNEF) <a href="https://bit.ly/3CUvLLk">https://bit.ly/3CUvLLk</a>	5) Webinar Tools e.g. Zoom and Teams
6) Advanced Certificate in Supported Employment (SGE and SSI) <a href="https://bit.ly/3mAkjnS">https://bit.ly/3mAkjnS</a>	12) Resume Writing – The Ultimate Resume Writing Course (Udemy) <a href="https://bit.ly/39KgSUQ">https://bit.ly/39KgSUQ</a>	6) Urban farming
7) Independent Travel Training for Professionals Supporting Persons with Disabilities (SGE and SSI) <a href="https://bit.ly/2PfxuKN">https://bit.ly/2PfxuKN</a>	13) The Complete Job Interviewing Skills Masterclass Course (Udemy) <a href="https://bit.ly/39O43ZC">https://bit.ly/39O43ZC</a>	7) Cybersecurity
		8) E-commerce

## Core Competencies

## Functional Competencies

For New SPED Schools Job Coaches		
1) Introduction to Disability Management (SGE) <a href="https://bit.ly/3fgRk2L">https://bit.ly/3fgRk2L</a>	8) Working with Caregivers to Support Employment of Persons with Disabilities (SGE and RCTC) <a href="https://bit.ly/31NTcvu">https://bit.ly/31NTcvu</a>	1) Fundamentals of Autism (Online) (ARC) <a href="https://bit.ly/2Xrlb2t">https://bit.ly/2Xrlb2t</a>
2) Recruitment & Hiring of Persons with Disabilities (SGE) <a href="https://bit.ly/3fgRk2L">https://bit.ly/3fgRk2L</a>	SGE will organise this course on a periodic basis. Refer to the training calendar for training date	2) Deaf Awareness Programme Talks (SADeaf) <a href="https://bit.ly/3gkW6xA">https://bit.ly/3gkW6xA</a>
3) Job Accommodation & Workplace Accessibility (SGE) <a href="https://bit.ly/3fgRk2L">https://bit.ly/3fgRk2L</a>	9) Overview of the Employment Act (TAFEP) <a href="https://bit.ly/2ESvXZr">https://bit.ly/2ESvXZr</a>	3) Dining in the Dark Experience for Public Awareness (SAVH) <a href="https://bit.ly/3fgQgMA">https://bit.ly/3fgQgMA</a>
4) Career Advancement & Retention of Employees with Disabilities (SGE) <a href="https://bit.ly/3fgRk2L">https://bit.ly/3fgRk2L</a>	10) Standard First Aid with AED (Singapore Red Cross Society) <a href="https://bit.ly/3zRQCmZ">https://bit.ly/3zRQCmZ</a>	4) Learning Journeys for the respective sectors / industries
5) Enhancing Employment through Assistive Technology & e-Accessibility (SGE) <a href="https://bit.ly/3fgRk2L">https://bit.ly/3fgRk2L</a>	11) Workplace Safety and Health Management (SNEF) <a href="https://bit.ly/3CUvLk">https://bit.ly/3CUvLk</a>	5) Webinar Tools e.g. Zoom and Teams
6) Advanced Certificate in Supported Employment (SGE and SSI) <a href="https://bit.ly/3mAkjnS">https://bit.ly/3mAkjnS</a>	12) Resume Writing – The Ultimate Resume Writing Course (Udemy) <a href="https://bit.ly/39KgSUQ">https://bit.ly/39KgSUQ</a>	
7) Independent Travel Training for Professionals Supporting Persons with Disabilities (SGE and SSI) <a href="https://bit.ly/2PfxuKN">https://bit.ly/2PfxuKN</a>	13) The Complete Job Interviewing Skills Masterclass Course (Udemy) <a href="https://bit.ly/39O43ZC">https://bit.ly/39O43ZC</a>	

## Core Competencies

## Functional Competencies

### For New In-house Job Coaches

In-house job coaches are staff from the employers in the industries who take on the additional role of supporting colleagues with disabilities at their workplace.

<p>1) Introduction to Disability Management (SGE) <a href="https://bit.ly/3fgRk2L">https://bit.ly/3fgRk2L</a></p>	<p>7) Independent Travel Training for Professionals Supporting Persons with Disabilities (SGE and SSI) <a href="https://bit.ly/2PfxuKN">https://bit.ly/2PfxuKN</a></p>	<p>1) Fundamentals of Autism (Online) (ARC) <a href="https://bit.ly/2Xrlb2t">https://bit.ly/2Xrlb2t</a></p>
<p>2) Recruitment &amp; Hiring of Persons with Disabilities (SGE) <a href="https://bit.ly/3fgRk2L">https://bit.ly/3fgRk2L</a></p>	<p>8) Working with Caregivers to Support Employment of Persons with Disabilities (SGE and RCTC) <a href="https://bit.ly/31NTcvu">https://bit.ly/31NTcvu</a></p>	<p>2) Deaf Awareness Programme Talks (SADeaf) <a href="https://bit.ly/3gkW6xA">https://bit.ly/3gkW6xA</a></p>
<p>3) Job Accommodation &amp; Workplace Accessibility (SGE) <a href="https://bit.ly/3fgRk2L">https://bit.ly/3fgRk2L</a></p>	<p>SGE will organise this course on a periodic basis. Refer to the training calendar for training date</p>	<p>3) Dining in the Dark Experience for Public Awareness (SAVH) <a href="https://bit.ly/3fgQgMA">https://bit.ly/3fgQgMA</a></p>
<p>4) Career Advancement &amp; Retention of Employees with Disabilities (SGE) <a href="https://bit.ly/3fgRk2L">https://bit.ly/3fgRk2L</a></p>	<p>9) Workplace Safety and Health Management (SNEF) <a href="https://bit.ly/3CUvLk">https://bit.ly/3CUvLk</a></p>	<p>4) Learning Journeys for the respective sectors / industries</p>
<p>5) Enhancing Employment through Assistive Technology &amp; e-Accessibility (SGE) <a href="https://bit.ly/3fgRk2L">https://bit.ly/3fgRk2L</a></p>		<p>5) Webinar Tools e.g. Zoom and Teams</p>
<p>6) Advanced Certificate in Supported Employment (SGE and SSI) <a href="https://bit.ly/3mAkjnS">https://bit.ly/3mAkjnS</a></p>		

# Suggestions on Overseas Conferences





## Suggestions on Overseas Conferences

- 1) World Disability & Rehabilitation Conference, Jan 2022 – Jul 2022 (held throughout the year), various locations  
<https://bit.ly/3Axc29c>
- 2) Pacific Rim International Conference on Disability & Diversity: Mobilise for Action, 28 Feb 2022 – 1 Mar 2022, virtual conference  
<https://bit.ly/3iP57SZ>
- 3) The 4th International Conference of the World of Federation of the Deaf, 20 Apr 2022 – 22 Apr 2022, Bangkok, Thailand  
<https://bit.ly/3p4V1S3>
- 4) 14th Conference of the European Union of Supported Employment (EUSE), 11 May 2022 – 13 May 2022, Oslo, Norway  
<https://bit.ly/3mJ1qiF>
- 5) APSE Conference 2022: Moving Mountains Together, 13 June 2022 – 15 June 2022, Denver, Colorado, USA  
<https://bit.ly/3BxPLJM>
- 6) The 2022 Disability: IN Annual Conference, 18 July 2022 – 21 July 2022, Dallas, Texas, USA  
<https://bit.ly/2YFCoIQ>
- 7) National Autism Conference, 1 Aug 2022 – 4 Aug 2022, Pennsylvania, USA  
<https://bit.ly/3Dxtigr>
- 8) National Supported Employment Conference, 27 Sep 2022 – 29 Sep 2022, virtual conference  
<https://bit.ly/3DtEgDL>

# Industry-Related Courses



## Industry-Related Courses

### Cleaning

- 1) Train-The-Trainer Course For Training Cleaners (Cleaning Masterclass) – 1 to 3 days options  
<https://bit.ly/3gmmYgJ>
- 2) WSQ Environmental Cleaning Courses (Coursemology)  
<https://bit.ly/3fljyJl>
- 3) Perform General Cleaning Activities (CRS-Q-0006323-HCS) (Singhealth Academy) – 3 days  
<https://bit.ly/3fkqN4O>

### Cybersecurity

- 1) Introduction to Cybersecurity (Class Central) – 8 weeks @ 3 hours per week  
<https://bit.ly/2XhJXlv>
- 2) Introduction to Cybersecurity (edX) – 6 weeks @ 2 to 5 hours  
<https://bit.ly/2EH1Tjd>
- 3) Cyber Security Essentials (NP) – 40 hours  
<https://bit.ly/3hYLoNS>
- 4) CyberSecurity Essentials (1 Day Beginner) (RP ACE)  
<https://bit.ly/2XjLWG3>
- 5) IT Security and You (2 Days Beginner) (RP ACE)  
<https://bit.ly/316JUu5>

### E-Commerce

- 1) Introduction to E-Commerce (Alison) – 3 hours  
<https://bit.ly/39Kl1qZ>
- 2) Certificate in E-Commerce (SMU Academy) – 3 days  
<https://bit.ly/3gvZUfq>

### Environment Sustainability

- 1) Introduction to Sustainability (Coursera) – 27 hours  
<https://bit.ly/319FuCx>
- 2) Basic Awareness for Environmental Management System (EduQuest) – 1 day  
<https://bit.ly/3wBvilo>
- 3) Introduction to Environmental Sustainability (Griffith University) - 1 trimester  
<https://bit.ly/3gqq3ww>
- 4) Specialist Diploma in Sustainable Facilities Management (NP CET Academy) – 1 year part-time  
<https://bit.ly/319FVNb>
- 5) Certificate in Sustainability (SP) – 3 semesters  
<https://bit.ly/2XfSVzM>

- 6) Environmental Management and Sustainable Development (HFSY357) (SUSS) – 6 months  
<https://bit.ly/2PchfhC>

### Food Manufacturing & Hygiene

- 1) Food Safety Course Level 1 – Basic Food Hygiene Course (Avanta Academy) – 1 day  
<https://bit.ly/3msGNH2>
- 2) Food Safety Course Level 1 (EduQuest) – 1 day  
<https://bit.ly/3t1kcE7>

### Healthcare

- 1) (Core) WSQ Work In A Safe Working Environment That Meets the Workplace Safety and Health (Healthcare) Guidelines (NTUC Learning Hub) – 16 hours  
<https://bit.ly/317uN3v>
- 2) Comply with Workplace Safety and Health Policies and Procedures in the Healthcare Industry (WSQ - CRS-Q-0022026-HCS) (SingHealth Academy)– 5 days  
<https://bit.ly/3fnUB0m>

## Industry-Related Courses

### IT / ICT

- 1) Deep Dive into Python (Ngee Ann CET Academy) – 5 days  
<https://bit.ly/31blRcn>
- 2) Digital Photography (NP) – 2 days  
<https://bit.ly/3gn8Y6r>
- 3) Jumpstart to Digital Media & Programming (Ngee Ann CET Academy) – 3 days  
<https://bit.ly/2DmJkjM>
- 4) Make IT Work for You (Ngee Ann CET Academy)  
<https://bit.ly/33jo2hl>
- 5) Robotic Process Automation (RPA) for Executives (Ngee Ann CET Academy) – 2 days  
<https://bit.ly/2Xi9OtU>
- 6) IT Academy (NTUC Learning Hub)  
<https://bit.ly/3hVYafP>
- 7) Computational Thinking and Coding (NYP) – 7 hours  
<https://bit.ly/2Xk3zpf>
- 8) Fundamentals of Software Testing (NYP) – 3 days  
<https://bit.ly/39Y52a5>
- 9) Learning to Code (NYP) – 1 day  
<https://bit.ly/3hV53y6>
- 10) Artificial Intelligence for Everyone – A Practical Experience (RP ACE) - 1 day beginner  
<https://bit.ly/30iWMht>

11) Digitalisation for Everyone (RP ACE) – 1 day  
<https://bit.ly/30jM6z3>

12) Introductory Programming Using Python (RP ACE) – 2 days  
<https://bit.ly/2BOFWIU>

13) Information Technology Essentials – Introduction to Information Technology and Information Systems (Udemy) – 2.5 hours on-demand video  
<https://bit.ly/2EFZm90>

14) Networks Explained - For ICT-IGSE Students (Udemy) – 2 hours on-demand video  
<https://bit.ly/33eSTfh>

15) Understanding ICT – Information and Communication Technology (Udemy) – 3.5 hours on-demand video  
<https://bit.ly/2PgTk0A>

### Landscaping

1) Plant Health Management and Disease Control (Level 1) (CUGE) – 24 hours  
<https://bit.ly/3s42a2t>

2) Plant Identification (Level 1) (CUGE) – 24 hours  
<https://bit.ly/3wCkB1W>

3) Plant Pruning (Level 1) (CUGE) – 24 hours  
<https://bit.ly/2Q37wOu>

4) Turf Maintenance (Level 1) (CUGE) – 24 hours  
<https://bit.ly/3g4dGJd>

5) Vegetation Planting (Level 1) (CUGE) – 24 hours  
<https://bit.ly/3a9PdhR>

### Logistics

1) Diploma in Commerce (Logistics & Supply Chain Management) (FT) (Kaplan Higher Education Academy) – 8 months  
<https://bit.ly/31eYdwS>

2) Logistics & Supply Chain Management (London School of Business & Finance) – 2 days  
<https://bit.ly/3i0qA8O>

3) Certificate in Logistics Operations (Bridging Course for TLA Diplomas) (The Logistics Academy) – 4 days  
<https://bit.ly/2Pcrlpd>

## Industry-Related Courses

### Recycling

- 1) Learn The Basics of Waste Management: Manage & Reduce Waste (Udemy) – 1 hour on-demand video  
<https://bit.ly/3hQU5JU>
- 2) WSQ Carry out Collection of Waste and Recyclable Waste Change (PI-WM-104E-1) (WMRAS) – 27 hours  
<https://bit.ly/2DNompX>

### Urban Farming

- 1) CoC in Urban Farming - Soil & Planting Techniques (ITE) – 7 hours  
<https://bit.ly/2D8qf4Y>
- 2) CoC in Urban Farming (Compost & Fertiliser) (ITE) – 7 hours  
<https://bit.ly/3wEt5pa>
- 3) CoC in Urban Farming (Pest & Diseases) (ITE) – 7 hours  
<https://bit.ly/3fQVqCX>
- 4) 1-Day Growing Organic Vegetables Using Soil and Soil-Less Methods (Gardens with Purpose) – 1 day  
<https://bit.ly/3a9YaYv>

5) Urban Farming Using Hydroponics (Ngee Ann CET Academy) – 1 day  
<https://bit.ly/30gueFp>

6) Where to Learn Urban Farming (ST)  
<https://bit.ly/3gkYdSc>

7) Basic Hydroponics Course for Urban Farming (TCourses) – 1 day  
<https://bit.ly/3ycAgVw>

8) Full Day Urban Farming Course (The Living Centre) – 1 day  
<https://bit.ly/30glyOe>

## Abbreviations & Acronyms

S/N	Acronym	Name	S/N	Acronym	Name
1	ACC	Academy of Certified Counsellors	19	SERA	Singapore Emergency Responder Academy
2	AHEConnect	North Carolina AHEConnect Learning Management System by North Carolina Area Health Education Center Program	20	SHRI	Singapore Human Resources Institute
3	AND	Australian Network on Disability	21	SMU Academy	Singapore Management University Academy
4	ARC	Autism Resource Centre	22	SNEF	Singapore National Employers Federation
5	ASD	Autism Spectrum Disorder	23	SP	Singapore Polytechnic
6	CSUN	California State University Northridge	24	SSA	Social Service Agency
7	HCS	Human Capital Singapore	25	SSI	Social Service Institute
8	HSE	Health Service Executive, Ireland	26	ST	The Straits Times
9	ITE	Institute of Technical Education	27	SUSS	Singapore University of Social Sciences
10	LLI	Lifelong Learning Institute	28	TAFEP	Tripartite Alliance for Fair & Progressive Employment Practices
11	NAS	National Autistic Society	29	TEACCH	Treatment and Education of Autistic and Related Communication Handicapped
12	NP	Ngee Ann Polytechnic	30	TCourses	Tertiary Courses
13	NYP	Nanyang Polytechnic	31	TTSH	Tan Tock Seng Hospital
14	RCTC	Rainbow Centre Training & Consultancy	32	UNICEF	United Nations Children's Fund
15	RP	Republic Polytechnic	33	WMRAS	Waste Management & Recycling Association of Singapore
16	RP ACE	Republic Polytechnic Academy for Continuing Education	34	WSG / WSG CDF	Workforce Singapore / Workforce Singapore Career Development Framework
17	SADeaf	The Singapore Association for the Deaf	35	WSQ	Singapore Workforce Skills Qualifications
18	SAVH	Singapore Association of the Visually Handicapped			



**SG Enable Ltd**

20 Lengkok Bahru

#01-01

Singapore 159053

Visit us at <https://employment.sgenable.sg>

We welcome feedback on this training roadmap.

Email us at [capabilitydevelopment@sgenable.sg](mailto:capabilitydevelopment@sgenable.sg)

This version is updated as of November 2021.

Course information and dates are generally updated on a yearly basis by the training providers, and will be made online when available.

**SG ENABLE**

Inclusive society. Enabled lives.