

ANNEX C: About Enabling Skills and Competencies Framework

Objectives of the Enabling Skills and Competencies Framework (ESCF)

The ESCF is developed by SG Enable's Enabling Academy, in partnership and consultation with persons with disabilities, caregivers, employers, disability sector professionals, training partners, and social service agencies, and is supported by the Ministry of Education, Ministry of Social and Family Development, SkillsFuture Singapore and Tote Board. The ESCF comprises four tracks and the Career Exploration Guide.

In mapping out the essential skills and competencies for persons with disabilities and their network of support, the ESCF:

- Empowers persons with disabilities via skills development and lifelong learning, providing a common skills language for service/training partners to provide relevant training programmes
- Enhances the skills gap analysis of persons with disabilities, ensuring they have the skills required for independent living and employment
- Provides enhanced standards of skills and accommodations for persons with disabilities
- Provides enhanced quality and responsiveness of services and training for persons with disabilities

Engagement and consultation

In developing the framework, SG Enable's Enabling Academy:

- Engaged more than 450 representatives across key stakeholder groups, including more than 50 persons with disabilities and caregivers, as well as government agencies, institutes of higher learning, social service agencies and employers
- Referenced the Ministry of Education's Special Education (SPED) Teaching and Learning Syllabus to provide continuity and alignment from SPED to post-SPED. Additional areas of skills were included to enhance the relevance of the framework for persons with disabilities aged 18 and above
- Referenced Skills Frameworks for skills required for various job roles

Who ESCF is for and How it Benefits Them

Training Partners	Disability Sector Professionals	Caregivers	Employers	Persons with Disabilities
<p>Develop courses for persons with disabilities, caregivers, employers and disability sector professionals through:</p> <ul style="list-style-type: none"> • ESCF (Persons with Disabilities) • ESCF (Caregivers) • ESCF (Employers) • ESCF (Disability Sector Professionals) • Career Exploration Guide 	<p>Identify skills gaps in clients with disabilities, develop customised support plans, and help them build new capabilities through:</p> <ul style="list-style-type: none"> • ESCF (Disability Sector Professionals) – which includes understanding career progression for job coaches via the Job Coach Career Map • ESCF (Persons with Disabilities) • Career Exploration Guide 	<p>Identify skills gaps in their loved ones and support their skills development, and help build new caregiving capabilities through:</p> <ul style="list-style-type: none"> • ESCF (Caregivers) • ESCF (Persons with Disabilities) • Career Exploration Guide 	<p>Identify skills gaps in employees with disabilities and build new capabilities, use in four recruitment stages (Plan, Acquire, Progress, Develop), and help them determine accommodations for different disability profiles through:</p> <ul style="list-style-type: none"> • ESCF (Employers) • Career Exploration Guide 	<p>Plan their own skills development and understand employment prospects in 35 key industries and job role-specific soft skills through:</p> <ul style="list-style-type: none"> • ESCF (Persons with Disabilities) • Career Exploration Guide