

INTEGRATED EMPLOYMENT SERVICES

A service of Singapore Anglican Community Services

We offer a range of services to help motivated individuals with mental health conditions prepare for, obtain, and sustain employment in both supported and open settings. Guided by the principles of hope, choice, empowerment, recovery culture, and spirituality, we support each person's journey toward wellness and social integration. Our goal is to equip them with confidence, courage, and skills as they pursue health and recovery.

What is Mental Health?

The World Health Organization defines mental health as a state where individuals recognize their abilities, handle normal life stresses, work efficiently, and contribute to their communities. Health is described as complete physical, mental, and social well-being—not just the absence of illness. (*World Health Organization, WHO*)



Eligibility and Beneficiaries of the Continuum of Services

Who Can Benefit?

The continuum of services is designed for individuals who are in recovery from mental health conditions and are actively interested in pursuing employment. To fully benefit, participants must be committed and take an active role in identifying and prioritising employment planning as a primary goal.



Eligibility Criteria

To ensure the suitability and effectiveness of the services, individuals must meet the following eligibility criteria:

- Clinically diagnosed and aged above 18 years old
- Certified fit to work both physically and emotionally
- Currently unemployed but motivated to seek employment
- Currently employed and seeking employment support
- No current issues with drug or alcohol abuse, or gambling addiction
- No suicide attempt in the last three months
- Referral from a mental health specialist is required



We regret that due to our current core competencies, we would not be able to accept referrals with communicable disease and intellectual disability.

Special Considerations

Applicants who do not strictly meet the eligibility criteria may still be considered for admission on a case-by-case basis.

Additional Support

Individuals who may be at risk or undiagnosed can access support through the Employee Assistance Programme+ (EAP+) services.

IES CORE SERVICES:

01 Work Integrated Skills Training (WIST)

Preparing individuals for Employment and Community Integration, the refreshed WIST, effective 15 June 2026, offers a compulsory Foundation Course comprising 3 Modules:

Level 1 – Foundation Course (24 lessons)

Module 1: PEWM - Personal Effectiveness and Wellness Management (10 lessons) Duration: 37.5 hours

Module Outline			
Pathways to Recovery	Embracing Growth Mindset	Insight into Mental Health	Combating Stigma
Anxiety Management 1 & 2	Communications and Social Skills at the Workplace 1 & 2	Workplace Social Etiquette	Dealing with Difficult Persons

Module 2: WRAP - Wellness Recovery Action Plan (6 lessons)

Duration: 22.5 hours

The WRAP (Wellness Recovery Action Plan), developed by Mary Ellen Copeland, PhD, is an evidence-based tool designed to help individuals monitor, reduce, and eliminate challenging physical and emotional symptoms. This module focuses on building coping skills, boosting confidence, and enhancing social support networks.

Module Outline	
Key Recovery Concepts and WRAP Values and Ethics	Developing Wellness Toolbox and Daily Plan
Stressors and Early Warning Signs	When Things are Breaking Down and Crisis Planning
Post Crisis Plan	Your Wellness Your Way

Module 3: JWG : Journey to Wellness and Growth (8 lessons)

Duration: 30 hours

The JWG module includes 8 Wellness domains, guiding learners to prioritise wellness and take proactive steps for what matters most to them.

Module Outline:			
Physical Wellness	Emotional Wellness	Spiritual Wellness	Financial Wellness
Mental Wellness	Social Wellness	Environment Wellness	Occupation Wellness

In-house clinical staff and trained peer supporters lead these topics in the Level 1 WIST Foundation Course through interactive training and group activities, sharing their lived experiences within a safe and welcoming learning environment. This immersive, full-day approach builds routine, work discipline, and long-term focus, helping participants become better prepared for the realities of the workplace.

- All lessons will be facilitated in English. To qualify for a certificate of completion, the learner must attend at least 75% of the 24 lessons, which equals 18 lessons.

Level 2: Employability Skills (8 lessons)

New

Duration: 30 hours (Module 1 and 2)

Employability Skills help motivated individuals return to work by exploring careers, identifying strengths, building resumes, searching for jobs, and preparing for interviews.

Learners may register for one or both modules based on their learning needs.

Module 1 Outline: (4 lessons : 15 hours)	Module 2 Outline: (4 lessons : 15 hours)
Career Pathways	Resume Writing
Understanding Your Unique Selling Point	Job Search and Application
Skills Future Framework	Job Interview
Preparing Your Next Steps towards Employment	Job Interview Practice

“

I learned a great deal from hearing the insights shared by the HR representatives, hiring managers and rehab counsellors. They were incredibly helpful in guiding us toward a better interview experience.

”

“

I had been unable to start writing my resume because I was not sure where to begin. With the guidelines and support provided by the facilitators, I was able to create a resume that now feels complete and much more structured.

”

Transitional Employment and Work Integration Program (TEWIP)

By collaborating with employers and community partners, our Job Coaches and Rehabilitation Counsellors create vocational opportunities including job trials and customised work placements that leverage beneficiaries' strengths.

Our objectives are to:

- Enhance job readiness and provide support through structured on-the-job training.
- Deliver OJT assistance to facilitate workplace adjustment.
- Increase post-internship placement rates resulting in sustained employment.



Something Old Something New (SOSN) is a social enterprise that offers on-the-job training alongside vocational rehabilitation to help people transition into the workforce. With support from St Andrew's Nursing Homes and other partners, beneficiaries not only gain employment but also receive encouragement and support for their recovery.



“Fruits” of our collaboration across the various homes, as shared by our beneficiaries:

- A Achieving Independence at SANH (Tampines North):** Improved after an initial difficult trial; with support and a second chance, achieved better punctuality and productivity, and is now financially supporting his own housing.
- J Restoring Self-Worth at SANH Aljunied):** Rebuilt confidence through trusted responsibilities in a laundry role; progressed to a higher-paying Kitchen Assistant role and aims to return to the open job market within a year.
- R The Power of Empathy at SANH (SJSM):** Supported through a depressive relapse with empathetic accommodations; able to build sustainable work habits in a safe and understanding environment.
- D Finding Structure at SANH (Taman Jurong):** Overcame sleep and work challenges with structured tasks and flexible hours; grew from struggling with alertness to becoming a peer leader.



What our employers and community partners say:

We have worked with SACS on the job matching and placement services and have an excellent working relationship. They have a good understanding of the type of candidates we are looking for, both in terms of skill sets and personality.

Clients referred by SACS have demonstrated initiative and are a helpful resource in our stores. We are also glad that as they serve our customers, we are also able to provide an avenue for social interaction.



WORK INTEGRATED SKILLS TRAINING (WIST) wef: 15 June 2026

COURSE REGISTRATION FORM

Name of Applicant: (as in NRIC)		Alias Name:	Citizenship (pls circle): SG / SPR / Others
NRIC:	Gender: M / F	Address:	Highest Education:
Date of Birth:		Contact.: Email:	

Referral Source:

Name of Medical Social Worker /Social Worker / Rehab Counsellor:

☐ LEVEL 1 – FOUNDATION COURSE (COMPULSORY)

AM: 9.30am to 1pm < Lunch-break > PM: 2pm to 5pm

MODULE 1: Personal Effectiveness & Wellness Management (PEWM)	MODULE 2: Wellness Recovery Action Plan (WRAP)	MODULE 3: Journey To Wellness & Growth (JWG)
Pathways To Recovery Embracing Growth Mindset Insight Into Mental Health Combating Stigma Anxiety Management 1 & 2 Communications and Social Skills At The Workplace 1 & 2 Workplace Social Etiquette Dealing With Difficult Persons	Key Recovery Concepts/ WRAP Values and Ethics Developing Wellness Toolbox and Daily Plan Stressors and Early Warning Signs When Things Are Breaking Down and Crisis Planning Post Crisis Plan Your Wellness Your Way	Physical Wellness Emotional Wellness Spiritual Wellness Social Wellness Environmental Wellness Financial Wellness Intellectual Wellness Occupational Wellness

☐ LEVEL 2 – EMPLOYABILITY SKILLS (ES) – May register for one or both

AM : 9.30am to 1pm < Lunch-break > PM: 2pm to 5pm

Module 1 : Career Goals Planning	Module 2 : Resume Writing & Interview
Career Pathways Skills Future Framework Understanding Your Unique Selling Point Preparing Your Next Step Towards Employment	Resume Writing Job Search And Application Job Interview Job Interview Practice

Training Dates (Full-day, weekdays except Wednesdays) Please tick (✓) :

Training Venue	L1 Foundation Course (Compulsory) Training Dates 2026		L2 Employability Skills Training Dates 2026
Anglican Care Centre Farrer Park (Thomas Eng Neo Hall) 375 Race Course Road, S(218644) Entry by Tessonsohn Road only	☐ WIST 37	15 Jun to 03 Jul	☐ Module 1: 6 & 7 Jul ☐ Module 2: 9 & 10 Jul
	☐ WIST 39	2 Nov to 23 Nov	☐ Module 1: 24 & 26 Nov ☐ Module 2: 27 & 30 Nov
Anglican Care Centre Simei (Level 3 Training Room 9) 10 Simei Street 3 S(529897)	☐ WIST 38	24 Aug to 11 Sep	☐ Module 1: 14 & 15 Sep ☐ Module 2: 17 & 18 Sep

What Our Learners Plan to Practise and Do After Attending WIST

1. Job Search & Career Development

- Apply SMART goals for short- and long-term planning
- Use multiple job portals to search for opportunities
- Update and improve resume format
- Explore courses to build technical skills

2. Interview & Communication Skills

- Practise effective communication using the 3V (voice, visual, verbal) and 3C (clear, concise, consistent) framework
- Listen without judgment and build empathy toward others
- Apply the STAR method during interviews

3. Stress Management & Emotional Regulation

- Practise progressive muscle relaxation, deep breathing, and body scanning
- Use mindfulness to manage stress and challenge negative thoughts
- Regulate stress instead of trying to eliminate it completely
- Apply the ABCDE model in stressful situations

4. Personal Growth & Mindset

- Work on improving unhealthy thinking patterns and conflict resolution
- Push oneself to take consistent, meaningful action
- Treat others with greater empathy and understanding
- Educate friends and family about mental health when needed

5. Feedback & Advocacy

- Recommend WIST to friends
- Express interest in attending the training again



Download to REGISTER



Training Dates (Full-day, weekdays except Wednesdays) Please tick (✓) :			
Training Venue	L1 Foundation Course (Compulsory) Training Dates 2027		L2 Employability Skills Training Dates 2027
Anglican Care Centre Simei (Level 3 Training Room 9) 10 Simei Street 3 S(529897)	☐ WIST 40	16 Feb to 08 Mar	☐ Module 1: 9 & 11 Mar ☐ Module 2: 12 & 15 Mar
	☐ WIST 42	02 Aug to 23 Aug	☐ Module 1: 24 & 26 Aug ☐ Module 2: 27 & 30 Aug
Anglican Care Centre Farrer Park (Thomas Eng Neo Hall) 375 Race Course Road, S(218644) Entry by Tessonsohn Road only	☐ WIST 41	03 May to 25 May	☐ Module 1: 27 & 28 May ☐ Module 2: 31 May & 01 Jun
	☐ WIST 43	01 Nov to 19 Nov	☐ Module 1: 22 & 23 Nov ☐ Module 2: 25 & 26 Nov
Signature of Applicant: Date:	Recommended By IES Rehab Counsellor Name: Date:		FOR OFFICIAL USE @ IES ☐ Accepted ☐ Not Accepted Name: Date:

Integrated Employment Services (IES)

10 Simei Street 3, Singapore 529897 ☎ 6812 9600 🖨 6812 9601 ✉ ies@sacs.org.sg

03 Employment Support

Employment support helps beneficiaries enhance job skills, manage symptoms, and increase productivity at work. Services provided include:

Job Search ➤ Job Interviews ➤ Job Placement ➤ Job Support ➤ Post Discharge Follow Up

Each person receives guidance from a Rehabilitation Counsellor and, if needed, a Job Coach. Working as a team, they perform vocational assessments, determine individual strengths, and jointly develop a structured plan for employment. Peer Supporters also help beneficiaries maintain their well-being at work.

*Employers and Community Partners who hire our beneficiaries, also receives free consultations from our **Employee Assistance Program Plus (EAP+)**.

“

My counsellor assists me in recognising my strength and gaining insights into my circumstances. Her support demonstrates confidence in my abilities. I am appreciative of her encouragement, affirmation, and guidance.

My Counsellor helps me feel supported. Sometimes I stand at the edge, and then she suddenly reaches out. That makes me know that I am not alone. I genuinely appreciate her care and concern.

Testimonies
from IES
Beneficiaries

My job coach supported me in finding a part-time job, checking on my progress. That motivated me to start searching for jobs independently.

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04 Work Life Care Huddle *New* and Peer Support Outreach

Work Life Care Huddle

Launched in April 2026, Work Life Care Huddle helps employed individuals improve career wellness. Beneficiaries meet monthly for six months, engaging in facilitated discussions to address workplace challenges, build resilience, and worklife harmony. Sessions, led by Rehabilitation Counsellors in a safe environment, promote shared learning, support, and ongoing growth in employment and recovery.

Peer Support Outreach

In addition, through our peer support outreach and events, usually facilitated on Saturdays, we bring our clients together into a Community of Hope, where they can make new friends, find joy and fun, energised and uplifted to experience new beginnings and embrace a more holistic quality of life.



CONTACT US

For Work Integration Skills Training, Transitional Employment and Work Integration Program, Employment Support, Work Life Care Huddle and Peer Support Outreach, call **6812 9600** or email **ies@sacs.org.sg**

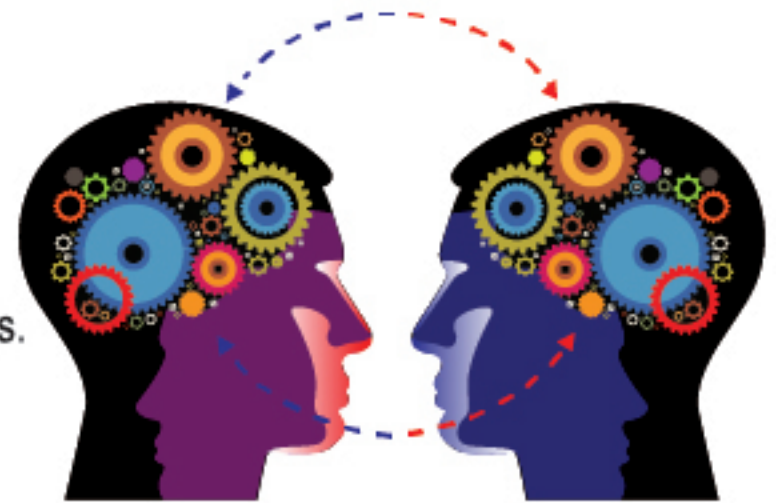
05 Employee Assistance Program Plus (EAP+)

EAP+ (Employee Assistance Program Plus) aims to fill the gaps in workplace mental health support. Recognising the critical need for emotional resilience among employees, the National Council of Social Service (NCSS) appointed IES in August 2017 to actively promote emotional well-being through the EAP+ service. This initiative builds a stronger workforce by promoting organisational well-being and proactive mental health care.

EAP+ is committed to normalising the act of seeking help for mental health concerns. By building a supportive environment, the programme encourages employees to access resources and support without stigma, thereby enhancing overall workplace wellness.

Key Objectives of EAP+

- Provide timely support to employees who are experiencing or are at risk of developing mental health issues.
- Implement workplace interventions, consultations, and psychoeducational workshops for both employers and employees.
- Strengthen coping skills and workplace support networks to foster resilience and mutual assistance.
- Encourage peer supporters to foster continuous support and a caring culture within the organization.



Employees who have used our EAP+ services say:



When I first began these sessions, I honestly thought I did not need them. Over time, however, I realized that they were not just about solving problems but about guiding me through my own personal journey. Each session became a space where I could reflect, grow, and discover more about myself. I now see these sessions as an important part of my growth, and I am grateful to have someone like her, to turn to whenever I need guidance. She has shown me that support can be both professional and deeply personal, and that makes all the difference.

My counsellor helps me to progress towards a more positive view of self. He is also respectful in checking in with my level of comfort before attempting to introduce interventive techniques, such as role play during sessions. His passion and empathy, with regular check on my work, is remarkable. Thank you for lifting me up again

What I value most about our sessions, is the honesty and openness in our conversations. My counsellor has a way of making me feel safe to share my thoughts without fear of judgment. She gently helps me navigate through them with clarity and understanding. I always leave our sessions feeling lighter, more hopeful, and more optimistic about the future.



CONTACT US

For Employee Assistance Program Plus (EAP+ counselling and workshop facilitation), call **8608 8126 / 8608 8125** or email **eap@sacs.org.sg**

Download EAP+
BROCHURE

