

4. Wellness Recovery and Peer Support Group

Using the WRAP (Wellness Recovery Action Plan), an evidence-based resource written by Mary Ellen Copeland, PhD, our beneficiaries are helped to:

- i. Discover his/her own, simple safer Wellness Tools
- ii. Develop a list of things to do every day to stay well
- iii. Identify upsetting events, early warning signs
- iv. Use Wellness Tools to develop action plans when things have gotten worse
- v. Develop their own crisis plan and post crisis planning

WRAP is a compulsory core program within the WIST schedule, aimed at monitoring, reducing and eliminating uncomfortable or dangerous physical and emotional difficulties. Set in a safe environment, these coming together sessions are co-facilitated mainly by peer befrienders to enhance coping mechanisms and social networks.

Testimonies from WRAP participants

"The WRAP support group provides a safe environment, where we share how we are coping with our struggles and we find support in our recovery journey. I learned what are the events and circumstances that could lead to a relapse and identify what are the things I can do to stay well."

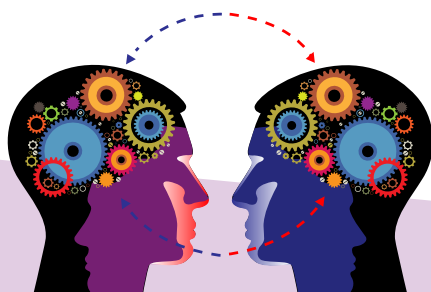
"The training helps me identify my triggers and I apply wellness tools, such as exercising and listening to music, in order to better manage my stress, anxiety, behaviour and stay prepared in times of crisis."

5. Employee Assistance Program Plus (EAP+)

Our EAP+ exists to plug the gap in mental health support at the workplace. In August 2017, the National Council of Social Service (NCSS) appointed IES to actively raise awareness on emotional well-being through its EAP+ service. This response recognises the importance of emotional resilience for a stronger workforce to build organizational well-being.

EAP+ aims to build more support to build 'normalcy' to seek help

- i. Timely support to employees with or at risk of having mental health issues
- ii. Workplace interventions, consultations, psycho educational workshops for both employer and employees
- iii. Enhance coping mechanisms and social networks



Employers who have used are EAP+ services say:

"In the fast paced F&B industry, environmental factors often contribute to a higher level of stress and conflicts. Working with SACS provides an avenue for the employees to voice out, as some issues are at times sensitive, involving their colleagues and supervisors."

"Having EAP+ in place provides our employees access to professional help early, thus preventing ill health which can impair the individual's work performance, affect teams and impact organisational costs."

Employees who have used our EAP+ services say:

"After attending the Stress Management workshop, I finally realized what went wrong within me"

"I feel comfortable to share my deeper struggles, as it has been a challenge for me to open up in the past. Trust has been a barrier for me to seek help sooner."

"I enjoyed the Wellness Approach Program, where I met new friends who understand my situation."

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EAP+ BROCHURE



To find out more about our
CONTINUUM OF SERVICES

01

Work Integrated Skills Training (WIST)

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Transitional Employment and Work Integrated Program (TEWIP)

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03

Supported Employment Services

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Wellness Recovery and Peer Support Groups

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05

Employee Assistance Program Plus (EAP+)

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SACS Integrated Employment Services

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Singapore Anglican
Community Services

INTEGRATED EMPLOYMENT SERVICES

A service of Singapore Anglican Community Services

We aim to provide a continuum of services to prepare and develop motivated persons with mental health issues (PMHI) gain and sustain employment in both supported and open employment.

Embracing the pathways to recovery, **HOPE, CHOICE, EMPOWERMENT, RECOVERY CULTURE** and **SPIRITUALITY**, we journey with the individual, one step at a time, towards recovery and social integration to achieve a better quality of life.

What is Mental Health?

The World Mental Health organisation defines 'mental health' as a state of well-being in which an individual realizes his or her own potential, can cope with normal stresses of life, can work productively and fruitfully and is able to make a contribution to his or her community.

Health is a state of complete physical, mental and social well-being, and not absence of disease or infirmity.

Who can benefit from the continuum of services?

- i. PMHI who are currently unemployed, motivated and want to work
- ii. PMHI who are currently employed and would like to receive employment support
- iii. PMHI who are between 21 to 55 years old
- iv. PMHI who are certified fit to work, both physically and emotionally
- v. PMHI who has not attempted suicide in the last 3 months
- vi. PMHI who currently has no drug or alcohol abuse issues
- vii. *PMHI who has a referral from a mental health specialist

**Generally, any hospital, family service centres, religious charities, community or social service providers including self-referral may apply to use any of IES services. However, the person referred must be a PMHI and agrees to IES getting a referral from his or her mental health specialist for verification purposes to help understand his or her job readiness.*



Our CORE SERVICES include:

1. Work Integrated Skills Training (WIST)

WIST is a 5-week (Monday to Friday) half-day program, designed to prepare the service user for employment and community integration with essential skills and knowledge in preparation to enter the workforce.

The three domains of learning include:

- i. Personal Effectiveness (e.g. Conflict Resolution)
- ii. Wellness Management (e.g. Stress Management)
- iii. Employability Skills (e.g. Customer Services)

Through interactive training and team activities, these topics are facilitated by in-house trainers and peer specialists who are present to provide lived experiences, in a warm, supportive and positive learning environment.

Testimonies from WIST participants:

"I find the lessons valuable and interesting. The whole experience has been fun and enriching."

"I enjoyed myself and I gained confidence to share in class. I feel more positive about the future. I will definitely recommend this program."

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2. Transitional Employment and Work Integration Program (TEWIP)

In collaboration with employers and community partners, our Employment Specialist (ES) and Occupational Therapist (OT) explore job trials and/or design work functions that utilize the strengths of our beneficiaries. The objectives are to:

- i. Enhance job readiness and sustenance through on-the-job training (OJT)
- ii. Provide OJT support to assist with back-to-work adjustments
- iii. Increase chances of job placement, leading to full or part-time employment

Testimonies from employers

"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 types 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 they are able to mingle with customers and thus providing them an avenue for social interaction."

Testimonies from internship beneficiaries

"This program helps me to see my abilities. I have learnt better communication skills and interaction with customers."

"When I am faced with difficulties, I find it very comfortable to share my problems and emotions. I now use cognitive reframing to cope better."

3. Employment Support Services

Employment support includes journeying with the beneficiaries to empower them to enhance their work skills, manage their residual symptoms, increase their personal effectiveness and productivity. These include:

- i. Job Search
- ii. Job Placement
- iii. Job Support
- iv. Post Discharge

In addition to the services provided by the ES and OT, each beneficiary is supported by a Rehabilitation Counsellor (RC), who is equipped with the Certified Psychiatric Rehabilitation Practitioner training.

In partnership with the beneficiary, the RC will typically work on a vocational assessment and a positive asset search. With agreed goals, a care plan is drawn up to help the beneficiary seek meaningful employment goals to facilitate the transition back into the workforce.

Beneficiaries continue to be supported by Peer Befrienders or WRAP Support Groups to help them stay well at work.

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

(Please refer to Service No 5 - Employee Assistance Program Plus, EAP+ for more details)

Testimonies from IES beneficiaries

"I have received help in WIST training and in getting a job. They continue to help me when I have a problem at work. The counsellors here want the best for me, and do what they can to support me in my journey to recovery."

"The IES services help empower and encourage us to work towards our employment goals as well as build our resilience. I am grateful and thankful for their help."



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