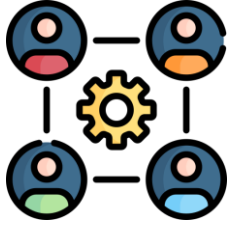


WSG Enterprise Programmes

Updated as of 20 Apr 2022



Workforce Singapore supports companies with **Manpower Issues** and **Workforce Productivity**



Addresses **Manpower Issues** by

- Providing **training and wage support**
- **Access** to Local Jobseekers
- Supporting the **retention of experienced workers**



Spurs **Workforce Productivity** through

- **Job redesign**
- Building **new capabilities**

WSG Programmes & Initiatives:

1. **Career Trial**
2. **Career Conversion Programmes**
3. **Career Matching Services**
4. **SGUnited Mid-Career Pathways Programme**
5. **Senior Worker Early Adopter Grant**
6. **Part-time Re-employment Grant**

Complements the **Jobs Growth Incentive**, which supports hiring of jobseekers

WSG Programmes & Initiatives:

1. **Support for Job Redesign under Productivity Solutions Grant (PSG-JR)**
2. **Industry 4.0 Human Capital Initiative (IHCI)**
3. **Capability Transfer Programme**

Career Trial

Defrays recruitment cost by allowing companies to offer short-term trial to jobseekers, before considering formal employment

How does it work?

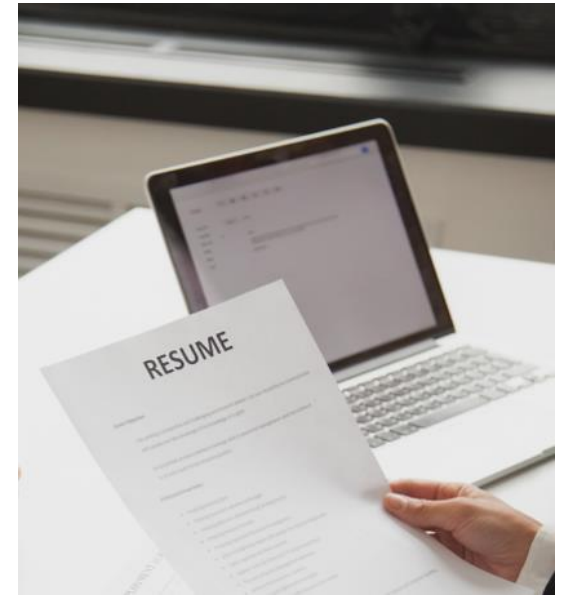
- Company will need to submit the Career Trial activities plan for the trial duration, and post the hiring position on MyCareersFuture, for approval to be a host company

During Career Trial:

- Workforce Singapore (WSG) will provide training allowance of \$7.50-\$15.00 per hour to the jobseekers for the trial period
 - Full-time: up to 3mths, capped at 480hrs
 - Part-time: up to 3mths, capped at 80hrs per month

If hired and retained after the Career Trial:

- For 3mths or more, employee will receive retention incentive of \$500
- For 6mths or more, employee (only for SC Long-Term Unemployed or Person with Disability) will receive additional one-off \$1,000 incentive



To apply, visit our webpage:



Career Conversion Programmes (CCPs)

- ✓ Embrace talent from outside the Food Manufacturing
- ✓ Emphasize on reskilling and upskilling of the workforce
- ✓ Reevaluate EVP and existing human capital practices

Reskills and facilitates the placements of mid-career switchers to meet your business needs

How does it work?

- Career Conversion Programmes (CCPs) help mid-career individuals to undergo skills conversion and move into roles with good prospects and opportunities for progression
- Currently, WSG has around 100 CCPs for close to 30 sectors.
- Companies can reach out to WSG-appointed programme partner for application directly.

Available Programme Modalities

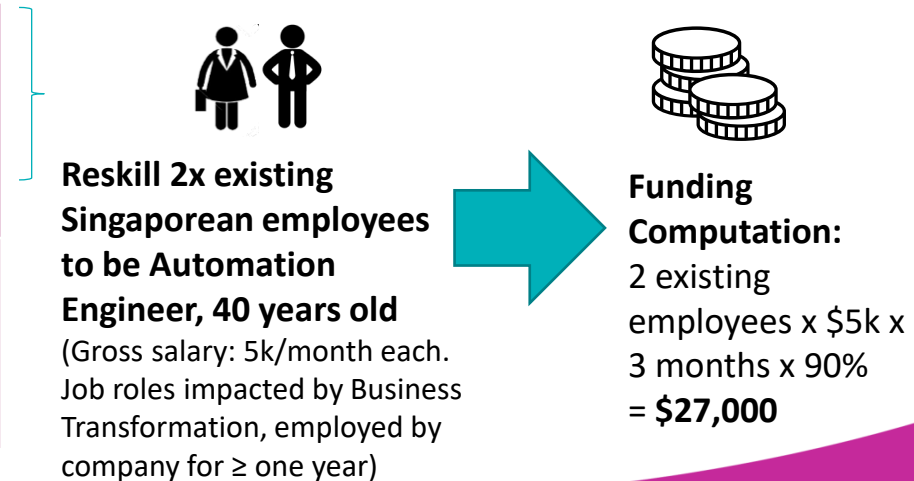
Place-And-Train (for new hires)	Company hires a mid-career individual and sends individual for industry-recognized training to take on a new job role
Job Redesign Reskilling (JRR) (existing workers)	Company undergoing business transformation sends existing mid-career individual , who is vulnerable, for reskilling to take on a redesigned or new job role within the same company

WSG's Funding to Employers	Standard	Enhanced
Salary Support[^]	Up to 70% of monthly salary (Capped at \$4,000 per month)	Up to 90% of monthly salary (Capped at \$6,000 per month) For long-term unemployment or mature Singapore Citizen (SC) trainees ≥ 40 years old
Course Fee Subsidy	Up to 70% course fee funding*	Up to 90% course fee funding* For SC/ PR trainees sponsored by SMEs or mature SC trainees ≥ 40 years old

*Funding caps may apply

[^]Temporary adjustments made to salary support during the duration of Jobs Growth Incentive (JGI). Please refer to IRAS's website at <https://www.iras.gov.sg/schemes/disbursement-schemes/jobs-growth-incentive> for the details

An illustration of the potential funding support that company can receive



How will Career Conversion Programmes benefit your business and employees?

For your **Business**



Incentive to hire (mid-career) and reskill existing employees

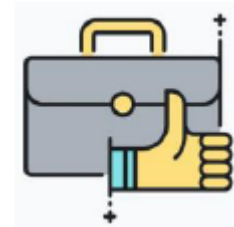


Improves **talent attraction** and **retention**



Improves **productivity**

For your **Employees**



Better quality jobs and **job satisfaction**



Remain **future-ready** and **employable**, area for promotion



Possible **improvement in wage**

General Eligibility Criteria for CCP

For companies:

- Registered or incorporated in Singapore
- Commit to the training arrangements (typically ranged from 3-9 months) for the individuals whom they have selected

Individuals (new hires)

- Singapore Citizen or Singapore Permanent Resident
- Minimum 21 years old
- Employed on a permanent basis or at least one year contract
- Graduated or completed National Service at least 2 years at the point of application
- New job role trained for under the CCP should be substantially different from previous job role (different sector/job role), hence require reskilling for career switch

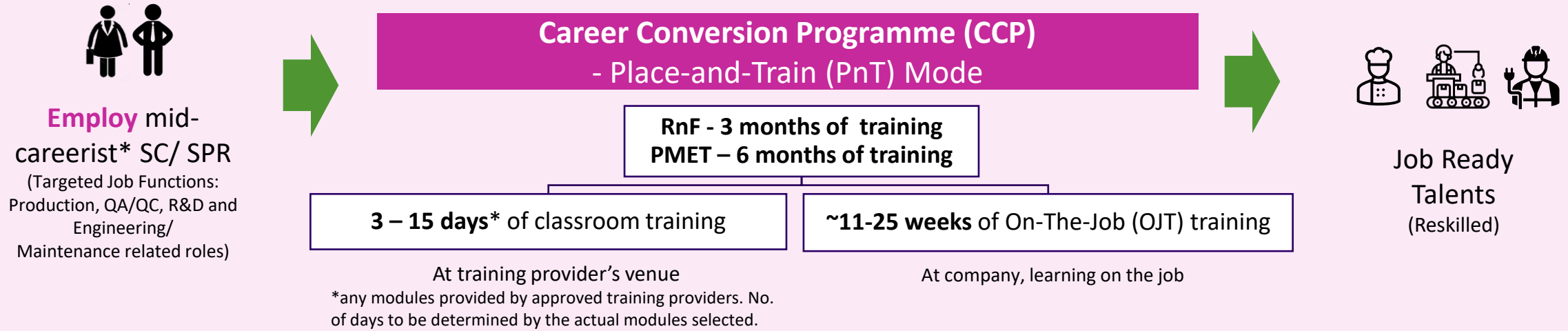
Individuals (existing workers)

- Singapore Citizen or Singapore Permanent Resident
- Minimum 21 years old
- Employed by the company for at least 1 year from the point of application
- Redesigned job role should be substantially different from previous job role (~50% job change/ enhancement), hence require reskilling for career switch

Beyond the general eligibility criteria for the CCP, individuals should also not be:

- Shareholders of the participating company or its related entities
- Immediate ex-staff of the participating company or its related entities
- Related to the owners of the participating company

CCP for Food Manufacturing Professional/Associate (for new hires)

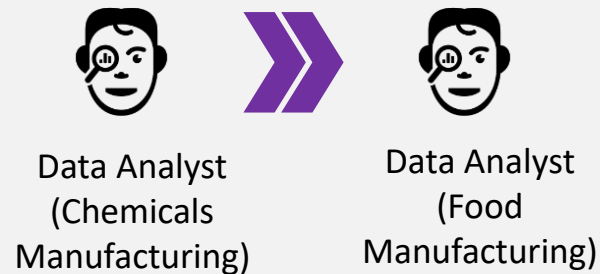


*Examples of Career Conversion

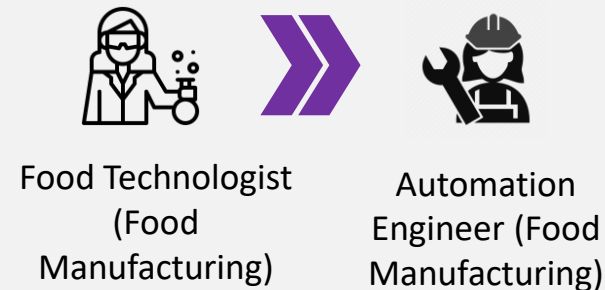
Different Job Role Different Sector



Same Job Role Different Sector



Same Sector Different Job Role



Programme Manager:



<https://go.gov.sg/foodmfgccp>

CCP for Food Manufacturing Professional/Associate (for existing workers)



Reskill existing SC/ SPR in support of business transformation

(Targeted Job Functions: Production, QA/QC, R&D and Engineering/ Maintenance related roles)



Career Conversion Programme (CCP) - Job Redesign Reskilling (JRR) Mode



Job Ready Talents
(Reskilled and/or multi-skilled)

3 months training

3 – 9 days* of classroom training

At training provider's venue

*any modules provided by approved training providers. No. of days to be determined by the actual modules selected.

~11-12 weeks of On-The-Job (OJT) training

At company, learning on the job

Companies to develop Job Redesign Plan and submit CCP application

Upon approval of CCP application

Identified employees to commence the 3-month reskilling

Employees reskilled and/or multiskilled

Companies to received the reimbursement of 3 months' salary support (at 70% or 90%)

E.g. Company adopted new digital solution to track production output.



Production Operator

Before Job Redesign Reskilling:

- Paper recording of daily production orders.
- Manual planning of kitchen daily operations (based on daily requirements from outlets)



Production Operator (reskilled)

After Job Redesign Reskilling:

- Make use of digital solution to monitor kitchen progress and productivity of individual stations digitally.
- Leverage data from IoT solution to monitor job progress and manpower resource availability to support kitchen daily operations.
- Conduct root cause analysis of production underperformance using data to identify operational bottlenecks and suggest target interventions.

Other potential job roles to be reskilled in this examples: Production Supervisor, Production Planner, Process Technician/Maintenance Technician, and QC Technician / QC Assistant.

CCP for Sustainability Professionals



Employ Singapore Citizen (SC) / Permanent Resident (PR) **new hire or reskilling of existing employee** to take on sustainability related roles



CCP Total Duration
New hires: up to 6 months
Reskilling: up to 3 months
Consist of Sustainability Kickstarter Programme*, Mentorship and OJT



Job-Ready Talents
E.g. Sustainability Specialist,
Carbon Analyst,
BD Executive,
Carbon Trader

Training Modules*

To complete **minimum 2 course** from the list of pre-approved sustainability related training which covers but not limited to the following Generic business functions^:

- 1 Carbon Management
- 2 Regulatory Compliance / Emission Reporting and verification
- 3 Sustainability / Carbon Project Development & Implementation
- 4 Stakeholder Management (e.g Branding / Marketing, BD, Sales, etc)

Certification

Certificates will be issued by respective Training Providers on pre-approved list

Programme Manager:



For more information
email: CCP@SBF.ORG.SG

CCP for Internationalisation Professionals



Employ a new SC or
SPR PMET with no
international
experience



CCP Total Duration =
New hires: 9 months (1,584 hours)
Redeployments: 6 months (1,056 hours)
 Classroom Training (130 hrs) +
 Structured OJT + Mentorship (926 – 1,454 hrs)



Job-Ready Talents

1. Global Sales & Marketing
2. Sales Manager
3. Regional Business Development Manager

Mandatory Training Modules

- 1 Internationalisation Strategy
- 2 Digital Strategy
- 3 Management of Overseas Partners
- 4 Business Acumen
- 5 Understanding Trade Flows
- 6 Free Trade Agreement
- 7 B2B eCommerce Strategy

Specialisations include (but not limited to):

- Economic Development Priorities
- Investment Regulations & Incentives
- Local Labour Laws and Practices
- International Trade & Financing Business Operations
- Country-Specific FTA, etc.

Programme includes:

1-1 mentorship, industry workshops, sharing / networking sessions, immersion experience

Programme Manager



CCP for Wholesale Trade Professionals



Employ a new/ Reskill existing SC or SPR PMET with no international experience



CCP Total Duration =
New hires: 6 months (960 hours) /
Redeployments: 6 months (960 hours) /
JR Reskilling: 3 months (480 hours)
100% Structured OJT



Job-Ready Talents

1. Trade Operations Executive
2. Import/ Export Manager
3. Sales Support Executive
4. Business Analyst

[Optional] External Training

- Commodity Trading Management
- Sourcing Portfolio Analysis
- Predictive Buying/ Purchasing
- Customer Relationship Management Administration
- Trade Finance Management

Programme Manager



Recommended suite of CCPs to meet your manpower needs (non-exhaustive)

Food Manufacturing & Food Services Roles

1. CCP for Food Manufacturing Professional and Associate
2. CCP for Food Services Industry

Digital Marketing and Social Media Roles

1. CCP for Digital Advertising and Marketing Professionals
2. CCP for In-house Digital Communications
3. CCP for Tech Professionals – Innovation Manager

Business Support Roles

1. CCP for SME Executives
2. CCP for Human Capital Professional
3. CCP for Internationalization Professional
4. CCP for Wholesale Trade Professionals
5. CCP for Supply Chain Professionals
6. CCP for e-Commerce Supply Chain Professionals

Emerging Roles

1. CCP for Sustainability Professionals
2. CCP for Advanced Manufacturing Engineer/Assistant Engineer

For more information, visit:



Careers Matching Services

Tap on MyCareersFuture Jobs Portal and our Careers Connect team to support job matches



How does it work?

MyCareersFuture

- One-stop job portal to support enterprises' local hiring needs
- Use the platform to easily post jobs, scan jobseeker profile, screen suitable candidates against job requirements and connect with talents
- Receive talent recommendations or easily reach out to talents based on their skills and work experience

Careers Connect

- Our Careers Connect team can help enterprises connect with suitable candidates for the jobs you have today and for the future needs or your organization.
- By working with our Career Consultants, you can:
 1. Get access to quality, local candidates carefully screened by our team
 2. Hire a suitable candidate who can fit well with your organisation's culture
 3. Get advice to improve your recruitment process and secure quality hires



MyCareersFuture:



Careers Connect:



SGUnited Mid-Career Pathways Programme

NEW!

Support mature mid-career individuals to gain new, in-demand skills and receive training allowance support

How does it work?

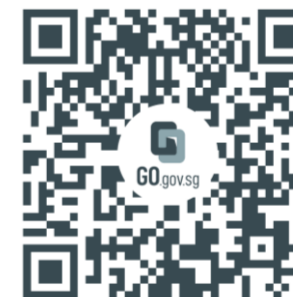
- Companies can tap on the programme to take on **mature mid-career individuals (aged 40 and above)** on attachments
- Host organisations can benefit from the wealth of experience that mid-career individuals bring with them and hire well-performing individuals when business conditions improve
- The Government will **fund 70% of the training allowance** as shown below
- To encourage **early conversion of trainees to full-time employees**, host organisations will continue to receive training allowance subsidies for the converted trainees, if the trainee has completed at least three months of the attachment

For 1 April 2022 onwards:

Government Funding	70% of the Training Allowance
Monthly Training Allowance	\$1,800 to \$3,800



To apply, visit our webpage:



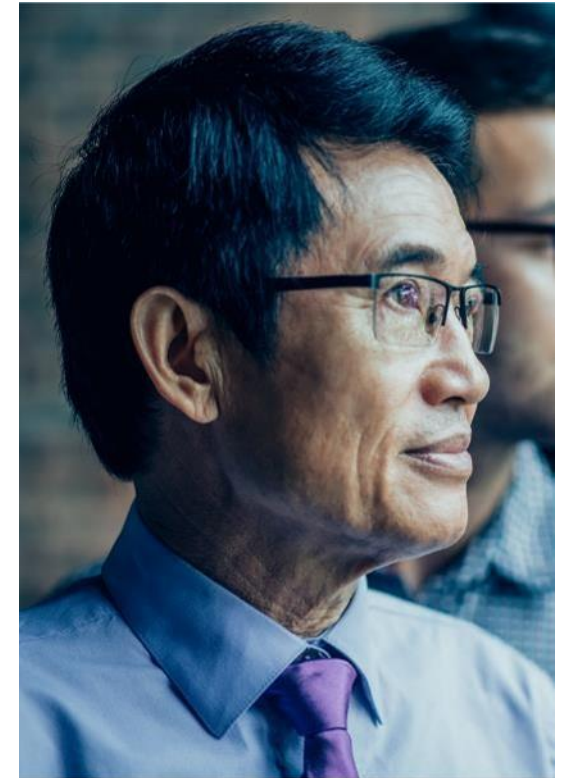
Senior Worker Early Adopter Grant (SWEAG)

Supports companies to increase their company-specific retirement and re-employment ages ahead of legislative increases

How does it work?

- The Senior Worker Early Adopter Grants provides **up to \$125,000 for employers to raise both their internal retirement and re-employment ages** above minimum statutory requirements.
- Funding will be based on the eligible* number of Senior Workers (≥ 60 yo) at **\$2,500 per Senior Worker**, up to a cap of 50 Senior Workers per employer.
- To qualify for SWEAG, employers will also be required to adopt the Tripartite Standard on Age-friendly Workplace Practices (TS-AWP) to ensure that companies implement good employment practices for Senior Workers

Extent of Retirement Age and Re-Employment Age Increases	Funding per SW (≥ 60 yo)	Total Eligible Funding (Capped at 50 SWs per Coy)
≥ By 3 years	\$2,500	\$125,000



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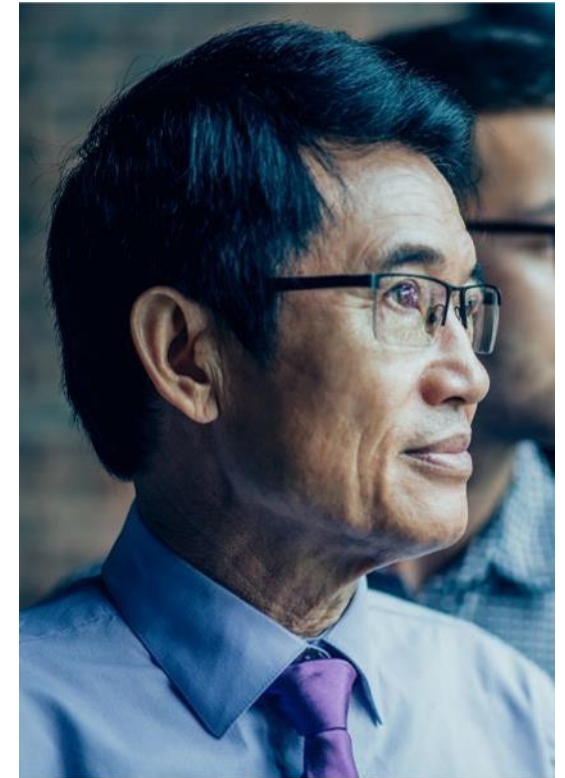
Part-Time Re-Employment Grant (PTRG)

Incentivises companies to offer Part-Time Re-Employment arrangements to eligible workers that request for it

How does it work?

- The Part-Time Re-Employment Grant provides funding support of **up to \$125,000 to employers** that commit to a Part-Time Re-Employment policy for its eligible* senior workers.
- The Funding Quantum will be based on the number of eligible Senior Workers employed
- To qualify for PTRG, employers will also be required to adopt the Tripartite Standard on Age-friendly Workplace Practices (TS-AWP) to ensure that companies implement good employment practices for Senior Workers

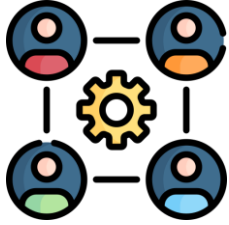
Funding per SW (≥ 60 yo)	Total Eligible Funding (Capped at 50 SWs per Coy)
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Support for Job Redesign under Productivity Solutions Grant (PSG-JR)

Tap on Job Redesign consultancy support to drive business and workforce transformation

How does it work?

- PSG-JR encourages enterprises to implement Job Redesign (JR) initiatives, with support from pre-approved JR Consultants to redesign work processes, tasks and responsibilities
- Through job redesign consultancy support, PSG-JR helps enterprises to
 - Enhance quality of jobs, making jobs more productive and attractive for employees
 - Drive business and workforce transformation



PSG-JR Funding

Up to 70% funding for consultancy services, capped at \$30,000 per enterprise.

Our Consultants:



For more information, visit:



**Each enterprise UEN can only have one approved PSG-JR application.*

Optimise your workforce with

Support for Job Redesign under Productivity Solutions Grant (PSG-JR)

Technological advancements, changing business needs and a tight labour market are impacting the fundamental nature of work. Drive your enterprise's business and workforce transformation to stay ahead in the new normal with funding support for Job Redesign (JR) consultancy. Our JR consultants will offer customised solutions tailored to your organisation's needs.

Key benefits for enterprises



Optimise workforce



Improve productivity



Reduce manpower cost



Maintain long-term competitiveness

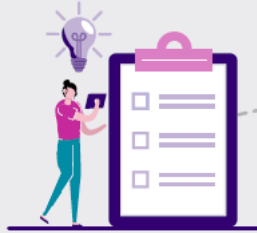


Attract and retain talent



3 steps to future-proof your business through Job Redesign

Here's what you need to do:



1. Visit go.gov.sg/psg-jr-form to register your interest

- Select and work with one of our JR consultants with the right domain expertise. The list of JR consultants can be found on GoBusiness Gov Assist (go.gov.sg/govassist-psgjir)



2. Scope a JR project with the preferred consultant

- Receive up to **70% funding** for consultancy services, capped at **S\$30,000** per enterprise
- Your PSG-JR project may focus on the following scope:
 - a. Enhance job profiles: Review job responsibilities and work environment
 - b. Reorganise job content: Restructure tasks and duties to align with changing business needs
 - c. Identify skill gaps: Perform skill gap analysis for new/enhanced job functions



3. Embark on the PSG-JR project with confidence

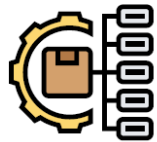
- Complete the project within 3 – 12 months with close guidance and support from our JR consultant

Industry 4.0 Human Capital Initiative (IHCI)

Kickstart Your Industry 4.0 Transformation Today

How does it work?

- A unique eight week hand-on programme to help Singapore manufacturers prepare for successful Industry 4.0 Transformation.
- Benefits of the programme:



Production Planning

- See production and process status
- Smarter material planning and allocation



Labour Management

- Workforce upskilling
- Better task allocation and tracking



Asset Maximisation

- Reduce machine downtime
- Optimise equipment efficiency



Inventory and Warehousing

- Inventory optimisation
- Improve warehouse productivity



Quality Control

- Better quality management
- Visibility on quality issues



Sustainability

- Material efficiency
- Energy efficiency

IHCI Funding

SME: \$6,325
Non-SME: \$18,975

The programme can be further supported by SSG SkillsFuture Enterprise Credit (SFEC)* - S\$10,000 credit to cover up to 90% of out-of-pocket expenses.

For more information, visit:



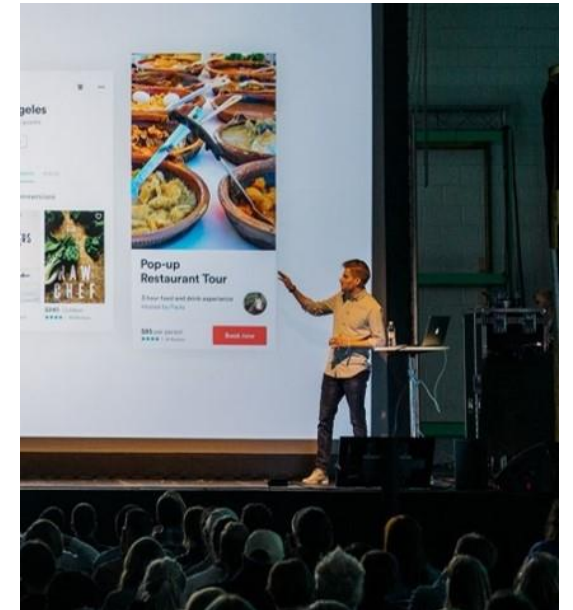
*More details about SFEC can be found

Capability Transfer Programme

Facilitates the transfer of global capabilities to your local workforce

How does it work?

- The Capability Transfer Programme seeks to improve local-foreign workforce complementarity by facilitating the transfer of capabilities from foreign specialists to locals to encourage
 - A culture of pervasive capabilities transfer across all sectors and entities
 - Companies/associations/professional bodies to develop and acquire new capabilities in Singapore by ensuring that there is sustainable supply of Singaporeans with the requisite skillsets
- All projects will be evaluated on a case-by-case basis, considering:
 - Our existing local capability gaps;
 - The potential impact of the transfer of capabilities to locals; and
 - Linkage of the project to the industry as a whole
- Funding support can include attachment-related costs and salary support for foreign and local specialists, as well as Singaporean trainees on overseas attachments to acquire new capabilities.
- The CTP can also support the transfer of capabilities through remote training from foreign specialists



*To apply, visit our
webpage:*



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