

## **NEXT BOUND OF SKILLSFUTURE**

The '**Next Bound of SkillsFuture**' will build on the existing SkillsFuture movement, and continue to support Singaporeans in their pursuit of lifelong learning and skills mastery, amidst major structural changes in the economy.

In this next bound, we will enhance the role of employers and enterprises in supporting training, and further enable individuals to realise their potential. There will also be special focus on helping mid-career workers in their 40s and 50s to stay employable and move on to new jobs or new roles with the **SkillsFuture Mid-Career Support Package**.

MOE, MOM and MTI will roll out the following initiatives to support Singaporeans under the 'Next Bound of SkillsFuture'.

### **(A) Supporting Enterprises, Enabling Individuals**

#### ***Support training through SkillsFuture Enterprise Credit (SFEC)***

The SFEC will provide funding support to employers as they invest in their transformation and the capabilities of their workers. Eligible employers will receive a one-off \$10,000 credit per firm to cover up to 90% of out-of-pocket (OOP) expenses on qualifying costs for supportable enterprise and workforce transformation programmes.

To encourage employers to undertake workforce transformation, \$3,000 of the credit will be ring-fenced for Workforce Transformation. The remaining \$7,000 can be used for both Workforce Transformation and Enterprise Transformation.

For more information, please visit <https://www.skillsfuture.sg/sfec>, or contact Enterprise Singapore at [enquiry@enterprisesg.gov.sg](mailto:enquiry@enterprisesg.gov.sg).

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

The PSG will be expanded to support job redesign consultancy services. Workforce Singapore (WSG) will pre-approve job redesign consultants who can work with companies to redesign work processes, tasks and responsibilities to meet business transformation needs. At the same time, job redesign will make jobs more productive and attractive for employees, helping companies to hire and retain good workers.

To qualify, companies must be registered in Singapore and have at least three local employees at the point of application). Each approved project will be funded at up to 70% with an overall grant cap of \$30,000. Interested companies can submit their application through the Business Grants Portal at <https://www.businessgrants.gov.sg> when applications open in 2H 2020.

### ***Partner SkillsFuture Queen Bee companies***

To strengthen the enterprise pillar, SkillsFuture Singapore (SSG) will work with SkillsFuture Queen Bee companies, also known as anchor enterprises, to 'train-for-sector', beyond their own needs. SkillsFuture Queen Bee companies, are industry leaders that can influence and support other companies (in particular SMEs) to scale up their employer-initiated skills development efforts. Over the next five years, SSG aims to partner up to 40 SkillsFuture Queen Bee companies to reach out to 4,000 enterprises, especially SMEs.

### ***Enhance workplace learning capabilities***

To further accelerate capability building in companies, our Institutes of Higher Learning (IHLs) will launch more National Centres of Excellence for Workplace Learning (NACE), with the next centre to be located at the Singapore Institute of Technology (SIT). By 2025, we target to help more than 1,200 companies, particularly SMEs, build best practices in workplace learning and work-study capabilities.

### ***Scale up SkillsFuture work-study pathways***

Co-developed and co-delivered with employers, the SkillsFuture Work-Study Programmes aim to build stronger connections between training and industry needs, and facilitate the placement of fresh graduates into jobs with industry demand. Our IHLs will work with more enterprises to further scale up Work-Study Programmes as a mainstream pathway. We plan to make such pathways available to 12% of each age cohort by 2025, up from 3.5% today.

For more information, please visit <https://www.skillsfuture.sg/nextbound>, or contact SkillsFuture Singapore at <https://www.ssg.gov.sg/feedback>.

### ***Provide SkillsFuture Credit Top-Up for Individuals***

To further encourage Singaporeans to reskill, upskill and continue learning at every stage of their lives, the Government will provide a one-off top-up of \$500 to the SkillsFuture Credit accounts of all eligible Singapore Citizens aged 25 and above as at 31 December 2020. Singapore Citizens will be able to use the top-up from 1 October 2020. This top-up will expire on 31 December 2025.

## **(B) SkillsFuture Mid-Career Support Package**

The SkillsFuture Mid-Career Support Package aims to help mid-career workers in their 40s and 50s stay employable and move on to new jobs or new roles. The Package will address their concerns regarding job security, and provide enhanced support to find jobs should they be retrenched. These measures are complemented by the SkillsFuture Enterprise Credit and Support for Job Redesign under PSG that will enable employers to create better job opportunities for all workers, including those in their 40s and 50s. By 2025, we aim to double the annual job placements for this group to 5,500 through the following initiatives for individuals and employers:

### ***Ramp up Reskilling Programmes***

WSG, SSG and sector agencies will expand the capacity for reskilling programmes significantly. These include the Professional Conversion Programmes (PCPs) and Place-and-Train (PnT) programmes for rank-and-file workers<sup>1</sup> under the Adapt and Grow initiative, career transition programmes delivered by Continuing Education and Training (CET) Centres, and sector-specific programmes like the Tech Skills Accelerator (TeSA) Mid-Career Advance for ICT jobs. This will provide more opportunities for individuals in their 40s and 50s to transit to new careers in growing sectors.

We will also enhance support under PnT programmes for rank-and-file workers aged 40 and above to raise salary support from the current 70% to 90% (see Table 1).

**Table 1: Funding Rates for PnT Programme**

	<b>Baseline Support</b>	<b>Enhanced Support for LTUs, or [New] Mature Workers aged 40 and Above</b>
<b>Salary support</b>	Up to 70% of monthly salary	Up to 90% of monthly salary
<b>Course fee</b>	Up to 90% of course fees	

For more information on PCPs and PnT programmes, please visit <https://www.wsg.gov.sg/programmes-and-initiatives/professional-conversion-programmes-programme-partners.html> and [www.wsg.gov.sg/rnf-placement-programmes.html](https://www.wsg.gov.sg/rnf-placement-programmes.html) respectively.

For more information on career transition programmes delivered by CET Centres, please contact SkillsFuture Singapore at <https://www.ssg.gov.sg/feedback>.

For more information on TeSA Mid-Career Advance, please contact IMDA at [info@imda.gov.sg](mailto:info@imda.gov.sg).

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<sup>1</sup> To encourage employers to hire and reskill mature non-PMETs, we will enhance the salary support levels for PnT programmes.

### ***Provide Additional SkillsFuture Credit (Mid-Career Support)***

To improve individuals' access to career transition programmes, we will provide a one-off SkillsFuture Credit top-up of \$500 under this package to every Singapore Citizen aged 40 to 60 (inclusive) as at 31 December 2020. This is in addition to the \$500 SkillsFuture Credit top-up for eligible Singapore Citizens.

Eligible individuals can start using the SkillsFuture Credit top-up under this package from 1 October 2020, for career transition programmes at the CET Centres. The number of such programmes is around 200 currently, but is expected to increase. This top-up will expire on 31 December 2025.

For more information, please visit <https://www.skillsfuture.sg/nextbound>, or contact SkillsFuture Singapore at <https://www.ssg.gov.sg/feedback>.

### ***Provide career coaching through Volunteer Career Advisors***

To provide peer support to mature workers who may face career uncertainties or anxieties in navigating the ongoing economic transformation, we will build up a pool of career advisors from professional communities. We will start with the Information & Communication Technology (ICT) and Finance sectors. These advisors will provide customised career advice and guidance on actionable next steps for mid-career workers, drawing on their experience and training. We will provide the career advisors with training that meets these objectives.

For more information, please contact Workforce Singapore (WSG) at [www.wsg.gov.sg/career-advisors.html](http://www.wsg.gov.sg/career-advisors.html).

### ***Introducing a Hiring Incentive***

Employers play a key role in supporting career transitions. The new hiring incentive aims to encourage more employers to recruit, retrain, and retain mid-career workers aged 40 and above.

Employers who hire such mid-career workers through eligible<sup>2</sup> reskilling programmes can receive 20% salary support for 6 months, capped at \$6,000 in total.

An employer who is already claiming salary support for the same mid-career worker hired under Workforce Singapore's Career Support Programme (P-Max) cannot receive the hiring incentive.

MOM and MOE will provide more information on the hiring incentive at a later stage.

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<sup>2</sup> Reskilling programmes eligible for the hiring incentive are the Professional Conversion Programmes (PCPs), Place-and-Train (PnT) programmes for rank-and-file workers, and career transition programmes by CET Centres.