

# ENABLING INCLUSIVE GROWTH FOR WORKERS

The Government strives to enable inclusive growth by supporting lower-wage workers through sustainable wage increases and targeted training, and enhancing the employability and employment of persons with disabilities.

Three schemes have served this purpose to date: the **Workfare Training Support** scheme; the **Progressive Wage Model**; and the **Special Employment Credit**.



# 2020

## 10 YEARS OF WORKFARE TRAINING SUPPORT (WTS)

Introduced to encourage lower-wage workers to upgrade their skills through training.

Over **270,000 individuals** and **12,000 companies** have benefitted from **\$550 mil** of WTS payouts<sup>1</sup>

JUL 2010

Introduction of WTS scheme

- Provides course fee subsidies and absentee payroll to lower training costs

JUL 2013

Increase in qualifying salary threshold from \$1,700 to \$1,900 per month

Maximum course fee funding enhanced to 95%

Training allowance for self-initiated trainees introduced

JAN 2017

Salary threshold further increased to \$2,000 per month

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**Mr Syamsaini Ramli, 42**

- Sponsored by employer under WTS scheme
- Obtained a Workforce Skills Qualifications (WSQ) Certificate in Security Operations, picking up skills such as handling counter-terrorism activities and managing threatening behaviour
- With new skills, was promoted to Assistant Security Supervisor along with pay increment of 10% in 2019

### Moving Forward: Workfare Skills Support Scheme (WSS)

- Enhanced training support scheme for lower-wage workers:
- Qualifying income cap increased from \$2,000 to \$2,300 per month
  - Increase in Training Commitment Award (TCA) for workers who complete WSQ and Academic CET full qualifications from \$200 to \$500
  - Increase in annual cap for TCA from \$400 to \$1,000

“

*WTS gave me the opportunity to pick up new skills in areas such as handling counter-terrorism activities. Not only was I able to apply the new skills to my job, I also got promoted to Assistant Security Supervisor with a pay increase!*

”

Mr Syamsaini Ramli, Assistant Security Supervisor at PARKROYAL COLLECTION Marina Bay

[1] From WTS inception till end-2019.

# 6 YEARS OF PROGRESSIVE WAGE MODEL (PWM)

Introduced to provide clear progression pathways in selected sectors for workers to progress in their jobs and earn higher wages as they become more skilled, productive and take on higher job functions.

## Cleaning Sector >

**Mdm Susie Lim Guek Ngoh, 64**

**>20yrs** experience | Cleaning Supervisor at One Marina Boulevard

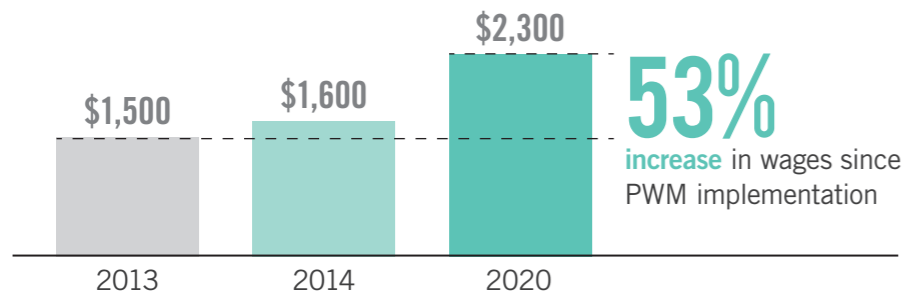


Her monthly basic wage was **\$1,500** in 2013, **increasing to \$1,600 with the introduction of mandatory PWM** in 2014

With **yearly PWM wage increments** and good performance, her monthly basic wage rose to **\$2,300** in 2020



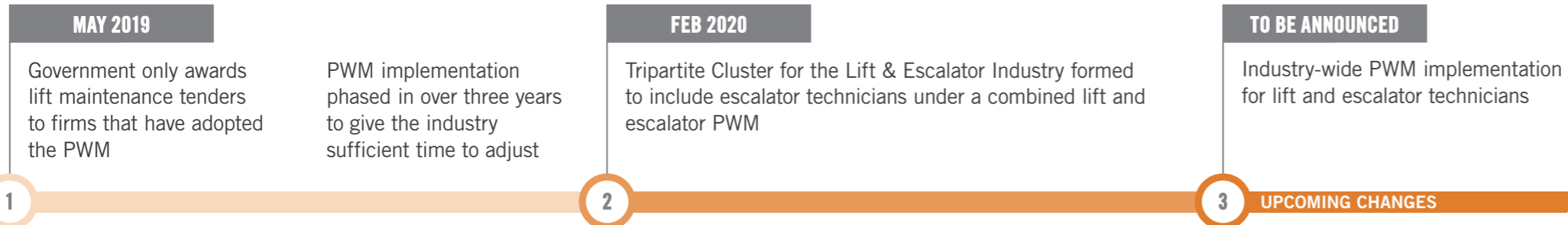
From January 2020, Mdm Lim will also enjoy a **mandatory annual two-week bonus**



## Landscape Sector >



## Lift & Escalator Sector >



## Security Sector >

**Mr Taiga Rajan, 72**

**>20yrs** experience | Senior Security Supervisor at Twenty Anson



Prior to the Security PWM in 2015, Mr Rajan's monthly basic wage was **\$1,200** as a security supervisor

– Security supervisors were **paid at least \$1,500 after the PWM was implemented** in 2016

He subsequently tapped on the **Workfare Training Support Scheme** for his senior security supervisor course and was promoted in 2016



– With his **promotion to the next PWM job rung** of senior security supervisor, his wages rose to \$1,700

With **yearly PWM wage increments** since 2019, he is now paid a monthly basic wage of **\$1,820**, and a gross wage of \$3,300



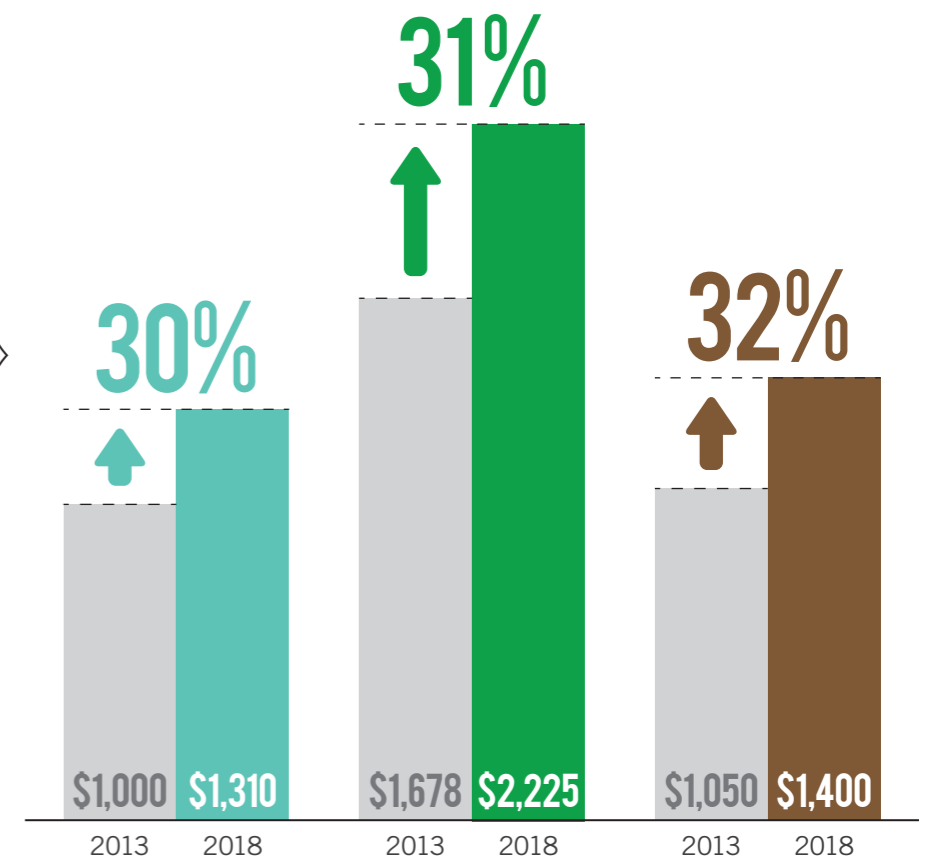
**51%** increase in basic wages since PWM implementation

## MOVING FORWARD

MOM is exploring a new approach for PWM which will:

- Be voluntary for companies
- Involve the community at large:
  - Consumers can support companies with progressive practices
  - Public recognition can help the company attract and retain talented staff

## MEDIAN GROSS MONTHLY INCOME FOR FULL-TIME RESIDENT EMPLOYEES IN PWM OCCUPATIONS<sup>2</sup>



Around **40,000** cleaners benefitted



Around **2,700** park and garden maintenance workers benefitted



Around **35,900** security officers benefitted



Around **1,300** lift and escalator technicians will benefit

[2] Income excludes Employer CPF. Cleaners comprise a cluster of SSOC 2015 codes. Income growth figures cited (i.e. 30%, 31% and 32%) indicate real\* cumulative median gross monthly income growth. \*Deflated by CPI for all items at 2014 prices. Source: Occupational Wage Survey, MRSD, MOM. Note: Number of workers who benefitted in PWM occupations are based on figures provided by lead agencies (i.e. NEA, SPF, NParks) and are accurate as of end-December 2019.

# 8 YEARS OF SPECIAL EMPLOYMENT CREDIT (SEC) FOR PERSONS WITH DISABILITIES (PwDs)

Introduced to provide wage support to employers of PwDs.

More than **5,900** employers hiring over **9,000** Singaporeans with disabilities benefitted from SEC in 2019<sup>3</sup>

2011

SEC introduced to encourage employers to hire and retain older workers

2012

SEC extended to cover employers hiring PwDs aged 13 and above

2015

Additional Special Employment Credit (ASEC) introduced to enhance support for employers retaining workers, including those with disabilities, beyond the re-employment age

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## Faith Music Centre (FMC)

- Social enterprise which teaches music to PwDs
- Hired several of the centre's learners with disabilities as its music instructors and stage masters
- Currently has 15 employees with varied disabilities, including autism spectrum disorder, sensory impairments, and intellectual disabilities
- SEC helps FMC manage wage costs, which frees up resources for them to fund performances by their PwD musicians



“

*While there are challenges in hiring PwDs, the SEC provides support and encouragement for employers, and is an added incentive that contributed to our eventual decision to hire PwDs.*

”

*Mr Alvin Yeo, Founder of Faith Music Centre*

## Moving Forward: Enabling Employment Credit (EEC)

New wage offset scheme designed specially to support PwD employment:

- Given to employers that hire Singaporean PwDs earning below \$4,000 per month
- Provides a wage offset up to 20% of the employee's monthly income, capped at \$400 per month
- Employers hiring PwDs who have not been working for at least six months will receive an additional 10% wage offset, capped at \$200 per month, for the first 6 months of employment



For more information, visit [www.mom.gov.sg/cos2020](http://www.mom.gov.sg/cos2020)



[3] Up from around 3,200 employers hiring about 5,000 Singaporeans with disabilities in 2012.