

SUPPORTING SMALL AND MEDIUM ENTERPRISES (SMES) TO TRANSFORM AND SUCCEED ▶

To improve business and workforce capabilities, SMEs need to embrace innovative technologies and work processes to enhance their productivity and efficiency, as well as redesign jobs to better support business transformations. The Government offers an array of funding support and schemes to support companies to transform and workers to adapt, so that they can pivot to new opportunities.



Transforming jobs

- Provide jobs and skills insights through **Jobs Transformation Maps**
 - 15 **Jobs Transformation Maps** over next two years, providing job-level analysis of how jobs and skills will be changed by technology and other forces, such as automation, in the medium-term



Supporting job redesign efforts

- Assist companies in lifestyle sector to redesign jobs through the **Service Industry Transformation Programme**
- Up to 80% (from 70%) support for Job Redesign (JR) under **Productivity Solutions Grant (PSG-JR)**, capped at \$30,000 per enterprise till 31 Mar 2022, to engage pre-approved JR consultants



Attracting talents

- Close to 31,000 SMEs benefitted from **Jobs Growth Incentive (JGI)** and **SGUnited Jobs and Skills Package**
 - **JGI** extended till Sep 2021
 - o Enhanced support for employers who hire mature local workers (aged 40 and above), persons with disabilities and ex-offenders - 50% of the first \$6,000 (previously \$5,000) of gross monthly income for up to 18 months (previously 12 months)*
 - **SGUnited Traineeships** extended till Mar 2022
 - o Increased maximum monthly training allowance for ITE graduates from \$1,500 to \$1,800
 - o Increased maximum monthly training allowance for diploma holders from \$1,800 to \$2,100
 - o Maximum monthly training allowance of \$2,500 for degree holders
- **SGUnited Mid-Career Pathways** extended till Mar 2022
 - o Increased maximum training allowance from \$3,000 to \$3,800 for mature workers, with Government co-funding also increased from 80% to 90%
- Five best-in-class Employment Agencies (EA) appointed under the **Human Capital Partnership (EA) Programme**
 - Employers can tap on these EAs to strengthen their Singaporean core
- 7,800 PMETs placed in 7,300 SMEs via **P-Max Programme** in the last five years
- Enable locals to reskill for new careers through close to 100 **Career Conversion Programmes** covering 30 sectors

*Eligible employers who hired these workers from Sep 2020 to Feb 2021 will benefit from enhanced support from Mar 2021 onwards.



Raising productivity

- Supported about 62,400 firms in the last three years to boost productivity and become manpower lean through the **Lean Enterprise Development Scheme**



Building an inclusive and progressive workforce

- Supporting the hiring of senior workers
 - 1,700 companies hiring 17,000 senior workers committed to benefit from the **Senior Worker Early Adopter Grant and Part-Time Re-employment Grant**
 - o \$230 million more to promote early adoption of **higher retirement & re-employment age**, and more opportunities for **part-time re-employment**
 - o **Senior Employment Credit** provides employers with wage offsets of up to 8% for hiring senior workers aged 55 and above
 - \$80 million **CPF Transition Offset** scheme to help employers pay senior workers higher CPF contribution rates
- Supporting the hiring of persons with disabilities (PwDs)
 - **Enabling Employment Credit** implemented since 1 Jan 2021 to provide employers with wage offsets of up to 30%
 - **Open Door Programme** to provide support for employers to hire, train and integrate PwDs into the workplace
- Sustaining progressive workplace practices
 - Provide companies with guidance on implementing work-life strategies through the **Tripartite Standard on Work-Life Harmony**
 - Build up community supporting work-life harmony through **Alliance for Action on Work-Life Harmony** to promote work-life practices



Developing human capital

- **HR Industry Transformation Advisory Panel** published report to equip the HR industry to play an integral role in business transformation
- Provide 3,000 free **Human Capital Diagnostic Tool assessments** to help companies gain insights into human capital processes and identify appropriate solutions
- Extend **Capability Transfer Programme** till Sep 2024 to support capability transfer from foreign specialists to locals



Ensuring workers' well-being

- Supporting our migrant workers
 - Pilot **Migrant Worker Onboarding Centre** that integrates Stay-Home-Notice period with enhanced medical examination and orientation of newly arrived workers to help them settle in
 - Review scope of **Foreign Employee Dormitories Act** to cover all dormitories regardless of size
 - **Deepen engagement with migrant workers** through partnerships with Non-Governmental Organisations, employers and community organisations
 - Review **migrant workers' access to primary healthcare**; ensure cost effectiveness and cultural sensitivity
- Improving mental well-being
 - Launch **iWorkHealth**, a free online assessment tool to support employers and employees to identify and manage workplace stressors



For more information, visit mom.gov.sg