

## FACTSHEET ON ENHANCED WORKPRO (EFFECTIVE 1 JULY 2016)

1. WorkPro was introduced in April 2013 to augment local manpower, foster progressive workplaces and strengthen the Singaporean core of our workforce. WorkPro has been enhanced to further encourage employers to implement age-friendly workplaces to benefit Singaporeans through job redesign and age management practices for older workers. **The enhanced scheme will take effect from 1 July 2016.**
2. Under the enhancements to WorkPro, companies can receive a grant of up to \$480,000 to support the implementation of initiatives in the following areas:
  - a. Implement age management practices;
  - b. Redesign workplaces and processes to create easier, safer and smarter jobs for older workers; and
  - c. Implement flexible work arrangements for all workers.

## SUMMARY OF WORKPRO GRANTS AND INCENTIVES

Grant/ Incentive	Funding Amount	Description
Age Management Grant	Up to \$20,000 per company	Enables companies to acquire the necessary competencies to implement age management practices. The grant helps to raise awareness of age management practices and support companies in the implementation of these practices.
Job Redesign Grant	Up to \$300,000 per company (multiple applications allowed)	Provides companies funding support to create physically easier, safer and smarter jobs for older workers i.e. aged 50 years and above.  Companies who embarked on the Inclusive Growth Programme (IGP) or tapped on the Capability Development

Grant/ Incentive	Funding Amount	Description
		Grant (CDG) for their job redesign projects may apply for the Job Redesign (Rider), upon project completion <sup>6</sup> , if the project leads to a positive impact on older workers.
Work-Life Grant	<p>Up to \$160,000 per company comprising two components:</p> <p>a) Developmental Grant</p> <p>One-time grant of up to S\$40,000 to defray the developmental costs of implementing work-life strategies, particularly FWAs</p> <p>b) FWA Incentive</p> <p>Up to S\$120,000 per company (disbursed in tranches of up to S\$40,000 over three years) to reward companies for sustaining work-life friendly workplaces.</p>	Supports companies in implementing and sustaining work-life strategies, particularly flexible work-arrangements (FWAs). Companies may tap on the Developmental Grant and/or FWA Incentive under the Work-Life Grant.

3. The detailed differences between WorkPro and the enhanced WorkPro are as follows.

Grant/ Incentive	WorkPro	Enhanced WorkPro
------------------	---------	------------------

<sup>6</sup> Applicable for new projects approved under IGP or CDG after 1 July 2016 and completed within WorkPro programme period (1 July 2016 to 30 June 2019). Applications must be submitted no later than 6 months after project completion.

Grant/ Incentive	WorkPro	Enhanced WorkPro
Objectives	WorkPro aims to augment local manpower, foster progressive workplaces and strengthen the Singaporean core of our workforce.	WorkPro has been enhanced to further encourage employers to implement age-friendly workplaces to benefit Singaporeans through job redesign and age management practices for older workers <sup>7</sup> , and adopting flexible work arrangements for all workers.
Age Management Grant	<ul style="list-style-type: none"> <li>• To tap on the AMG, companies must have at least 5 mature workers <u>aged 40 years and above</u>.</li> <li>• To qualify for AMG of up to \$20,000, companies would need to implement <u>2</u> of out 6 age management practices on top of attending compulsory training in age management, job redesign, organising a health programme and undertaking an age profiling exercise.</li> </ul>	<ul style="list-style-type: none"> <li>• To tap on the AMG, companies must have at least 5 older workers <u>aged 50 years and above</u>.</li> <li>• To qualify for AMG of up to \$20,000, companies would now need to implement <u>4</u> of out 6 age management practices on top of attending compulsory training in age management, job redesign, organising a health programme and undertaking an age profiling exercise.</li> </ul>
Job Redesign Grant	<ul style="list-style-type: none"> <li>• Company can tap up to \$300,000, with <u>sub-caps of \$150,000 for JR projects targeted at mature workers aged 40 years and above, and \$150,000 for JR projects targeted at economically inactive.</u></li> </ul>	<ul style="list-style-type: none"> <li>• Company can tap up to <u>\$300,000 for JR projects targeted at older workers aged 50 years and above.</u></li> </ul>

<sup>7</sup> Older workers refer to Singapore Citizens (SCs) or Singapore Permanent Residents (SPRs) aged 50 years and above.



Grant/ Incentive	WorkPro	Enhanced WorkPro
	<ul style="list-style-type: none"> <li>• JR projects can be funded at up to 80% of the project cost, <u>capped at \$3,000 per eligible individual benefited</u>. Eligible individuals are:               <ul style="list-style-type: none"> <li>○ Newly-hired back-to-work locals</li> <li>○ Newly-hired mature workers aged 40 years and above</li> <li>○ Retained workers aged 55 years and above</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• JR projects can be funded at <u>up to 80% of the project cost or up to \$20,000 per older worker</u> aged 50 years and above who have benefited</li> <li>• Companies which have embarked on the Inclusive Growth Programme (IGP) or tapped on the Capability Development Grant (CDG) for their job redesign projects may apply for the JR (Rider), upon project completion, if the project leads to a positive impact on older workers. JR (Rider) can be funded at up to 80% of the project cost nett of existing government grants obtained, or up to \$20,000 per older worker aged 50 years and above who have benefited.</li> </ul>

4. The component 'Recruitment and Retention Incentives' has been removed due to duplication with other WDA/government schemes such as the Special Employment Credit and Career Support Programme which provide similar direct incentives to employers and/or individuals.

## ELIGIBILITY CRITERIA

5. All local companies can apply for WorkPro if they meet the following criteria:
  - a. Be legally registered or incorporated in Singapore. This includes societies and non-profit organisations such as charities and voluntary welfare organisations;
  - b. Have not received funding under the first edition of WorkPro (April 2013 to 30 June 2016) for Age Management Grant and Work-Life Grant; and
  - c. Apply for WorkPro Job Redesign Grant for job redesign project(s) that are different and would benefit a different group of older workers. There is a cap of \$300,000 per company.
  
6. Public organisations including Ministries, Statutory Boards, Organs of State, Government and Government-aided schools are not eligible for WorkPro.

## CONTACT DETAILS

7. Companies that wish to find out more about WorkPro can contact the Programme Partners.

Programme Partners	NTUC/e2i	SNEF
Hotline	6213 8383	6290 7694
Email	<a href="mailto:workpro@ntuc.org.sg">workpro@ntuc.org.sg</a>	<a href="mailto:wdm@snef.org.sg">wdm@snef.org.sg</a>
Website	<a href="http://www.ntuc.org.sg">www.ntuc.org.sg</a>	<a href="http://www.sgemployers.com">www.sgemployers.com</a>

8. More information can also be found at [www.wda.gov.sg/workpro](http://www.wda.gov.sg/workpro) and [www.mom.gov.sg/workpro](http://www.mom.gov.sg/workpro).