

Annex B – Details of Condition 2

To fulfil Condition 2, firms must commit to one of the following:

S/N	Condition	Description	Whitelisted Programmes
Either or both:			
2a	Increase in net hiring of locals	<ul style="list-style-type: none"> Increase the overall <u>local workforce</u> size, i.e. those earning a monthly salary of at least \$1,400. 	NA
2b	Workforce training resulting in job enhancement	<ul style="list-style-type: none"> Send local workers to one of the whitelisted training programmes. These training programmes will require companies to demonstrate sufficient effort in directly training the individual (e.g. structured on-the-job training, assigning dedicated mentors), and will result in job enhancements. Job enhancements could include promotion with wage increment, expanded job scope or higher-level responsibilities. Trainees can be a new entrant into the company or an existing worker. 	<ul style="list-style-type: none"> Accelerated Pathways for Technicians & Assistant Engineers (Manufacturing) Grant Work-Study Degree in-employment upgraders Work-Study Diploma Work-Study Post-Diploma Work-Study Certificates Redeployment/ Job Redesign Reskilling Career Conversion Programmes Capability Transfer Programme Maritime Leadership Programme Global Talent Programme (by MPA) Maritime Cluster Fund – Manpower Development (Management Associate)
Or:			
2c	Be an industry leader with training excellence	<ul style="list-style-type: none"> Benefits the sector at significant scale, such as in filling critical skill gaps or manpower shortages for the sector. Has been recognised for having excellent established workplace learning structures to support business growth and strategies. 	<ul style="list-style-type: none"> National Centre of Excellence for Workplace Learning Platinum/Gold-certified companies SkillsFuture Queen Bees