

## **Factsheet on “Adapt and Grow” Initiative**

### **Background**

To help Singaporeans affected by the economic slowdown and restructuring, the “Adapt and Grow” initiative will be introduced for two groups – Professionals, Managers, Executives and Technicians (PMETs) and Rank and File (RnF) workers.

### **About “Adapt and Grow” Initiative**

#### **For PMETs**

Three existing schemes - Career Support Programme (CSP) introduced in October 2015, Professional Conversion Programme (PCP) introduced in 2007, and P-Max launched in March 2015 - will be enhanced.

#### **Expansion of CSP**

- The Career Support Programme is a pilot programme, launched in October 2015, that encourages employers to hire mature (i.e. 40 years and above) long-term unemployed (LTU)<sup>1</sup> Singapore Citizen (SC) PMETs into mid-level PMET jobs<sup>2</sup>.
- Currently, we provide wage support to employers who hire mature LTU SC PMETs, with a higher tier of wage support for hiring those aged 50 and above.
- From 1 May 2016<sup>3</sup>, the CSP will be extended to help:
  - (i) all PMETs made redundant<sup>4</sup> who are unemployed for 6 months or more, or
  - (ii) all mature PMETs who are made redundant or unemployed for 6 months or more.
- A summary of the coverage is at Exhibit 1.

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<sup>1</sup> Unemployed for six months or more.

<sup>2</sup> To qualify for CSP, the eligible PMET has to be employed in a job that pays at least \$4,000.

<sup>3</sup> These enhancements will take effect on 1 May 2016 and will be reviewed before September 2017, at the end of the CSP pilot.

<sup>4</sup> Workers can be made redundant as a result of retrenchment or when released prematurely from term contracts due to redundancy.

## Exhibit 1: Revised CSP Funding Parameters

	Current Coverage		Expanded to also Cover:
	SC LTU PMETs aged 50 and above	SC LTU PMETs aged 40-49	SC PMETs made <i>redundant</i> who are: (i) unemployed for 6 months or more or (ii) mature (aged 40 and above)
Wage support for first 6 months:	<b>40%</b> of gross monthly salary, capped at \$2,800 a month	<b>20%</b> of gross monthly salary, capped at \$1,400 a month	<b>20%</b> of gross monthly salary, capped at \$1,400 a month
Wage support for next 6 months:	<b>20%</b> of gross monthly salary, capped at \$1,400 a month	<b>10%</b> of gross monthly salary, capped at \$700 a month	<b>10%</b> of gross monthly salary, capped at \$700 a month

### Expansion of PCP

- PCPs help PMET job seekers re-skill themselves to take on new jobs in different sectors or different job scopes. Under the PCPs, individuals are employed by companies and go through a period of structured training, to acquire the skills required for the new job.
- The Singapore Workforce Development Agency (WDA) will double the number of PCPs from 10 sectors<sup>5</sup> to over 20 sectors. New PCPs will be launched over the next two years in sectors such as Information and Communications Technology, Media, Logistics and Retail<sup>6</sup>.
- These PCPs will lower the employers' cost of hiring new entrants re-skilling for new jobs by providing salary support during the period of training at 70% of salary capped at \$2,000 per month. Enhanced salary support of 90% capped at \$4,000 per month will be applicable for SC LTU PMETs or mature SC PMETs aged 40 and above.

<sup>5</sup> The 10 sectors which currently offer PCPs are: Biomedical Sciences, Biologics Manufacturing, Media, Design, Early Childhood Care and Education, Eldercare / Senior Services, Healthcare, Infocomm Technology, Intellectual Property and Social Services.

<sup>6</sup> These PCPs will be for occupations such as Cyber Security Professionals, Data Analytics Professionals, Advertising Creatives, Logistics Executives and Retail Store Managers

### **Scale up of P-Max**

- To help SMEs better recruit, manage and retain newly-hired PMETs (SC or PR), P-Max aims to enable SMEs to adopt progressive human resource practices through training and basic HR toolkits.
- Under P-Max, SMEs will benefit from a one-time \$5,000 grant if they successfully implement the recommended HR processes and retain PMETs hired under the programme for at least six months. SMEs can concurrently receive salary support if they place and train eligible SC PMETs under the CSP or PCPs.
- More programme managers<sup>7</sup> will be appointed to expand the reach of P-Max with the targeted number of placements increased from the current 1,100 PMETs per year to about 1,400.

### **For RnF Workers**

To strengthen the support for RnF workers, we will be enhancing the Place-and-Train programmes and “Work-Trials”.

#### **More Place-and-Train programmes**

- WDA will increase the number of Place-and-Train (PnT) programmes for RnF workers in sectors which are still actively hiring in significant numbers, such as Hotel, Infocomm and Education.
- Participating employers will benefit from salary support of 70% capped at \$2,000 per month, and course fee subsidy of up to 90%.

#### **Enhancement of Work-Trial**

- For individuals who are unable to be placed directly into employment, the enhanced “Work-Trials” (previously called the Traineeship Programme) will help facilitate their attachment to companies for on-the-job training. This will enable both employer and trainee to explore if there is a fit for permanent employment.
- The training allowance will be increased from \$4.50 per hour to \$7.50 per hour, capped at a maximum of 80 hours, for SC trainees.
- The current retention incentive, paid to trainees who stay on the job for longer than three months, will be raised from \$300 to \$500.

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<sup>7</sup> Currently, the three existing programme managers are Singapore National Employers Federation (SNEF), Association of Small and Medium Enterprises (ASME) and Singapore Manufacturing Federation (SMF).

## **Implementation of “Adapt and Grow” Initiative**

The “Adapt and Grow” initiative will take effect from 1 May 2016. The consolidated package of programmes will be administered by WDA, together with partners such as the Employment and Employability Institute (e2i).