

Committee of Supply 2025: Factsheet on Enterprise Workforce Transformation Package (EWTP)

FACTSHEET ON ENTERPRISE WORKFORCE TRANSFORMATION PACKAGE AT COS 2025

The Ministry of Manpower (MOM) and Workforce Singapore (WSG), in collaboration with the Ministry of Trade and Industry (MTI), the Ministry of Education (MOE), Enterprise Singapore (EnterpriseSG), and SkillsFuture Singapore (SSG), will introduce the Enterprise Workforce Transformation Package (EWTP) to provide greater support for companies to embark on workforce transformation. The Government will set aside over \$400 million for the EWTP.

Enhancing support for companies to undertake enterprise and workforce transformation

2. The EWTP will comprise three key measures:
 - (a) A SkillsFuture Workforce Development Grant (WDG), to provide holistic support to companies on workforce transformation via a single application channel;
 - (b) Greater support for job redesign under the WDG; and
 - (c) Redesigned SkillsFuture Enterprise Credit (SFEC) to encourage companies to undertake workforce transformation

SkillsFuture Workforce Development Grant (WDG)

3. Currently, companies have access to a wide range of workforce transformation schemes such as WSG's Career Conversion Programme and SSG's NACE¹ Workplace Learning Project, availed through different touchpoints and application channels.

4. These workforce transformation schemes administered will be brought together under the SkillsFuture Workforce Development Grant to simplify the application process. Companies will be able to access holistic workforce development support through a single application channel via the Business Grants Portal (BGP). The WDG will be rolled out in phases in 2026.

5. Additionally, anchor Programme Partners (PPs) will support companies' transformation efforts through end-to-end advisory support to adopt relevant workforce transformation solutions.

¹ NACE refers to National Centre for Workplace Learning

Greater support for job redesign under WDG

6. To support companies in job redesign, WSG currently provides funding support of up to 50% for engaging pre-approved job redesign consultants, capped at \$30,000 per company, through the Support for Job Redesign under Productivity Solutions Grant (PSG-JR).

7. The WDG will provide enhanced funding for job redesign to further support companies' workforce transformation efforts and improve productivity. The funding cap will be raised beyond the current cap of \$30,000 and the maximum support level will be increased to 70% (Table 1).

Table 1: Enhancement to funding support for job redesign

	Non-SMEs	SMEs
[Current] Funding support level	Up to 30%	Up to 50%
[Enhanced] Funding support level	Up to 70%	

8. In addition, the scope of support will be expanded beyond consultancy services, incorporating training for line managers and HR teams in job redesign and change management, as well as identifying workforce solutions and technology tools to drive sustainable transformation.

Redesigned SkillsFuture Enterprise Credit (SFEC)

9. Today, eligible companies can use the SkillsFuture Enterprise Credit (SFEC) to defray their out-of-pocket costs for specified enterprise and workforce transformation programmes.

10. From second half of 2026, the SFEC will be redesigned in the following ways:

- All companies with at least three resident employees will receive a fresh amount of \$10,000 credit in an online wallet.
- Companies can use the credits to immediately offset out-of-pocket costs for eligible workforce transformation initiatives and courses, rather than do so on a reimbursement basis.

11. The current SFEC, originally set to expire in June 2025, will be extended until the new credit is ready to allow companies time to use their remaining credits and plan their transformation efforts accordingly.

12. More details will be released later this year.