

## ANNEX A2

### SUMMARY OF FUNDING SUPPORT PROVIDED BY WORKPRO

<b>For Employers</b>	
<b>Workplace Improvement and Job-Redesign</b>	
<b>Job Redesign Grant (Max. \$300,000 per company)</b>	<p>The Job Redesign Grant supports the costs of redesigning the workplace to help employers recruit and retain mature workers, and back-to-work locals.</p> <p>It can be used to cover areas such as equipment for automation, implementation of HR policies and systems, training for newly recruited workers, absentee payroll, recruitment advertisements and consultancy fees for existing WDA-funded enterprise productivity programmes.</p>
<b>Work-Life Grant (Max. \$160,000 per company)</b>	<p>The Work-Life Grant provides funding support for the implementation of work-life strategies, particularly flexible work arrangements (FWAs), to help employers attract and retain employees and to better support work-life harmony.</p> <p>It consists of (a) a Developmental Grant of up to \$40,000 to defray the developmental costs of implementing work-life strategies, particularly FWAs; and (b) a FWA Incentive of up to \$120,000 to motivate employers to sustain FWA utilisation for at least 30% of their employees.</p> <p>Organisations may tap on either or both components of the Work-Life Grant.</p>
<b>Age Management Grant (Max. \$20,000 per company)</b>	The Age Management Grant helps employers to acquire the necessary skills and knowledge on age management practices through training courses on topics such as good re-employment practices, performance management and job redesign. It also encourages employers to translate the knowledge learned into good age management practices at their workplaces.
<b>Recruitment and Retention Incentives</b>	
<b>On-the-Job (OJT) Training Allowance (Max. \$50,000 per company)</b>	The OJT Training Allowance incentivises employers to train newly hired back-to-work locals. Employers will receive an OJT training allowance of up to one-month's salary, capped at \$2,000, for each new worker. The workers must be hired on permanent or contract positions and placed on a structured OJT programme for two months.

<b>New Hire Retention Incentive (NHRI) (Max. \$50,000 per company)</b>	<p>The NHRI provides employers with additional incentives to implement measures to retain newly-hired mature workers and back-to-work locals.</p> <p>Employers will receive a NHRI of 50% monthly salary for each worker hired and retained for at least 6 months. An additional 50% of monthly salary will be awarded if the worker is retained for another 6 months. The overall cap of NHRI per worker is \$2,000.</p> <p>To be eligible for the NHRI, the following conditions need to be fulfilled:</p> <ul style="list-style-type: none"> <li>(a) The employer taps on either the Job-Redesign Grant, the Work-Life Grant or the Age Management Grant to improve the workplace.</li> <li>(b) The newly hired mature worker or back-to-work local earns a gross monthly wage of up to \$4,500, and is hired through the WorkPro programme managers (NTUC and SNEF) or referred by employment facilitation touch-points, including e2i, WDA Career Centres and Caliberlink.</li> <li>(c) The worker is hired on a permanent or contract position.</li> </ul>
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<b>For Workers</b>	
<b>Assistance for jobseekers</b>	
<b>Job Preparation Support</b>	To improve job readiness and enhance their employability and job retention, back-to-work locals can attend a free Job Preparation Workshop that is specially tailored to equip them with the right skills and knowledge to return to the workforce.
<b>Incentives for recruited workers</b>	
<b>Retention Bonus (Max. \$1,200 per worker)</b>	Back-to-work locals hired by employers who are on board WorkPro and are earning a gross monthly wage of up to \$4,500 will receive a Retention Bonus of up to \$1,200 over a period of 12 months if they remain employed with the same employer. This is to incentivise them to stay on the job.
<b>Transport Allowance (Max. \$200 per worker)</b>	Back-to-work locals and mature workers from low-income households who are hired by employers on board WorkPro will receive a one-time transport allowance of \$200.

**\*Back-to-work locals refer to Singaporeans and PRs who have not been working for the past three months or more.**