

NATIONAL WAGES COUNCIL (NWC) 2024/2025 GUIDELINES

1. The National Wages Council (NWC) convened from August to October 2024 to formulate wage guidelines for the period from 1 December 2024 to 30 November 2025.

Economic Performance and Outlook

2. The Singapore economy expanded by 2.9% on a year-on-year (y-o-y) basis in the second quarter of 2024, extending the 3.0% growth in the previous quarter. For the first half of 2024, Gross Domestic Product (GDP) grew by 3.0% y-o-y. Meanwhile, overall labour productivity, as measured by real value-added per actual hour worked, rose by 3.0% on a y-o-y basis in the first half of 2024. This was primarily driven by productivity gains in outward-oriented sectors (5.4% y-o-y), compared to domestically-oriented sectors (0.4% y-o-y).¹ Over a longer period from 2016 to 2023, overall labour productivity grew by 2.1% per annum.²

3. As economic growth picked up pace, the labour market continued to expand in the first half of 2024, with employment growing for both residents and non-residents. Labour demand remained strong, with the high number of job vacancies holding stable in the second quarter of 2024. Unemployment rates improved in June 2024, while retrenchments rose slightly but remained low overall. Real income has risen despite inflationary pressures and the impact of the COVID-19 pandemic. After adjusting for inflation, real income (mean) grew by 4.0%^P on a y-o-y basis in the first half of 2024. Over a longer period from 2016 to 2023, real income (mean) grew by 0.9% per annum.^{3, 4} Whilst productivity growth has exceeded wage growth over the long run, the productivity-wage gap has narrowed in the first half of 2024.

¹ Outward-oriented sectors refer to the manufacturing, wholesale trade, transportation & storage, accommodation, information & communication, finance & insurance and professional services sectors. Domestically-oriented sectors refer to the construction, retail trade, food & beverage, real estate, administrative & support services and other services sectors.

² Labour productivity, as measured by real value-added per worker, grew by 1.1% y-o-y in the first half of 2024 as productivity gains in outward-oriented sectors (2.9% y-o-y) outweighed declines in domestically-oriented sectors (-1.1% y-o-y). From 2016 to 2023, real value-added per worker rose by 1.7% per annum.

^P Preliminary.

³ Data for income is based on mean gross monthly income (including employer CPF and excluding bonuses) of full-time employed residents, excluding full-time national servicemen.

⁴ Nominal income (mean) grew by 7.0% on a y-o-y basis in the first half of 2024. Over 2016 to 2023, nominal income (mean) grew by 3.0% per annum.

4. Overall unit labour cost (ULC) rose by 3.3% y-o-y in the first half of 2024, extending the 5.4% y-o-y increase in the second half of 2023.⁵ This was due to an increase in total nominal labour cost per worker, which exceeded the growth in overall labour productivity as measured by real value-added per worker. ULC increased across most sectors.⁶ For instance, the ULC for the manufacturing sector rose by 4.2% y-o-y in the first half of 2024. This, alongside a pickup in unit non-labour cost⁷ (6.1%), led to a 5.8% y-o-y increase in unit business cost (UBC) for the manufacturing sector over the same period.

5. The Consumer Price Index (CPI) - All Items inflation and MAS Core Inflation, which excludes the costs of accommodation and private road transport, averaged 2.9% and 3.1% y-o-y respectively in the first half of 2024, lower than the 4.8% and 4.2% recorded in 2023. Core inflation is expected to step down further in the fourth quarter of 2024 and into 2025. Global crude oil prices have fallen from their recent peak in April, while the prices of most food commodities as well as that of intermediate and final goods have been stable. Domestically, the dissipation of labour market tightness and an anticipated pickup in labour productivity would dampen the rate of ULC increase this year compared to last year. For 2024 as a whole, CPI-All Items inflation and MAS Core Inflation are projected to average around 2.0%-3.0% and around 2.5%-3.5% respectively.

6. The Ministry of Trade and Industry (MTI) has projected that the Singapore economy will expand by 2.0% to 3.0% in 2024. For the rest of the year, Singapore's external demand outlook is expected to remain resilient. Against this backdrop, Singapore's manufacturing and trade-related sectors are projected to see a gradual pickup on the back of robust global electronics demand. At the same time, the continued recovery in air travel and tourism demand will support growth in the aviation- and tourism-related sectors, while growth in the finance & insurance sector should remain healthy as global policy rate cuts continue to be implemented amidst sustained disinflation. Looking ahead to 2025, the Singapore economy is expected to continue to expand at a broadly similar pace. However, downside risks in the global

⁵ From 2016 to 2023, the ULC of the overall economy rose by 1.9% per annum.

⁶ In the first half of 2024, domestically-oriented sectors saw the largest increase in ULC (5.5% y-o-y), in part because of their weak labour productivity (as measured by real value-added per worker) performance (-1.1% y-o-y).

⁷ Unit non-labour cost for the manufacturing sector refers to the sum of unit services cost and unit non-labour production taxes. These include the costs of work given out, rental, utilities and royalties.

economy remain, including (a) an intensification of geopolitical and trade conflicts, which could weigh on global trade and growth, and (b) disruptions to the global disinflation process, which could lead to tighter financial conditions for longer.

Wage Increases Should be Fair and Sustainable, and Employers Should Adopt the Flexible Wage System (FWS)

7. The NWC affirms the long-standing principle that **wage growth should be in line with productivity growth**. Taking into account the sustained productivity growth over the longer term, the improved economic outlook and expected moderation in inflation in 2024, the **NWC encourages employers to reward employees with wage increases that are fair, sustainable and share the gains from labour productivity improvements**. Based on the FWS, built-in wage increases should be based on firms' business prospects, while variable payments should reflect firms' past performance and workers' contributions.

8. At the same time, the NWC acknowledges the near-term cost pressures faced by businesses, as well as continued downside risks in the global economy. These underscore the need for wage flexibility. **The NWC therefore calls on all employers who have not yet done so to implement the FWS in full**, comprising both the Annual Variable Component (AVC) and Monthly Variable Component (MVC). The FWS enables employers to make quick adjustments during downturns to sustain their businesses by cutting costs rather than jobs. Conversely, the FWS allows quick adjustment of wages during an upturn to retain talent. Employers who need support to implement the FWS can tap on the resources listed in [Appendix 1](#).

9. Within this context, the NWC sets out the following wage guidelines for all employers:

- a. **Employers who have done well should reward their employees with built-in wage increases and variable payments (e.g., AVC/bonuses, one-off payments)** commensurate with the employers' performance and employees' contributions. For such employers who face uncertain business prospects, they should manage this by implementing the FWS to reward their employees whilst retaining wage flexibility.

- b. **Employers who have not done well may exercise wage restraint, with management leading by example.** These employers should make greater efforts to improve business processes and productivity, especially by investing in upskilling their employees. Those that face uncertain business prospects, either positive or negative, should manage this by implementing the FWS to enhance their resilience. For example, to set out future variable payments that are linked to the appropriate business indicators.
- c. For lower-wage workers (LWWs), employers should also apply the specific wage guidelines in Paragraphs 13-15.

10. The NWC notes that the CPF monthly salary ceiling will be increased from \$6,800 to \$8,000 by 2026 to keep pace with rising salaries. This will be done in phases to allow employers and employees to adjust to the changes. The next increase to \$7,400 will take effect from 1 January 2025.⁸ Employer CPF contribution rates for older workers aged above 55 to 65 will also increase by 0.5%-points on 1 January 2025, and the Government will provide the CPF Transition Offset to offset part of employers' increased CPF contributions for 2025. Employers should take the increased CPF contributions into account when considering the quantum of wage increases.

Pressing on with Sustained Wage Growth for LWWs

11. As part of our social compact, we must press on with the national effort to uplift LWWs so that every worker enjoys the fruits of Singapore's growth. In October 2020, the Tripartite Workgroup on Lower-Wage Workers (TWG-LWW) recommended a renewed Progressive Wage strategy to uplift our LWWs and narrow the wage gap between LWWs and the median worker over this decade – in a way that maximises LWWs' employment outcomes and is also sustainable for businesses. Since then, all TWG-LWW recommendations have come into effect.⁹ Collectively, the Progressive Wage Model (PWM), Local Qualifying Salary (LQS), and the Progressive Wage Mark accreditation scheme benefit up to 9 in 10 of full-time lower-wage workers today. To support employers as they raise the wages of LWWs, the Government co-

⁸ The CPF monthly salary ceiling will continue to increase to \$8,000 on 1 January 2026.

⁹ The first set of Progressive Wage moves was implemented in September 2022 – it consists of the new Local Qualifying Salary requirement, the Retail Progressive Wage Model (PWM) and the extension of the PWM to in-house cleaners, security officers, and landscape workers. The second set of moves was implemented from March 2023 – it consists of the Food Services PWM and the Occupational Progressive Wages for Administrators and Drivers. Finally, the Waste Management PWM was implemented in July 2023.

funds wage increases for LWWs through the Progressive Wage Credit Scheme (PWCS)¹⁰, which was recently enhanced in February 2024 with a \$1 billion top-up. The scheme provides transitional support to businesses in the near term. It also gives employers time to invest in upskilling employees and improving firm-level productivity so that the wage increases are sustainable in the long term.

12. Wage Guidelines for LWWs. To narrow the wage gap between LWWs and the median wage worker over this decade, wages of LWWs must consistently grow faster than the median wage. This principle informs the NWC's development of annual wage guidelines for LWWs, which comprises a percentage range for wage growth and a minimum dollar quantum increase. These guidelines apply to LWWs¹¹ only. These guidelines also serve as a reference for PWM Tripartite Clusters in setting wage requirements for their respective sectors.

13. This year, taking into account the economic outlook, the NWC recommends the following guidelines for employees earning a gross monthly wage up to \$2,500: ^{12, 13}

- a. Employers who have done well and have positive business prospects should provide their LWWs with a built-in wage increase at the higher end of 5.5-7.5% of gross monthly wage, or a wage increase of at least \$100-\$120, whichever is higher.**
- b. Employers who have done well but face uncertain prospects should provide their LWWs with a built-in wage increase at the middle to lower end of 5.5-7.5% of gross monthly wage, or a wage increase of at least \$100-\$120, whichever is higher.**

¹⁰ For 2024, the scheme will co-fund wage increases for resident LWWs by up to 50%. The average gross monthly wage increase must be at least \$100 to be eligible for the co-funding.

¹¹ For part-time employees, the NWC's recommendation on the percentage range of wage growth for LWWs, but not the minimum dollar quantum, will apply.

¹² Gross monthly wage includes basic monthly wage (comprising the monthly fixed component and the monthly variable component) and gross wage components such as allowances (including travel, food, housing), productivity incentive payments, and overtime payments, but excludes Annual Wage Supplement and bonuses (which are usually paid on an annual basis). Gross monthly wage includes employee CPF contribution, but excludes employer CPF contributions.

¹³ This threshold of \$2,500 corresponds approximately to the 20th percentile wage level of full-time employed residents in 2023 and ensures that employers consider meaningful wage increases for all LWWs.

14. The NWC recognises that some employers continue to face economic difficulties, and thus recommends that:

- a. **Employers who have not done well should provide their LWWs with a built-in wage increase at the lower end of 5.5-7.5% of gross monthly wage.** If business prospects subsequently improve, employers should consider further wage increases.

15. In addition to the above, the NWC recognises that amongst LWWs, some earn comparatively less. In line with the TWG-LWW's recommendation to aim for higher wage growth for lower-paid LWWs, the NWC calls on employers to provide higher percentage wage increases for LWWs who are earning comparatively lower wages. In implementing these wage increases, employers should ensure sustained basic wage growth for their employees. Service buyers and providers should also adopt outcome-based contracting and allow contract values to be adjusted where possible to support adoption of the LWW wage guidelines and PWMs.¹⁴

Pressing on with Transforming Jobs and Upskilling the Workforce

16. Overall productivity growth remains sustained over the long run, although there are some sectors lagging behind. To ensure that wage growth is sustainable and continues to be supported by productivity growth, employers and employees both have a part to play to press on with enterprise and workforce transformation, including reskilling and upskilling. The gradual improvement in economic conditions will provide greater assurance and confidence for employers to embark on transformation efforts, as well as for employees to invest in their own human capital.

17. The NWC is encouraged by the increase in the proportion of employers that provided structured training to employees from 76.5% in 2022 to 79.6% in 2023. The proportion of employees receiving structured training also increased from 52.8% in 2022 to 54.3% in 2023.¹⁵ **The NWC calls on employers and employees to sustain efforts to transform jobs and invest in upskilling and reskilling the workforce, with the commitment and**

¹⁴ For detailed recommendations on implementing outcome-based contracting, service buyers may refer to the Tripartite Advisory on Best Sourcing Practices (<https://www.mom.gov.sg/employment-practices/good-work-practices/best-sourcing-practices>).

¹⁵ Data on training incidence pertain to private sector establishments each with at least 25 employees. Source: Employer Supported Training Survey, Manpower Research & Statistics Department, MOM.

support of the Government, trade associations and chambers, and unions.

18. The NWC recommends that employers do the following:

- a. **Train employees for future jobs.** Employers are encouraged to adopt a proactive approach to reskill and upskill existing employees in preparation for changes in job functions and provide support for employees themselves to initiate training. Employers can tap on Government subsidies to reskill and upskill employees through SSG-supported training programmes¹⁶, e.g., course fee subsidies between 50% and 90%¹⁷ and absentee payroll. Workforce Singapore's (WSG) Career Conversion Programmes (CCPs), which have been recently enhanced, provide employers with up to 90% salary support¹⁸ to reskill mid-career new hires or existing employees for new job roles. WSG's new Overseas Markets Immersion Programme supports companies with overseas expansion plans to reskill their local workers with little or no overseas market experience through overseas postings.
- b. **Redesign jobs in tandem with business transformation to increase productivity.** Employers can work with National Trades Union Congress (NTUC) to establish Company Training Committees (CTCs) and leverage CTC Grant projects.¹⁹ The CTCs can and have helped companies to drive business transformation to increase productivity and implement training plans for their workforce. The CTCs also allow companies to tap into the resources and networks of the wider NTUC training and placement ecosystem, which includes NTUC's Employment and Employability Institute (e2i) and NTUC LearningHub, gaining

¹⁶ Employers may reference the Enterprise Portal for Jobs and Skills – <https://www.gobusiness.gov.sg/enterprisejobskills/>

¹⁷ SMEs can receive up to 90% course fee funding support for courses supported by SSG.

¹⁸ The salary support caps for CCP participants have been enhanced from 1 April 2024. For mature or long-term unemployed workers, the cap has been raised to \$7,500 per month. For other CCP participants, the cap has been raised to \$5,000 per month. Similarly, the monthly training allowance cap for attachments under the CCPs has been raised to \$5,000.

¹⁹ Launched in 2019, CTCs help employees attain better work prospects by putting in place a systemic process for employers to develop forward-looking workforce plans aligned to their organisational strategies. CTCs also serve as a platform to bring together company management, union representatives and relevant stakeholders and resources to facilitate the implementation of these workforce plans. There are over 2,300 CTCs to date. Companies can learn more about the CTC at <https://www.ntuc.org.sg/tpe/how-we-help/ctc>.

access to job placement support and training programmes. The Government has also set aside \$100 million for NTUC to scale up CTC, allowing companies to implement their transformation plans. As companies evolve, workers stand to benefit from better wages, welfare and work prospects. WSG also offers the Support for Job Redesign under Productivity Solutions Grant (PSG-JR) and sectoral Job Redesign Initiatives for various sectors, which employers can tap on to increase workforce productivity and the attractiveness of their jobs.

- c. Build up capability to train employees.** Employers, in particular Small and Medium Enterprises (SMEs), can tap on capability building programmes offered by the National Centre of Excellence for Workplace Learning (NACE)²⁰ to develop workplace learning (WpL) capabilities to support business growth. SSG and NACE, led by Nanyang Polytechnic, have also developed the Workplace Skills Recognition (WPSR) programme to help employers with good workplace learning capabilities fast-track the skills assessment of their employees and gain formal recognition of the skills acquired at the workplace. Employers can also leverage resources and support offered by SSG's partners, including SkillsFuture Queen Bees²¹ for sector-specific skills development programmes, Skills Profiling for SMEs²², and Skills Development Partners (SDPs) to support SMEs in their skills identification and development needs in their respective sectors. To aggregate manpower and skills demand, activate supply of training, and match skilled workers to jobs, SSG has also launched the Jobs-Skills Integrator (JSIT) initiative²³ in three sectors (Precision Engineering, Retail and Wholesale Trade). JSITs will work with industry, training and employment facilitation partners to optimise training provision and job matching services for companies and individuals.

²⁰ Employers may reference information on NACE – <https://nace.edu.sg>

²¹ Employers may reference the SkillsFuture Queen Bee Networks – <https://www.gobusiness.gov.sg/enterprisejobskills/programmes-and-initiatives/upgrade-skills/skillsfuture-queen-bee-networks/>

²² Employers may reference the Skills Profiling for SMEs – <https://www.gobusiness.gov.sg/enterprisejobskills/programmes-and-initiatives/develop-human-capital/skills-profiling-for-smes/>

²³ Employers may reference information on the Jobs-Skills Integrator – <https://www.skillsfuture.gov.sg/jsit>

d. Strengthen HR capabilities to support transformation. The NWC recommends that employers encourage their HR practitioners to upskill and take the Certification by the Institute for Human Resource Professionals (IHRP). The IHRP Certification, which is eligible for SkillsFuture Credit usage, recognises the experience and competencies of HR professionals and prepares them with the skills to implement responsible employment practices in their companies.

19. Employees should also **take a proactive approach towards training to ensure currency of skills** by staying abreast of skills needs in their sector and the broader economy. Under the SkillsFuture Level-Up Programme, Singaporeans aged 40 and above can make use of the \$4,000 SkillsFuture Credit top-up to pursue substantive reskilling and upskilling. This is on top of the Mid-Career Enhanced Subsidy, which covers up to 90% of course fees for MOE/SSG-subsidised courses.²⁴ Those who choose to take time off work to pursue full-time training will also be eligible for the new SkillsFuture Mid-Career Training Allowance from early 2025.²⁵

20. Employers and employees can also consult WSG's Jobs Transformation Maps (JTM)s, SSG's *Jobs-Skills Insights* publications and the annual *Skills Demand for the Future Economy* report to stay informed about emerging trends, growth areas and in-demand skills.

21. A list of relevant schemes and programmes available for employers and employees for enterprise and workforce transformation can be found at [Appendix 2](#).

Coverage and Implementation of Recommendations

22. These guidelines apply to all employees in unionised and non-unionised firms and in both public and private sectors. This includes professionals, managers, executives, technicians, rank-and-file, broad middle income earners in addition to LWWs and re-employed employees, both in full-time and part-time employment.

²⁴ Funding caps may apply.

²⁵ The allowance will be computed as 50% of an individual's average monthly income, capped at \$3,000 per month, over a lifetime cap of 24 months.

23. When implementing the recommendations, employers should share relevant information, such as company wage information, business performance and prospects, with unions, to facilitate wage negotiation. Employers who encounter difficulties in implementing the guidelines are encouraged to work with Singapore National Employers Federation (SNEF), trade associations and chambers, NTUC and Unions to address the issues. SMEs may also approach the three ethnic chambers²⁶ in particular for guidance in implementing the guidelines.

Conclusion

24. The NWC is confident that our productivity and training efforts will continue to enable sustainable wage growth and a better standard of living for Singaporeans, while sharpening the competitiveness of our workforce and businesses. Our efforts to uplift LWWs will also remain important as we build a strong social compact and an inclusive Singapore that leaves no one behind. The NWC urges all employers, unions, and the Government to continue working together to secure a brighter future for all.

²⁶ The ethnic chambers are the Singapore Chinese Chamber of Commerce and Industry, Singapore Malay Chamber of Commerce and Industry, and Singapore Indian Chamber of Commerce and Industry.

Appendix 1 – Support for Employers to Implement the FWS

25. Employers who have not yet adopted the FWS, or who need to build up the variable wage components to recommended levels²⁷, should put wage increases into variable wage components, and transfer part of fixed wages to variable wage components as needed.

- a. Employers can refer to the FWS Guidebook, which can be accessed at <https://go.gov.sg/fwsguidebook>, for more information.
- b. Employers who need advice and support on implementing the FWS may approach NTUC and its affiliated unions, SNEF, and the Tripartite Alliance for Fair and Progressive Employment Practices. The NWC also calls on trade associations and chambers and unions to encourage and support their members to adopt the FWS.

²⁷ The variable components should comprise 30% of the basic wage package on an annual basis (10% for the Monthly Variable Component and 20% for the Annual Variable Component, inclusive of the Annual Wage Supplement) for rank-and-file employees, 40% for middle management and 50% for senior management.

Appendix 2: List of Enterprise and Workforce Transformation Programmes

For Employers

Programme	Agency	Information
SkillsFuture Enterprise Credit (SFEC)	SSG	<ul style="list-style-type: none"> • SFEC supports Enterprise and Workforce Transformation by providing a one-off \$10,000 credit, which covers up to 90% of out-of-pocket expenses on qualifying costs for supported initiatives. This credit is applied on top of support provided by existing government schemes.
NTUC Company Training Committee (CTC) Grant	NTUC	<ul style="list-style-type: none"> • The CTC Grant offers up to 70% of funding support for qualifying projects that facilitates enterprise and workforce transformation, aimed at raising productivity, redesigning jobs and improving work prospects. Companies are committed to deliver improved worker outcomes such as wage increments, skills allowance, and/or Career Development Plan. The Grant is administered by NTUC's e2i.
Support for Job Redesign under Productivity Solutions Grant (PSG-JR)	SNEF; WSG	<ul style="list-style-type: none"> • PSG-JR offers funding of up to 50% (for SMEs) and up to 30% (for non-SMEs) for consultancy services aimed at business transformation, capped at \$30,000. This funding is in addition to the SkillsFuture Enterprise Credit (SFEC), which can be used to defray 90% of their out-of-pocket expenses.
SkillsFuture Series	SSG	<ul style="list-style-type: none"> • The SkillsFuture Series offers curated, short industry-relevant training programmes focusing on emerging skills across four key economic growth pillars: Digital, Green, Care and Industry 4.0.
SkillsFuture Queen Bee Networks (SFQBs)	SSG	<ul style="list-style-type: none"> • SFQBs are industry leaders help champion skills development in businesses, particularly SMEs. As SFQBs, they offer tailored skills training and advisory to guide businesses in identifying and acquiring the skills needed for workforce development and business transformation. • There is no cost to join a SFQB network. The prevailing government subsidies and funding will

Programme	Agency	Information
		<p>apply when the businesses take up the jobs and skills initiatives mapped out in their skills development plan.</p>
<p>Workplace Skills Recognition Programme (WPSR)</p>	<p>SSG; NACE</p>	<ul style="list-style-type: none"> • WPSR enables employers to fast-track skills assessments by allowing workers to gain formal recognition for skills developed on the job without needing external training to obtain certifications. • National Centre of Excellence for Workplace Learning (NACE) assesses enterprises on their readiness to deliver structured and effective workplace training, and issues the WPL:Ready Mark to enterprises who fulfil the requirements. Enterprises can then work with SSG-supported training partners to certify employees' skills through an Assessment-Only Pathway (AOP) without the need for external training. • These initiatives are subsidised by SkillsFuture Singapore (SSG) at up to 90% for eligible enterprises.
<p>Skills Profiling for SMEs</p>	<p>SSG; JobKred</p>	<ul style="list-style-type: none"> • The Skills Profiling tool is a digital service for businesses to self-assess the job-to-skills fit of their employees and receive targeted training recommendations to address identified skills gaps. Up to 1,400 SMEs can use the skills profiling tool on a complimentary basis as part of the ongoing SSG-supported pilot with JobKred.
<p>Jobs-Skills Integrators (JSIT)</p>	<p>SSG; WSG; ESG</p>	<ul style="list-style-type: none"> • Announced at Budget 2023, SSG, WSG and EnterpriseSG will pilot the Job-Skills Integrator (JSIT) initiative in the Precision Engineering, Retail and Wholesale Trade sectors respectively. • JSITs are intermediaries who will work with industry, training and employment facilitation partners to optimise training provision and job matching services for companies and individuals. They will help to aggregate manpower and skills demand, activate supply of training, and help match skilled workers to jobs.

For Employers and Employees

Programme	Agency	Information
Career Conversion Programme (CCP)	WSG	<ul style="list-style-type: none"> • CCPs offer mid-career Singaporeans and Permanent Residents industry-recognized training with up to 90% salary support. • CCPs help jobseekers or existing employees reskill for new roles across approximately 30 sectors. • There are three modes of CCPs: <ul style="list-style-type: none"> ○ Place-and-Train: companies hire jobseekers and put the individuals through on-the-job training (OJT) or industry-recognised training to take on a new growth job role. ○ Attach-and-Train: companies act as host employers to provide jobseekers with training and work attachments, in growth job roles where there are good prospects for placement. ○ Job Redesign (JR) Reskilling: companies send an existing employee for reskilling, to take on growth job roles aligned to Industry Transformation Maps/ Jobs Transformation Maps.
Overseas Markets Immersion Programme (OMIP)	WSG	<ul style="list-style-type: none"> • OMIP supports companies sending new hires or employees with little to no overseas experience to international markets for reskilling into global/regional roles with good prospects. • Offers up to 70% salary support and an overseas allowance • OMIP is offered in two modalities: <ul style="list-style-type: none"> ○ Place-and-Train: 9-month programme for new hires. ○ Job Resign Reskilling (JRR): 9-month programme for existing employees to be reskilled into international roles.
Mid-Career Pathways	WSG	<ul style="list-style-type: none"> • This is a full-time attachment programme lasting up to six months for mature mid-career individuals aged 40 and above who are looking for a switch in

Programme	Agency	Information
Programme (MCP)		<p>careers. Suitable applicants will be attached to a host organisation where they can gain meaningful industry-relevant skills and experience, with a possibility of conversion if performance is determined by host organisations to be satisfactory.</p> <ul style="list-style-type: none"> • Offers a training allowance of up to \$3,800 per month for the duration of attachment or programme, which is co-funded by the government (70% of the training allowance) and the host organisations.
Career Trial	WSG	<ul style="list-style-type: none"> • Career Trial offers a government-funded training allowance for job seekers and host companies to engage in short-term trials before committing to formal employment. It is designed for jobseekers who are uncertain about job suitability. • The programme targets full-time jobs with a minimum salary of \$1,500/month and part-time jobs with a minimum of \$750/month. • The government offers a further \$500 retention incentive to job seekers who get employed after the trial and who completed three consecutive months of employment, and an additional \$1,000 retention incentive to applicable jobseekers who get employed after six months.

For Employees

Programme	Agency	Information
SkillsFuture Level-Up Programme	SSG	<ul style="list-style-type: none"> • For Singaporeans aged 40 and above • \$4,000 top-up for SkillsFuture Credit (Mid-Career) with no expiration, for selected courses with better employability outcomes. • Mid-Career Enhanced Subsidy available from Academic Year 2025 for another publicly-funded full-time Diploma from ITE (Technical/Technical Engineering Diploma), Polytechnics (via Direct Admissions Exercise) and Arts Institutions (NAFA, LASALLE)

Programme	Agency	Information
		<ul style="list-style-type: none"> • Mid-Career Training Allowance launching in early 2025, covering 50% of average income (capped at \$3,000/month) for up to 24 months
SkillsFuture Career Transition Programme (SCTP)	SSG	<ul style="list-style-type: none"> • SCTP is train-and-place programme where training providers provide career advisory and assistance as part of the SCTP training to help trainees in their job search. • SCTP targets mid-career individuals, specifically unemployed jobseekers and those in employment but looking for a career switch. The SCTP is available in both full-time and part-time formats and can range from 3 to 12 months.