

Factsheet on Enterprise Workforce Transformation Package (EWTP)

FACTSHEET ON ENTERPRISE WORKFORCE TRANSFORMATION PACKAGE

The Ministry of Manpower (MOM) and Workforce Singapore (WSG), in collaboration with the Ministry of Education (MOE), the Ministry of Trade and Industry (MTI), Enterprise Singapore (EnterpriseSG), and SkillsFuture Singapore (SSG), will introduce the Enterprise Workforce Transformation Package (EWTP) in 2026 to provide greater support for companies to embark on workforce transformation. The government has set aside over \$400 million for the EWTP.

Enhancing support for companies to undertake enterprise and workforce transformation

2. The EWTP will enhance support for companies in three ways:
 - (a) The SkillsFuture Workforce Development Grant (WDG) will provide a **single application channel** for companies to access workforce transformation schemes;
 - (b) There will be **greater support for workforce transformation and job redesign** under the SkillsFuture Workforce Development Grant (Job Redesign+) (WDG(JR+)); and
 - (c) The SkillsFuture Enterprise Credit (SFEC) will be redesigned to allow companies to **immediately offset any out-of-pocket expenses** of workforce transformation.

SkillsFuture Workforce Development Grant (WDG)

3. WDG brings together existing Government workforce transformation schemes, such as the Career Conversion Programme and National Centre of Excellence for Workplace Learning (NACE) Workplace Learning Project to improve navigation and access of various support schemes.
4. Companies will be able to access workforce transformation support through a single application channel via the Business Grants Portal (BGP). The WDG will be rolled out in phases from 2026.

Greater support for workforce transformation/job redesign under SkillsFuture Workforce Development Grant (Job Redesign+) (WDG(JR+))

5. From March 2026, WDG(JR+) will provide enhanced funding to companies for their workforce transformation and job redesign efforts. WDG (JR+) will provide funding support of up to 70% for workforce transformation and job redesign project costs, capped at \$150,000 per enterprise, with higher support levels provided for Small and Medium Enterprises (SMEs). WDG (JR+) will replace the job redesign support offered under the Productivity Solutions Grant-Job Redesign (PSG-JR). To qualify, participating enterprises must fulfil the following criteria:

- Registered or incorporated and operating in Singapore; and
- Must have at least three local employees¹

Table 1: Enhancement to funding support for job redesign

	[Under PSG-JR] Funding support level	[Under WDG(JR+)] Funding support level
Non-SMEs	Up to 30%	Up to 50%
SMEs	Up to 50%	Up to 70%
Funding Cap	Up to \$30,000 per enterprise	Up to \$150,000 per enterprise

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

Table 2: Scope under Enhanced WDG(JR+)

Components	Intent/Scope	Sub-cap	Funding Rates
(1) Workforce Consultancy	<u>Scope:</u> Support enterprises by providing end-to-end consultancy/advisory support (from initial business diagnosis to implementation plan). Supportable consultancy scope may include assessing a company's AI readiness, human capital, or career health needs to enhance growth opportunities within job structures or recommend fractionalisation of jobs to optimise workforce, and redesign job roles accordingly.	Up to \$50,000	• 70% for SMEs • 50% for non-SMEs (Overall cap of \$150,000 per enterprise)
(2) Capability Building Initiatives	<u>Scope:</u> Support enterprises in developing in-house expertise through onsite support, mentorship and training to build capabilities of line managers and HR personnel to independently drive ongoing HR initiatives. Examples of deliverables could include enhanced internal capabilities, putting a JR	Up to \$60,000	

¹ Local employees can be Singapore Citizens and Singapore Permanent Residents.

Components	Intent/Scope	Sub-cap	Funding Rates
	framework in place, better workforce planning, clearer career progression for employees, enhanced skillsets etc.		
Must be bundled with either or both components above			
(3) Workforce Tech Solutions	<u>Scope:</u> Enable adoption of diagnostic tools and L&D systems for purposes such as identifying skills gaps, providing actionable insights for both organisational development and individual career growth etc. For example, funding Workforce Analytics Platforms, Gap Analysis Tools, AI-infused HR tech tools that can complement workforce transformation.	Up to \$90,000	

Redesigned SkillsFuture Enterprise Credit (SFEC)

7. The SkillsFuture Enterprise Credit (SFEC) is currently offered as a credit of \$10,000 for employers to defray out-of-pocket costs for specified enterprise and workforce transformation programmes on a reimbursement basis.

8. In late 2026, the SFEC will be redesigned in the following ways:
- Companies can use the credits to immediately offset out-of-pocket costs for eligible workforce transformation initiatives and courses, instead of on reimbursement basis.
 - All companies with at least three resident employees (Singapore Citizen or Permanent Resident) will receive a fresh amount of \$10,000 credit in an online wallet.

9. The current SFEC will continue to operate until Nov 2026 to allow companies time to use their remaining credits and plan their transformation efforts accordingly.

Workforce Transformation Advisory Support

10. To improve our outreach and better support companies, especially SMEs, in navigating workforce transformation, Anchor Programme Partners (PPs) have been appointed to provide end-to-end support, from customised advisory to guidance on accessing programme support.

11. **Singapore Business Federation (SBF) and Singapore National Employers Federation (SNEF) have been appointed by WSG as the Anchor PPs under EWTP.** Enterprises can find out more about EWTP through [WSG's website](#) or submit your enquiries and interest through [this form](#).