

spur

FACTSHEET

What is SPUR?

1. The Skills Programme for Upgrading and Resilience (SPUR) is a 2-year programme by the tripartite partners, to help companies and workers manage the economic downturn and invest in skills for the recovery. The objectives of SPUR are:

- **Cut Costs and Save Jobs** - Help companies manage excess manpower and reduce retrenchment;
- **Reskill and Upskill** - Help local workers, including those retrenched, upgrade skills and convert to new jobs; and
- **Build Capabilities for Recovery** - Strengthen our manpower capabilities to better position our workforce for the upturn

SPUR for Employers

2. SPUR will help employers manage their manpower costs and save jobs, with enhanced support for course fee subsidies and higher absentee payroll for their local workers sent for training at approved SPUR training providers. SPUR will also help employers upgrade the skills and capabilities of their local workforce, to position for recovery.

a. Higher Course Fee Support

Employers who send their employees to any approved SPUR training will be supported with course fee subsidies at 90 per cent for all courses.

b. Higher Absentee Payroll

Employers who send their employees to SPUR courses benefit from a higher cap for absentee payroll rate, at \$6.80/hour for workers aged 40 and above with 'A' level and below qualifications, and \$6/hour for all other employees.

c. More Skills Upgrading Pathways and Professional Conversion Programmes

More training pathways and Professional Conversion Programmes for a wider range of industries and sectors are now available. These would help employers to upgrade the skills of their workers.

d. Industry Upgrading

SPUR will also support customised industry-wide upgrading plans such as through NTUC's Customer Centric Initiative with SPRING, to encourage service companies to use this period to upgrade their service levels, by enhancing their workers' service skills through WSQ training.

SPUR for Workers

3. SPUR for workers will help unemployed workers redeploy to new jobs and help in-employment workers upgrade their skills.

a. Higher Course Fee Support

Workers who attend SPUR-approved courses benefit from the same course fee subsidies as employers – at 90 per cent for all SPUR courses.

b. Training Allowance

To help unemployed lower-skilled Singaporeans upgrade their skills so that they can attain better jobs, they may be eligible for a training allowance as assessed by the career centres at the Community Development Councils and NTUC's e2i.

c. Professional Conversion Programmes

WDA establishes Professional Conversion Programmes in collaboration with training providers and employers to assist PMETs (professionals, managers, executives and technicians) in upgrading and re-skilling themselves to take on careers in new growth areas or hiring sectors. Examples of PCP areas include healthcare, tourism, early childhood education.

d. Job Matching and Training Facilitation

Career consultants at CDCs and NTUC's e2i will help jobseekers with advice on training needs and jobs availability. Jobseekers can also visit WDA's online portal – JobsNet – at <http://www.wda.gov.sg>

SPUR Courses

4. More than 800 courses are available under SPUR. They include over 300 Workforce Skills Qualifications (WSQ) courses by CET centres and approved quality providers, and over 400 courses by the Institute of Technical Education and the polytechnics (*Nitec*, Higher *Nitec*, Diploma, Specialist Diploma and Advanced Diploma courses). WDA will also include under our Professional Conversion Programmes (PCPs), selected tertiary courses at NUS, NTU, SMU and UniSim.

5. Quality in-house training programmes can be considered under SPUR if companies are committed to the Tripartite Guidelines on Managing Excess Manpower and their training package includes SPUR-approved courses and in-house courses.

Who can Employers and Workers Approach?

6. MOM, WDA, SNEF, NTUC's e2i and the Community Development Councils work in close partnership to reach out to employers and workers. Employers can contact SNEF while workers can approach the career centres at NTUC's e2i, the Community Development Councils, or the CET Centres directly, for assistance with SPUR.

