

FACT SHEET - “ADD VALUE AND TAP ON AGE!” (ADVANTAGE!)

1. OBJECTIVE

The ADVANTAGE! Scheme, an initiative by Singapore Workforce Development Agency (WDA), together with its Tripartite Partners aims to help companies to put in place HR systems to facilitate re-employment practices in preparation for re-employment legislation being introduced in 2012, as well as to enhance the employment prospects of older workers.

2. ELIGIBILITY CRITERIA

Companies registered or incorporated in Singapore.

3. FORM OF ASSISTANCE

ADVANTAGE! provides funding support of up to \$400,000 per company which include the following:

a) Capability Development Grant (For SMEs only)

A fixed payout of \$10,000 will be provided for SMEs to defray the adjustment costs when they adopt / implement the following based on key criteria of the Tripartite Guidelines:

- Communication of re-employment policy to all employees through collective agreement or other explicit channels;
- Offering re-employment to all employees who are medically fit to continue working & whose performance are assessed to be satisfactory or above;
- Providing pre-retirement planning & re-employment consultation not less than 1 year prior to re-employment;
- Having flexibility in the job arrangements for re-employed employees;¹
- Offering a re-employment contract to eligible employees of:
 - at least 3 months before retirement, or
 - having a contract duration of at least one year renewable up to age 65

¹ Companies can consider putting in place one of the following work arrangements:

- Part-Time Work
- Staggered Hours
- Job Sharing
- Flexi Place / Telecommuting
- Alternative Work Schedules

Additionally, SMEs will be required to send their HR personnel to attend the PREPARE programme by ASME (90% course fee subsidy provided by WDA), and pass the organisational audits (including the implementation of an appraisal system) to ensure they have adopted or implemented the 5 criteria listed above.

b) Employability Enhancement Grant

(i) Job / Work Process / Workplace re-design

The grant will offset cost incurred by companies to redesign jobs and workplaces to improve employability of their mature workers.

Some of the process / job re-design projects include:

- Industry-sponsored projects (e.g. Security ADVANTAGE!)
- Automation, productivity tools that enhance employability of older workers (e.g. Motorised Trolley, pictorial Point-of-Sale devices etc.)

(ii) Other Supportable Components

- 4R ("Recruit, Retain, Re-employ & Re-career") Programme

Companies will be subsidised up to 90% of course fee for sending their HR personnel to attend the 4R Programme offered by SNEF.

- Pre-Retirement Counselling - Re-employment: Equipping And Developing Yourself (READY) TM
Offered by Centre for Seniors (CFS), the programme aims to encourage older employees to continue working beyond retirement age.

Companies will be subsidised up to 90% of the course fee for their staff aged 50 and above to attend the programme.

- Training for Older Workers
Companies can send their older workers for training under the existing WSQ courses or to work out a training package comprising of in-house training courses with SPUR-approved courses, where at least 50% of the training consists of WSQ accredited curriculum. Course fee subsidies will be based on the prevailing funding rate at the time of course registration.

(iii) Computation of Grant

The Employability Enhancement grant will be calculated based on:

Job / Work Process / Workplace Re-design		Other Supportable Components
80% of Declared Project Cost (capped at \$150,000)	+	90% of Course Fee for READY + Prevailing funding rate for other training
OR		
\$3,000 x (No. of new workers to be recruited aged 40 & above + No. of existing staff aged 55 to 61 to be retained + No. of existing staff aged 62 & above to be re-employed)		
, <u>whichever is lower</u>		

Total grant available for each company will be capped at \$400,000.

4. HOW TO APPLY?

Companies interested to apply for ADVANTAGE! may contact:

Capability Development Grant

ASME

Tel: 6513 0360 or email: enquiry@preparecommunity.com

Employability Enhancement Grant

NTUC

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SNEF

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