

ANNEX C-2: SGUNITED JOBS AND SKILLS PACKAGE

The SGUnited Jobs and Skills Package (SGU JS) was introduced in May 2020 to curate 100,000 opportunities to support our workers affected by COVID-19. We have exceeded this target since August 2020. As of end-December 2020, we have placed nearly 76,000 individuals into jobs, traineeships, attachments, and skills training.

The package will be extended with recalibrated parameters, to continue providing transitional upskilling and employment facilitation support, with a focus on moving workers into growth areas. Over 2021, we have set aside the budget to support the hiring of 200,000 locals this year through the Jobs Growth Incentive, and provide up to 35,000 traineeship, attachment, and training opportunities. Tripartite partners will continue to work together to place jobseekers into opportunities. The following components of the SGU JS package will be updated for this next phase:

- a) Jobs Growth Incentive
- b) SGUnited Traineeships
- c) SGUnited Mid-Career Pathways Programme
- d) SGUnited Skills

(I) Next Phase of SGU JS Package

I-1. Jobs Growth Incentive (JGI)

The JGI supports employers to accelerate their hiring of local workers between September 2020 to September 2021 (inclusive), so as to create good, long-term jobs for locals.

Table 1: JGI Parameters

S/N	Scheme Parameter	Description		
a	Qualifying Criteria for Firms	Firms that have an overall increase in local headcount and increase in locals earning at least \$1,400 per month, compared to their local workforce in the baseline month. For new hires made between September 2020 and February 2021 (inclusive), the baseline month is August 2020. For new hires made between March 2021 and September 2021 (inclusive), the baseline month is February 2021.		
b	Eligible Hires	All local hires (any wage level) between September 2020 to September 2021		
c	Incentive	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Non-mature local hires (below 40 years old)</td> <td style="width: 50%;">25% on first \$5,000 of gross monthly wages[^] for up to 12 months</td> </tr> </table>	Non-mature local hires (below 40 years old)	25% on first \$5,000 of gross monthly wages[^] for up to 12 months
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		<p>Mature local hires (aged 40 and above), Persons with Disabilities, and ex-offenders</p> <p>For wages from September 2020 to February 2021, 50% on first \$5,000 of gross monthly wages[^] for up to 18 months</p> <p>For wages from March 2021 onwards, 50% on first \$6,000 of gross monthly wages[^] for up to 18 months</p> <p>[^]Gross monthly wages exclude employer's CPF contributions.</p> <ul style="list-style-type: none"> - Salary support is subject to firm meeting the JGI qualifying criteria in each month. - To encourage employers to retain existing local employees as far as possible, JGI payouts will be proportionally adjusted downwards or by a JGI adjustment factor of 5% (whichever is higher) if any existing local employees leaves the employer after the baseline month. - Quarterly disbursements will be done automatically, with the first payout in March 2021. Details of the JGI disbursement schedule are as follows: <table border="1"> <thead> <tr> <th>Payout</th> <th>Months where CPF contributions for new local hires from Sep 2020 to Sep 2021 are made:</th> <th>Month when JGI payout will be disbursed:</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Sep 2020 – Nov 2020</td> <td>Mar 2021</td> </tr> <tr> <td>2</td> <td>Dec 2020 – Feb 2021</td> <td>Jun 2021</td> </tr> <tr> <td>3</td> <td>Mar 2021 – May 2021</td> <td>Sep 2021</td> </tr> <tr> <td>4</td> <td>Jun 2021 – Aug 2021</td> <td>Dec 2021</td> </tr> <tr> <td>5</td> <td>Sep 2021 – Nov 2021</td> <td>Mar 2022</td> </tr> <tr> <td>6</td> <td>Dec 2021 – Feb 2022</td> <td>Jun 2022</td> </tr> <tr> <td>7</td> <td>Mar 2022 – May 2022</td> <td>Sep 2022</td> </tr> <tr> <td>8</td> <td>Jun 2022 – Aug 2022</td> <td>Dec 2022</td> </tr> <tr> <td>9</td> <td>Sep 2022 – Nov 2022</td> <td>Mar 2023</td> </tr> <tr> <td>10</td> <td>Dec 2022 – Feb 2023</td> <td>Jun 2023</td> </tr> </tbody> </table>	Payout	Months where CPF contributions for new local hires from Sep 2020 to Sep 2021 are made:	Month when JGI payout will be disbursed:	1	Sep 2020 – Nov 2020	Mar 2021	2	Dec 2020 – Feb 2021	Jun 2021	3	Mar 2021 – May 2021	Sep 2021	4	Jun 2021 – Aug 2021	Dec 2021	5	Sep 2021 – Nov 2021	Mar 2022	6	Dec 2021 – Feb 2022	Jun 2022	7	Mar 2022 – May 2022	Sep 2022	8	Jun 2022 – Aug 2022	Dec 2022	9	Sep 2022 – Nov 2022	Mar 2023	10	Dec 2022 – Feb 2023	Jun 2023
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MORE INFORMATION

More information on the JGI can be found at (www.go.gov.sg/jgi).

I-2. SGUnited Traineeships

The SGUnited Traineeships (SGUT) programme provides recent graduates¹ with opportunities to gain industry-relevant work experience and build professional networks, amidst weaker hiring sentiments during the COVID-19 pandemic. Workforce Singapore co-funds 80% of the qualifying training allowance for host companies offering traineeship opportunities targeted at recent graduates, with the remaining being funded by the employer.

SGUT will be **extended for one year until 31 March 2022** to continue supporting fresh jobseekers from the 2021 graduating cohort, in addition to those who have graduated in 2020 and 2019, with the following adjustments:

- Starting from 1 April 2021, the stipend for ITE and diploma SGUT positions will be increased from \$1,100 - \$1,500 to **\$1,600 - \$1,800** and from \$1,300 - \$1,800 to **\$1,700 - \$2,100** respectively to encourage take-up. The stipend for university SGUT positions will remain unchanged.
- The maximum duration of each traineeship will be reduced from nine to six **months from 1 April 2021 onwards**, in line with the economic recovery and to encourage employers to offer trainees full-time jobs.

MORE INFORMATION

For more information, please contact Workforce Singapore at www.ssg-wsg.gov.sg/about/contact-us.html.

¹ This includes those who have recently graduated or will soon be graduating from the Institute of Technical Education (ITE), Polytechnics, Universities, and private educational institutions in 2019 to 2021 (both years inclusive), as well as those who graduated earlier from the above institutions and completed National Service in 2019 to 2021 (both years inclusive).

I-3. SGUnited Mid-Career Pathways Programme - Company Attachment / Company Training

SGUnited Mid-Career Pathways Programme - Company Attachment (SGUP-CA)

The SGUP-CA programme is a full-time attachment programme with approved host organisations for mid-career individuals to gain industry-relevant experience, develop new skills and boost employability.

Trainees currently receive a training allowance of up to \$3,000² per month for the duration of the programme. The Government funds 80% of the training allowance, while the host organisation funds the remaining.

SGUP-CA will be **extended for one year until 31 March 2022** to continue supporting mid-career jobseekers with the following adjustments to encourage take-up:

- The maximum training allowance for mature trainees³ will be increased to up to **\$3,800** per month.
- The minimum training allowance for non-mature trainees will be increased to **\$1,600** per month.
- The Government co-funding rate for mature trainees will be increased to **90%**.
- The maximum training duration of each company attachment will be reduced from nine to six **months from 1 April 2021 onwards**, in line with the economic recovery and to encourage employers to offer trainees full-time jobs.

MORE INFORMATION

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² The monthly training allowance provided may vary depending on the scope of the attachment.

³ A mature individual is aged 40 and above.

I-4. SGUnited Mid-Career Pathways Programme - Company Training (SGUP-CT)

The SGUP-CT programme is a full-time training programme for mid-career individuals, developed and delivered by market-leading companies such as Google, Shopee, and IBM.

Trainees will receive a training allowance of \$1,500 per month for the duration of the programme, to cover basic subsistence expenses. Individuals can use their SkillsFuture Credit to offset the course fees.

SGUP-CT will be **extended for one year until 31 March 2022** to continue to support mid-career jobseekers in reskilling and upskilling, with the following adjustments:

- The capacity of in-demand courses and courses with good hiring opportunities will be expanded, to increase chances of jobseekers securing a job in growth sectors as the economy recovers.
- SGUP-CT courses will be made more compact from 1 April 2021 onwards, with a duration of **up to six months** in general, to channel jobseekers more quickly to employment opportunities.

MORE INFORMATION

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I-5. SGUnited Skills (SGUS)

The SGUS programme is a full-time training programme comprising certifiable courses delivered by Continuing Education and Training (CET) Centres, including Institutes of Higher Learning. The training courses are designed in partnership with industry. Trainees will also have the chance to apply the skills learnt during the programme, through opportunities like workplace immersions and industry projects.

Trainees can also benefit from employment facilitation efforts offered by training providers. SGUS courses are conducted in a modular format to facilitate transition to employment as and when job opportunities are present.

Trainees will also receive a training allowance of \$1,200 per month for the duration of the programme, to cover basic subsistence expenses. Individuals can use their SkillsFuture Credit to offset the course fees.

SGUS will be **extended for one year until 31 March 2022** to continue supporting the reskilling of mid-career jobseekers with the following adjustments:

- The capacity of in-demand courses and courses with good hiring opportunities will be increased to help jobseekers access job opportunities in growth sectors as the economy recovers.
- SGUS courses will be made more compact from 1 April 2021 onwards, with a duration of **up to six months** in general, to channel jobseekers more quickly to employment opportunities.

MORE INFORMATION

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