

Dear participating/prospective companies,

Extension to funding adjustments for new hires on Career Conversion Programmes (which comprise Professional Conversion Programmes and Rank-and-File programmes) from Sep 2021 to Mar 2022

The following enhancements to the Jobs Growth Incentive (“JGI”) were announced by Minister/Manpower on 24 Sep 2021¹.

- a. Extension of the qualifying window of JGI (i.e. Oct 2021 to Mar 2022)
- b. Reduced funding support rate for non-mature hires and shortened funding duration for all local hires.
 - i. For non-mature workers, JGI will provide up to 15% of the first \$5k for 6 months
 - ii. For mature workers, persons with disabilities, and ex-offenders, JGI will provide up to 50% of the first \$6k for 12 months

2 WSG has made temporary adjustments to salary support (SS) disbursements for all new hires hired on their Career Conversion Programme (CCP) for the period between 1 Sep 2020 to 31 Mar 2022, which coincides with the qualifying period for the JGI². The intent is to spread out SS disbursements over a longer period to encourage companies to retain local workers hired under these conversion programmes.

3 For individuals newly hired and put on Place-and-Train CCPs for the period between 1 Sep 2020 to 31 Mar 2022, the SS funding will be disbursed to participating employers over a longer period, comprising the CCP training duration and an additional period of retention equivalent to the training duration.

4 These temporary adjustments to CCP SS disbursements will not affect the following groups of CCP participants.

- a. Local workers who were hired on Place-and-Train CCPs before Sep 2020 or after Mar 2022, which is outside the qualifying period for JGI
- b. Participants under Redeployment and JR Reskilling CCPs who are existing employees
- c. Attach-and-Train (“AnT”) CCP participants who do not have an employer-employee relationship with the host organisations

Illustration of funding adjustments

5 For any new hires hired through conversion programmes for the period between **1 Sep 2020 to 31 Mar 2022**,

- a) the SS disbursed will be adjusted as follows:

¹ For more information on JGI, please visit the IRAS webpage at <https://www.iras.gov.sg/irashome/Schemes/Businesses/Jobs-Growth-Incentive--JGI/>

² The adjustment to SS disbursement will apply based on the date of hire of the individuals (i.e. start of employment with employer) and not date of commencement of the programme). To illustrate, the adjustment to SS disbursement will not apply to individuals hired before 1 Sep 2020, even if they start the programmes after 1 Sep 2020. On the other hand, individuals hired between 1 Sep 2020 – 31 Mar 2022 will be covered by the changes, even if they start the programme after 31 Mar 2022.

- i. SS disbursements will be paid out over a longer period, which comprises of the training duration for the conversion programme plus an additional period of retention (which is equivalent to the training duration). Depending on the start date of the CCP and the training duration, the combined training and retention period for which SS disbursements have to be adjusted, may go beyond the qualifying period between **1 Sep 2020 to 31 Mar 2022.**
- ii. SS disbursements will be computed using actual monthly salary and will be based on half of the prevailing funding rates for CCPs, with the funding caps also halved accordingly.

Please refer to the table for details.

Adjustment in SS Disbursed for New Hires Placed on CCPs

	Current disbursement	New disbursement (for new hires on conversion programmes between 1 Sep 2020 to 31 Mar 2022)
SS for New Hires on CCPs (for PMETs)	<p>Standard Rate: Up to 70% of Monthly Salary (capped at \$4,000 per month during training period)</p> <p>Enhanced Rate: Up to 90% of Monthly Salary (capped at \$6,000 per month during training period)</p>	<p>Standard Rate: Up to 35% of Monthly Salary (capped at \$2,000 per month during training and retention period)</p> <p>Enhanced Rate: Up to 45% of Monthly Salary (capped at \$3,000 per month during training and retention period)</p>
SS for New Hires on CCPs (for non-PMETs)*	<p>Standard Rate: Up to 70% of Monthly Salary (capped at \$2,000 per month during training period)</p> <p>Enhanced Rate: Up to 90% of Monthly Salary (capped at \$3,000 per month during training period)</p>	<p>Standard Rate: Up to 35% of Monthly Salary (capped at \$1,000 per month during training and retention period)</p> <p>Enhanced Rate: Up to 45% of Monthly Salary (capped at \$1,500 per month during training and retention period)</p>
*Note: Funding caps for PMETs and non-PMETs will be the same with effect from 1 Jan 2022.		
Period of SS	Training Duration of CCPs	2 × Training Duration of CCPs

- b) the total SS for each individual will remain largely unchanged, unless the employer adjusts the actual monthly salary of the individual during the period of SS
- c) the programme course fee funding is not affected and there will be no changes to prevailing arrangements

6 These adjustments to SS disbursements will apply to all CCP placement programmes, whether launched by WSG, SSG or e2i.

Who to contact for queries

7 For existing participating companies, as per WSG's requirements for compliance, we will be working with you to implement the funding adjustments for eligible Place-and-Train CCP participants who are hired from Sep 2020 to Mar 2022, please.

8 For queries on the above funding disbursement changes, please feel free to contact WSG for advice.

9 Thank you very much.