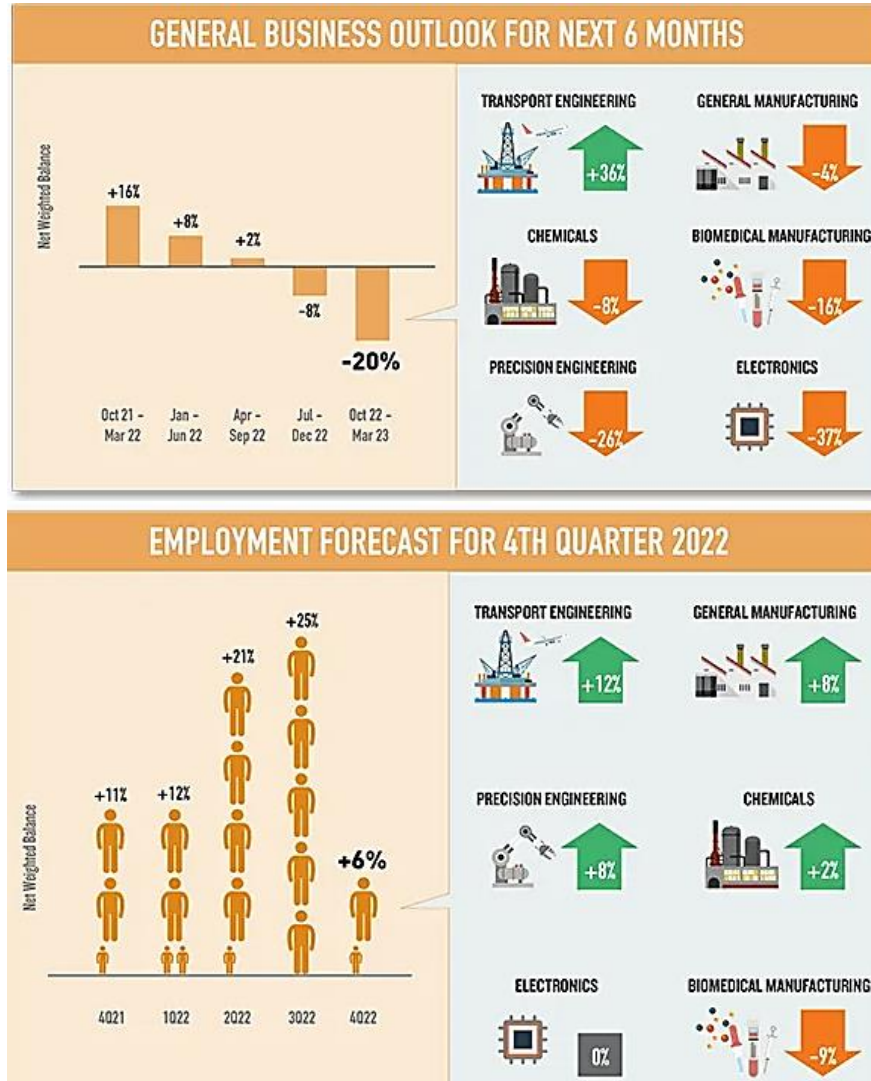


# WSG Enterprise Programmes

Updated as of 20 Apr 2022

# Although slower growth across key manufacturing sectors are expected in 2023, Aerospace segment remains most optimistic.



Source: EDB Business Sentiments for October 2022 to March 2023

- Business sentiments in the manufacturing sector remain negative from the last quarter of 2022, as companies continue to face **supply chain challenges and operational cost pressures** amidst the Russia-Ukraine conflict and COVID measures in China. Companies anticipate a less favourable business situation in 2023.
- Transport engineering sector is the most optimistic, led by the aerospace segment, which expects **higher demand for aircraft maintenance, repair and overhaul (MRO) work** with increased air travel following the relaxation of travel restrictions in many countries.

# How can WSG help our companies?

Business Objective	WSG Programme
Hire a <b>mid-career individual</b> and send individual for <b>industry-recognized training</b> to take on a new job role	<b>Career Conversion Programme (CCP)- New Hires</b>
Undertake business transformation and need to send <b>existing workforce for reskilling</b> to take on redesigned or new job roles within the company	<b>Career Conversion Programme (CCP)- Job Redesign Reskilling (JRR)</b>
Acquire and develop <b>new global capabilities</b> in Singapore	<b>Capability Transfer Programme (CTP)</b>
<b>Redesign</b> job roles to ensure a more sustainable <b>business and workforce transformation</b>	<b>Job Redesign under Productivity Solutions Grant (PSG-JR)</b>

# Career Conversion Programmes (CCP)

Reskills and facilitates the placements of mid-career switchers to meet your business needs

**How does it work?**

- Career Conversion Programmes (CCPs) help mid-career individuals to undergo skills conversion and move into roles with good prospects and opportunities for progression
- Salary Support of up to 90% for the training duration and Course Fee Subsidy\* provided by the Government to employers
- Can be stacked with the Jobs Growth incentive

Place-And-Train:	Company <b>hires a mid-career individual</b> and sends individual for <b>industry-recognized training</b> to take on a new job role
Redeployment / Job Redesign Reskilling	Company undergoing business transformation sends <b>existing mid-career individual</b> , who is vulnerable or at risk of redundancy, <b>for reskilling</b> to take on a redesigned or new job role within the same company



To apply, visit our webpage:



*\*This includes a 20% course fee subsidy top-up from SSG's SkillsFuture Mid-Career Enhanced Subsidy for mature SCs, or a 20% course fee subsidy top-up from SSG's Enhanced Training Support for SMEs for SME-sponsored SC/PR employees, if applicable*

# CCP for Aerospace Executives and Aerospace Officers



Programmes		CCP	
Funding Components		Standard Rate (SC + PR)	Enhanced Rate (Mature or LTU SC Only)
Salary Support (%) (Basic Salary + Fixed Allowance)		70% of monthly salary, capped at \$4,000/month	90% of monthly salary, capped at \$6,000/month
Support Caps	New Hires	9 months	
	Redeployment	6 months	
	JR Reskilling	3 months	

Examples of Job Roles

Technical Services  
Workshop Engineer  
Document Control  
Fleet Planning  
MRO Inventory Management

Programme Manager



# Potential Salary Support- An Illustration

- Company X successfully enrolled **4 New Hires** who were **previously from different sector/roles** into the Aerospace Career Conversion Programme (CCP).
- 2 out of 4 of the New Hires are SC/PR Mature workers above the age of 40.
- Refer to the below computation for the funding support that Company X can look forward upon completion of the programme. **(Up to 9 months)**

Details	Employee 1	Employee 2	Employee 3	Employee 4	Total Expected Salary Support (\$)
Age	33	35	41 (Mature)	55 (Mature)	<b>\$137,700</b>
Monthly Salary	\$3,000	\$4,500	\$8,500	\$4,500	
Funding Rate (Standard/Enhanced)	70% of monthly salary, capped at \$4,000/month	70% of monthly salary, capped at \$4,000/month	90% of monthly salary, capped at \$6,000/month	90% of monthly salary, capped at \$6,000/month	
Salary Support Computation (Up to 9 months)	70% x \$3,000 = <b>\$2100</b> <u>\$2100</u> x 9 mths = <u><b>\$18,900</b></u>	70% x \$4,500 = <b>\$3150</b> <u>\$3150</u> x 9 mths = <u><b>\$28,350</b></u>	90% x \$8,500 = <b>\$7,650</b> <u>\$6,000</u> x 9 mths = <u><b>\$54,000</b></u>	90% x \$4,500 = <b>\$4,050</b> <u>\$4,050</u> x 9 mths = <u><b>\$36,450</b></u>	

**Company X can look forward to receiving up to \$137,700 from the participation of its 4 New Hires in the Aerospace CCP.**

# Eligibility Criteria- New Hire

## **Trainees Eligibility criteria:**

- Be a Singaporean Citizen or Singapore Permanent Resident;
- Have graduated or ORD for at least 2 years;
- Be newly hired and nominated by an eligible participating company for the CCP; and
- Not be in a similar job role prior to joining the CCP

## **Participating companies' Eligibility criteria:**

- Registered or incorporated in Singapore;
- Must offer the new hire a PMET job and issue a valid permanent employment contract. Full-time contract employment must be at least 12 months;
- Must offer new hire a PMET job which is different from his previous employment.
- Conversions can be inter or intra sectoral; and
- Must be able to provide structured OJT training for the candidate.

# Eligibility Criteria- Reskilling

## **Trainees Eligibility criteria:**

- Be a Singaporean Citizen or Singapore Permanent Resident;
- Affected Employee must have been with Company for at least one year;
- Reskilling must affect at least 50% of current job scope.

## **Participating companies' Eligibility criteria:**

In addition to the requirements under 'New Hires';

- Companies to display growth plans that support Reskilling needs;
- Garner Union support for Reskilling plans (wherever possible).



**Over 300 individuals from 20 companies in the Aerospace industry have benefitted from Aerospace CCP since 2020.**

### **Company A**

Dual-skilling technicians to perform MRO for both mechanical and avionics trade

### **Company B**

Upskilling technicians to expand skillsets in preparation of new growth areas (i.e. aircraft fleet transition to A350, B737, B747)

### **Company C**

Redeployed Licensed Aircraft Engineers (LAE) to support its growing business in passenger-to-freighter conversions

### **Company D**

Automating manual work, thus moving workers into roles such as Technical Planners, Machine Specialist, IoT roles

### **New Skill Sets Acquired by Employees (Examples)**

- 1) Upgraded technical knowledge to perform MRO for various parts of newer aircrafts
- 2) Handling IoT-enabled machines (e.g. test benches)
- 3) Data retrieval, interpretation and use of new softwares deployed (e.g. digital inventory management)

# Examples of Redesigned Job Roles



**Job Role**

Engineering Inspector

**Job Area**

Aerospace Engineering & Installation



**Rationale**

To enhance areas such as supporting business functions, leading continuous improvements, and influencing organisation development



**Job Scope (Before)**

Manage overhaul repairs of cabin seats and bladder accumulators, and perform quality checks



**Job Scope (After)**

Optimise solutions for overhaul repair of cabin seats and hydraulic accumulators. Leads resource planning based on data insights.

**Job Role**

Hangar Manager

**Job Area**

Aerospace MRO

**Rationale**

To enhance areas such as supporting business functions, leading continuous improvements, and influencing organisation development

**Job Scope (Before)**

Manage aircraft servicing operations, strategise reliable maintenance programmes to fulfil customer requirements and company's strategic goals

**Job Scope (After)**

Lead and manage operations as per regulatory requirements, strategise maintenance programmes and approve maintenance plans and structure

**Job Role**

Operations Supervisor

**Job Area**

Aerospace Distribution

**Rationale**

To enhance areas such as supporting business functions, leading continuous improvements, and influencing organisation development

**Job Scope (Before)**

Oversee day-to-day operations of the warehouse, lead a team to ensure timely dispatch of aircraft parts orders

**Job Scope (After)**

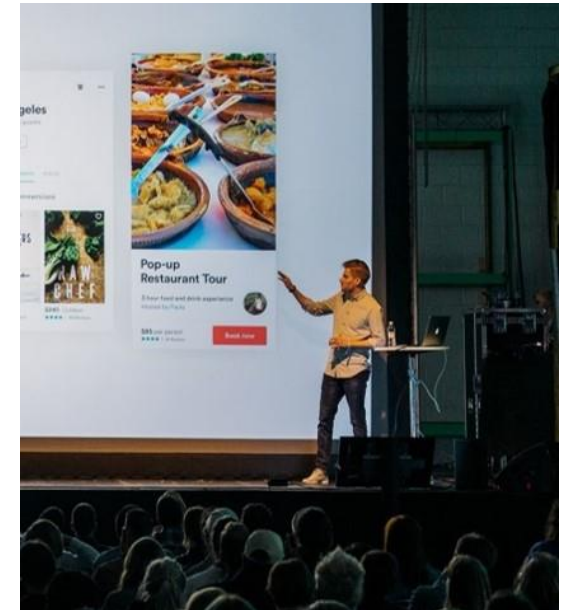
Manage and review policies and distribution processes, optimise resources, ensure compliance to requirements. Manage lean and sustainability practices

# Capability Transfer Programme (CTP)

## Facilitates the transfer of global capabilities to your local workforce

### How does it work?

- The Capability Transfer Programme seeks to improve local-foreign workforce complementarity by facilitating the transfer of capabilities from foreign specialists to locals to encourage
  - A culture of pervasive capabilities transfer across all sectors and entities
  - Companies/associations/professional bodies to develop and acquire new capabilities in Singapore by ensuring that there is sustainable supply of Singaporeans with the requisite skillsets
- All projects will be evaluated on a case-by-case basis, considering:
  - Our existing local capability gaps;
  - The potential impact of the transfer of capabilities to locals; and
  - Linkage of the project to the industry as a whole
- Funding support can include attachment-related costs and salary support for foreign and local specialists, as well as Singaporean trainees on overseas attachments to acquire new capabilities.
- The CTP can also support the transfer of capabilities through remote training from foreign specialists



*To apply, visit our  
webpage:*



# Examples of CTP Projects

## High-speed High-precision Machining Capability

Ability to produce higher precision parts using softer alloy without cracking or warping

*High precision smart phone components*



### Support under the CTP:

- Cost of bringing in **foreign specialists from Germany** to transfer capabilities to industry
- Cost of local specialist delivering follow-on local capability transfer
- Cost of training equipment

*Note: Project supported by WSG*

## Pharmaceutical Handling Capabilities for Freight Forwarding Sector

Ability to handle pharma products in accordance with internationally recognised standards



### Support under the CTP:

- Cost of bringing in **foreign specialists from UK and Dubai** to transfer specialised pharma handling capabilities to the air freight sector
- Cost of local specialists delivering follow-on local capability transfer

*Note: Project supported by CAAS and WSG*



# Support for Job Redesign under Productivity Solutions Grant (PSG-JR)

## Tap on Job Redesign consultancy support to drive business and workforce transformation

### How does it work?

- PSG-JR encourages enterprises to implement Job Redesign (JR) initiatives, with support from pre-approved JR Consultants to redesign work processes, tasks and responsibilities
- Through job redesign consultancy support, PSG-JR helps enterprises to
  - Enhance quality of jobs, making jobs more productive and attractive for employees
  - Drive business and workforce transformation



### PSG-JR Funding

**Up to 70% funding** for consultancy services, **capped at \$30,000** per enterprise.

### Our Consultants:



For more information, visit:



*\*Each enterprise UEN can only have one approved PSG-JR application.*



# Thank You!