MOM and TAFEP Dialogue with Singapore International Chamber of Commerce (SICC)

29 June 2017

MINISTRY OF MANPOWER

A Great Workforce A Great Workplace

Transform & Grow

Tripartite approach to help companies transform and grow

Government agencies

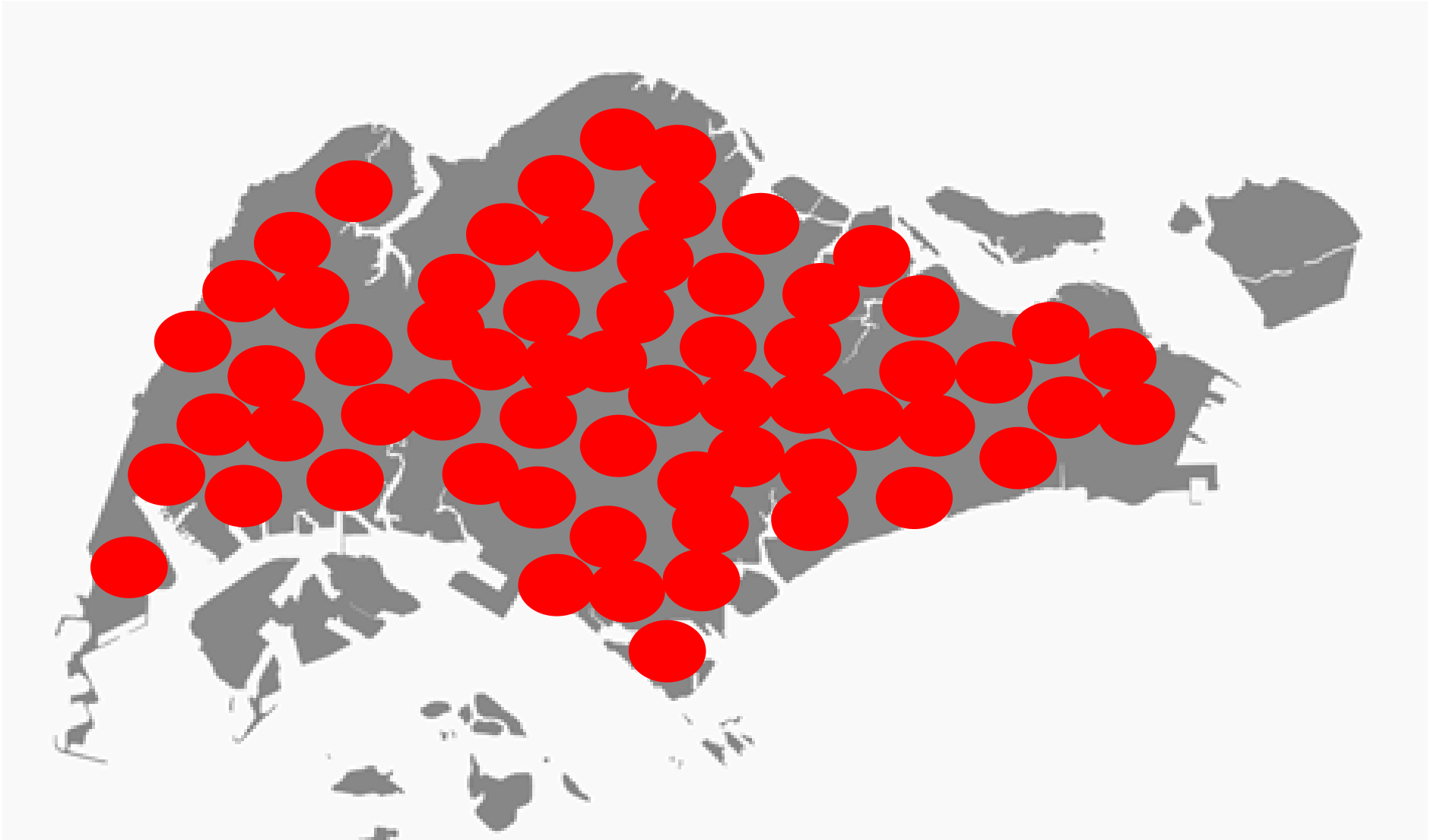
Union partners

18 multipliers (mainly Trade Associations and Chambers)

Funding and manpower support

LEDS
Lean Enterprise Development

2017: Pervasive Innovation



Adapt & Grow

MISSED MATCH:

Linking the suitable jobseeker with the right employer

Career Matching Centres

The Straits Times, 7 Apr 2017

2 overseas firms roped in to help PMETs find jobs

Companies in pilot have worked with govts of Australia, S. Korea and UK to place workers

Joanna Seow

Jobseekers here will get help in finding jobs from two new placement companies appointed by Workforce Singapore (WSG).

These overseas companies will provide free help to professionals, managers, executives and technicians who lose their jobs or have been unemployed for at least three months, under a two-year pilot

dundant last year, and have a below-average rate of getting a new job within six months.

The WSG said local employment agencies tend to focus on passive jobseekers, who are already employed but are open to other opportunities. The agencies are also employer-centric rather than jobseeker-centric, as they are paid by employers for filling vacancies, rather than for every jobseeker they place in employment.

the WSG considered since it began engaging potential firms last year.

Ingeus was founded by Ms Therese Rein, the wife of former Australian prime minister Kevin Rudd. It now has 10 staff here, who are all local and led by operations director Adrian Tan. An adviser from abroad will provide expertise to the team as it sets up operations.

Singapore Human Resources Institute president Erman Tan said placement agencies here have focused on recruitment because it is employers who pay for their services. There are other components which can improve the job matching process besides changing the

Adapt & Grow

FEBRUARY 2017
HIGHLIGHTS

Visit the career events for employment opportunities or sign up for workshops to improve your employability. Adapt and grow to meet your career aspirations!

CAREER EVENTS

8-9 FEB

Career Fair @ Changi Airport
Crowne Plaza Changi Airport
10am – 5pm

Can't make it down to the onsite Career Fair?
Check out more career opportunities via the Virtual Career Fair.
Register at https://adaptandgrow.seemecv.com
Open from 2 – 22 February!

17 FEB

Career Preview For Allied Healthcare Professionals
Lifelong Learning Institute
1pm – 5.30pm

25 FEB

Career Preview For Allied Healthcare Professionals
Singapore Institute of Technology @ Dover
8.30am – 12pm

24 FEB

Career Fair For Early Childhood Care & Education Industry
Lifelong Learning Institute
10am – 5pm

27 FEB

Career Fair For F&B, Retail and Hospitality Sectors
Lifelong Learning Institute
11am – 4pm

MISMATCH:

Misaligned skills, job experience, or wage expectations

Professional Conversion Programmes Place-and-Train

Funding to Employers by WSG	Standard Rate	Enhanced Rate
Salary Support	Up to 70% of monthly salary (capped at $4,000 per month#)	Up to 90% of monthly salary (capped at $6,000 per month#) *For long-term unemployed or mature SC trainees ≥40 years old*
Course Fee Subsidy	Up to 70% course fee funding*	Up to 90% course fee funding* *For SC/PR trainees sponsored by SMEs or mature SC trainees ≥40 years old*

In-house training: Up to $15 per hour

** Funding caps may apply*

 # Effective 1 April 2017, funding caps may apply

Professional Conversion Programmes Attach-and-Train

Funding for Trainees by WSG	Standard Rate (for SCs/PRs <40 years)	Enhanced Rate (For mature SC trainees ≥40 years)
Course Fee Subsidy	Up to 70% course fee funding*	Up to 90% course fee funding*
Training Allowance^	• WSG funding of between 50 - 70% of prevailing salary#, capped at $4,000/mth • Co-funding by hosting employer for at least an additional 10% of prevailing salary#	

** Funding caps may apply*

 # Based on jobs the trainee is being prepared for, to be determined by WSG for each Attach-and-Train programme

^Effective 1 April 2017, funding caps may apply

Committee of Supply debate: Ministry of Manpower

Logistics sector first to tap Attach and Train scheme

Industry picked because it is growing, there is interest from PMET jobseekers: Swee Say

Toh Yong Chuan
Manpower Correspondent

The logistics sector will be the first to see a new Attach and Train scheme in which workers can join companies for training attachments without the companies having to hire them.

The scheme, which is part of the broader Professional Conversion Programme aimed at helping professionals, managers, executives and technicians (PMETs) switch careers, will "convert PMETs ahead of job placement", said Manpower Minister Lim Swee Say.

Under the scheme, workers are put on attachments in sectors where growth prospects are high but companies are not hiring yet.

During the attachments, the workers will receive monthly training allowances from the Government amounting to between 50 per cent and 70 per cent of the pay relevant to the jobs they are being trained for, capped at $4,000. The employers they are attached to pay another 10 per cent of the salary.

The logistics sector was picked for the pilot run this year because it is growing and there is interest from PMET jobseekers, said Mr Lim.

When the Supply Chain and Logistics Academy (Scala) launched its career conversion programme last year, there were 250 applicants vying for 80 places, but there were only 43 jobs provided by firms.

"As a result, 37 of the (training) places were wasted," Mr Lim said.

Mr Patrick Tay (West Coast GRC), chairman of the Government Parliamentary Committee for Manpower, was worried that these trainees would be exploited.

He said: "I am concerned that they are not treated fairly and are being used as cheap labour."

Responding, Mr Lim said that the Manpower Ministry will monitor the scheme closely to ensure that employers do not abuse it. He also made it plain that the industry has to help the ministry select the candidates and find responsible companies to train the workers. "We are putting the obligation to hire (the workers after their training) on the industry partner," he said.

Logistics firm Yang Kee Logistics is open to tapping the scheme.

Said its chief executive, Mr Jos Raaymakers: "At the PMET level, the hiring will very much be dependent on winning new projects and vertical expansions."

Scala chairman Robert Yap said the scheme will allow firms to seize opportunities in the sector "without compromising their cash flow".

Mr Stanley Lim, chairman of the Singapore Logistics Association, said that the scheme can help companies ride out the slowdown.

"Due to business uncertainty and the economic slowdown, companies are more cautious in hiring," he said, adding that the scheme will allow companies to ensure that there are trained staff in the pipeline "at the right time as part of its forward planning for manpower".

Other industries being considered for the Attach and Train programme include the infocomm, healthcare and biologics sectors, which are projected to see growth in the future.

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Additional reporting by Joanna Seow

ACCOUNTABILITY

We are putting the obligation to hire (the workers after their training) on the industry partner.

MANPOWER MINISTER LIM SWEE SAY

The Straits Times, 7 March 2017

Career Support Programme

Salary Support for Singapore Citizen PMETs	First 6 months	Second 6 months	Third 6 months
≥40 years, unemployed, actively looking for job ≥12 months	50% Up to $3,500/mth	30% Up to $2,100/mth	20% Up to $1,400/mth
≥40 years, unemployed, actively looking for job ≥6 to <12 months OR made redundant	40% Up to $2,800/mth	20% Up to $1,400/mth	N.A.
<40 years, unemployed, actively looking for job for ≥6 months	20% Up to $1,400/mth	10% Up to $700/mth	N.A.

Salary:

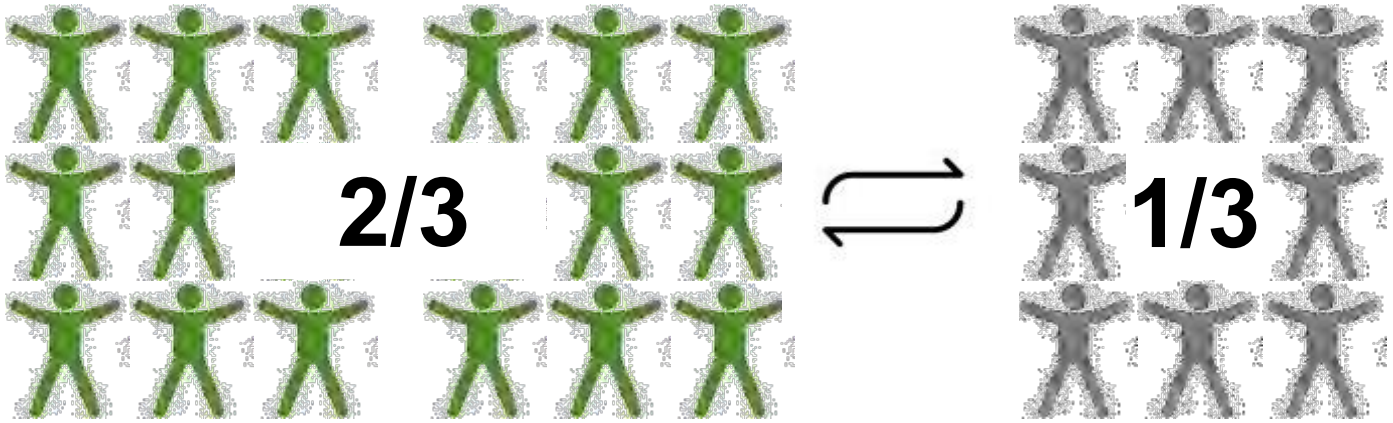
Offering at least $3,600/month for SMEs

Offering at least $4,000/month for Non-SMEs

Reskilling for Jobs – Work Trial

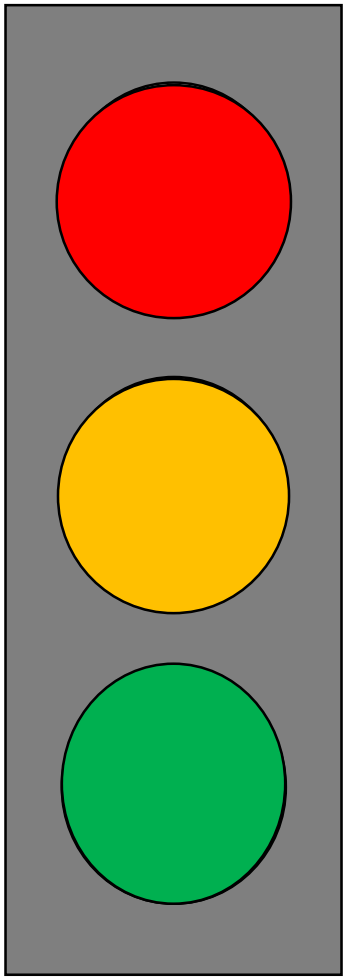
Funding Component	Funding for SC (including Persons with Disabilities)	Funding for PR
Training Allowance (up to 480 hours)	$7.50/hr up to $3,600	$4.50/hr up to $2,160
Retention Incentive (for those who stay on the job for ≥ 3 consecutive mths)	$500	$300
Additional Retention Incentive (for those who are unemployed and actively looking for jobs for ≥ 12 consecutive mths AND stay on the job for ≥ 6 mths)	$1,000	NA

Local-foreign complementarity



Local workforce

Foreign workforce



- **“Slow Lane” for Employers with Unfair Practices**
- **“Normal Lane” for Mainstream Employers**
- **“Fast Lane” for Progressive Employers**

Slow Lane: Watchlist

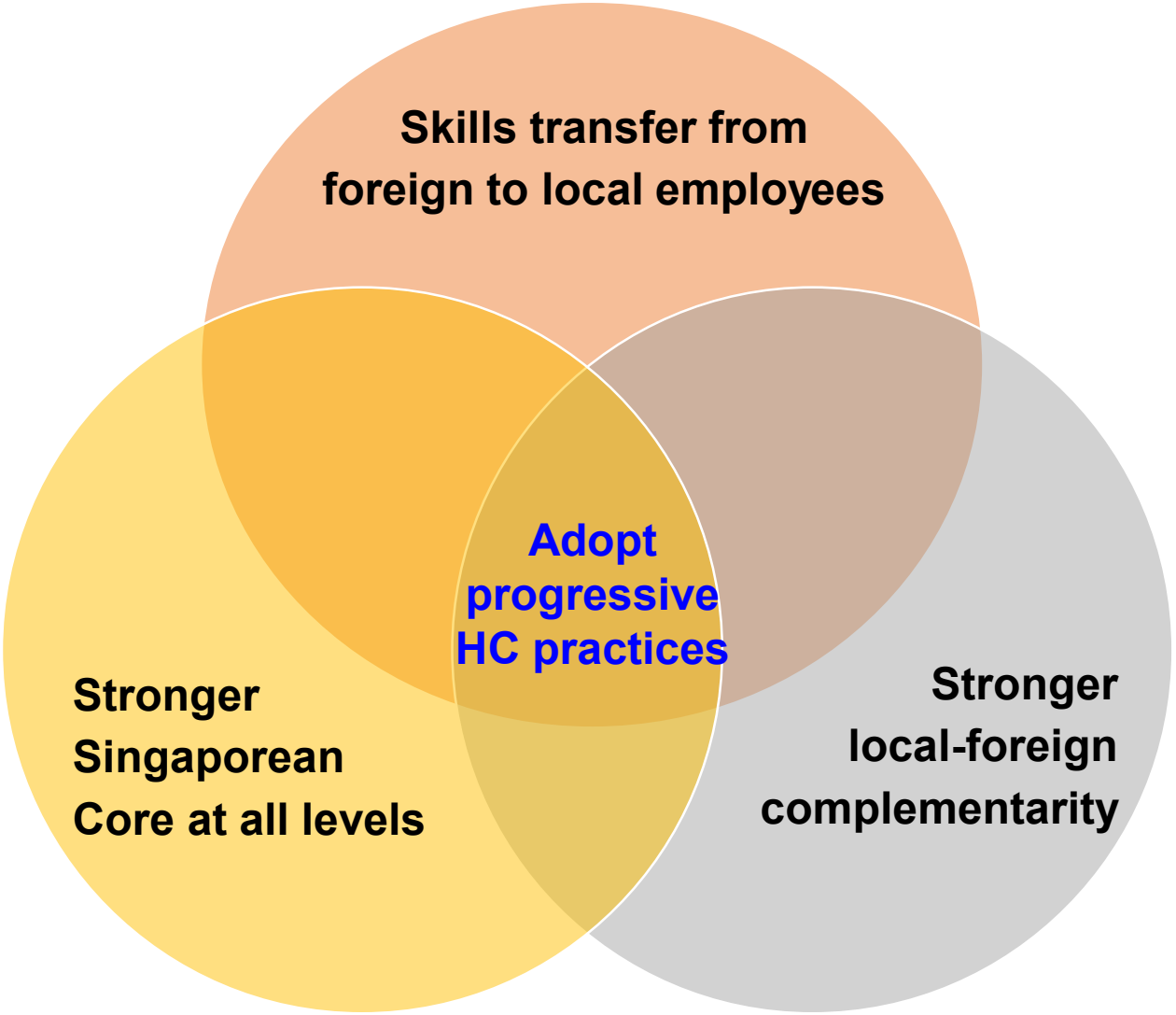
Lack of fair consideration to recruitment and development of local manpower

Guided to improve employment practices over 6 months

Adopt fair and progressive practices such as:

- Participate in national or industry initiatives
- Reach out to more and qualified candidates
- Develop and nurture local talent

Fast Lane: Human Capital Partnership



Thank you