

**Enterprise Workforce Transformation Package (EWTP)
FREQUENTLY ASKED QUESTIONS (FAQs)
[FOR PUBLIC INFORMATION]**

Contents

Section A: General Questions on Enterprise Workforce Transformation Package 1
Section B: For more assistance or feedback 3

Section A: General Questions on Enterprise Workforce Transformation Package

General Questions	
1.	What is the Enterprise Workforce Transformation Package (EWTP)?
<p>The Enterprise Workforce Transformation Package (EWTP) seeks to strengthen the nexus between enterprise and workforce transformation and encourage companies to invest in workforce transformation. The EWTP will have three main features:</p> <ul style="list-style-type: none"> A. SkillsFuture Workforce Development Grant (WDG) that provides holistic solutioning to companies on workforce transformation via a single application channel B. Greater support for job redesign under the WDG C. Redesigned SkillsFuture Enterprise Credit (SFEC) to encourage companies to undertake workforce transformation 	
A. SkillsFuture Workforce Development Grant (WDG)	
2.	What is the intent of WDG?
<p>WDG brings together existing workforce transformation schemes administered by WSG and SSG and streamlines the application process. Companies will be able to apply for relevant grants under the WDG through the Business Grants Portal (BGP), which will serve as a single application channel and enjoy support for activities such as job redesign and employer-sponsored reskilling and upskilling. This will be further supported by anchor Programme Partners (PPs) appointed by WSG, who will provide advisory and holistic support to companies in identifying and implementing the relevant workforce transformation solutions to foster business growth. More details will be shared at a later date.</p>	
B. Enhanced Support for Job Redesign (JR) under the Workforce Development Grant (WDG)	
3.	What will be covered under the enhanced support for job redesign (JR)?
<p>The enhanced support for job redesign will include:</p> <ul style="list-style-type: none"> a) Increased funding support for JR under Workforce Development Grant (WDG) for companies that commit to positive outcomes for their workers e.g. number of workers to be reskilled following job redesign. b) Expanded coverage of JR funding. The funding scope will be enhanced to cover JR-associated activities beyond just JR consultancy. This may include engaging external expertise to build capability of HR and Line managers to redesign jobs at the workplace. A company can also identify and bundle workforce solutions and technology tools (e.g. skills assessment and 	

performance and rewards platforms) that will enable strategic workforce planning to complement their workforce transformation as part of the JR project.

- c) **Self-assessment tools to assess JR readiness.** Companies without the knowledge or expertise can tap on the job redesign self-assessment tool. WSG, in collaboration with the Institute for Human Resources Professionals, is jointly developing a job redesign evaluation tool for companies, which will enable them to examine their organisations' readiness for JR, identify JR opportunities and measure JR outcomes through metrics.

More details will be announced subsequently.

4. How is the enhanced support for JR under Workforce Development Grant different from current support under Support for Productivity Solutions Grant (PSG-JR)

WSG currently provides funding of up to 50% capped at \$30,000 under Support for Productivity under Solutions Grant (PSG-JR), for companies to engage pre-approved consultants to support them in redesigning jobs.

Under the WDG, we will be providing enhanced support for job redesign to encourage companies to redesign jobs and achieve greater productivity. This includes expanding the scope of support beyond consultancy services. We will set a higher funding cap compared to PSG-JR for the expanded supportable activities. More details will be released at a later date.

5. Can an enterprise that embarked on PSG-JR tap on enhanced support for JR under the WDG when it is rolled out?

Yes. Enterprises can tap on enhanced JR funding support and expanded coverage of associated activities if the project scope and redesigned job role(s) are different.

6. Will the enhanced support for JR under WDG replace PSG-JR?

The enhanced support for JR under WDG aims to support companies in their job redesign efforts, focusing on enhancing workforce capabilities and improving job quality. It's designed to be more comprehensive in its approach to job redesign with expanded scope of coverage beyond consultancy services.

While the PSG-JR will be phased out after the enhanced support for JR under WDG is introduced. However, the its core objectives of supporting job redesign through the engagement of pre-approved consultants are being incorporated into the new scheme, along with an expanded scope of supportable activities for JR.

C. Redesigned SFEC

7. What is the difference in the current SFEC from the redesigned SFEC?

SkillsFuture for Enterprise Credits (SFEC)

- The current SFEC encourages employers to undertake enterprise and workforce transformation initiatives. It provides additional support, over and above the existing schemes, to eligible employers for their enterprise and workforce transformation efforts.
- Eligible employers receive a one-off credit of up to \$10,000 per entity to cover up to 90% of out-of-pocket expenses on qualifying costs for enterprise transformation programmes and

workforce transformation programmes. The current SFEC works on a reimbursement basis, where the employer receives the credit upon meeting all eligibility criteria of the individual programmes. The current SFEC will expire in Jun 2025, and we will extend the scheme until the new credit is ready.

Redesigned Skillsfuture for Enterprise Credits (SFEC)

- The redesigned SFEC aims to incentivise employers to take up workforce transformation initiatives. It will operate like a digital wallet where employers will be able to use it to offset out-of-pocket costs for relevant workforce transformation initiatives, rather than on reimbursement basis. Companies will be able to check their balances and decide on how they want to spend the credits on workforce transformation initiatives. More details will be shared by MOM/WSG when ready.
- All companies with at least three resident employees will receive a fresh \$10,000 credit, which will be available in the second half of 2026

Section B: For more assistance or feedback

1.	Who can enterprises contact should they have more queries on EWTP?
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Enterprises can find out more about EWTP through WSG's website or submit your enquiries and interest through the link (Enterprise Workforce Transformation Package Interest Form FormSG).	
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