

Sharing on COVID-19 Support Schemes

Updated as at 15 June 2020



SMF Singapore Maritime Foundation

SSA SINGAPORE SHIPPING ASSOCIATION

SKILLSFuture SG

wsg Workforce Singapore

Jointly brought to you by:

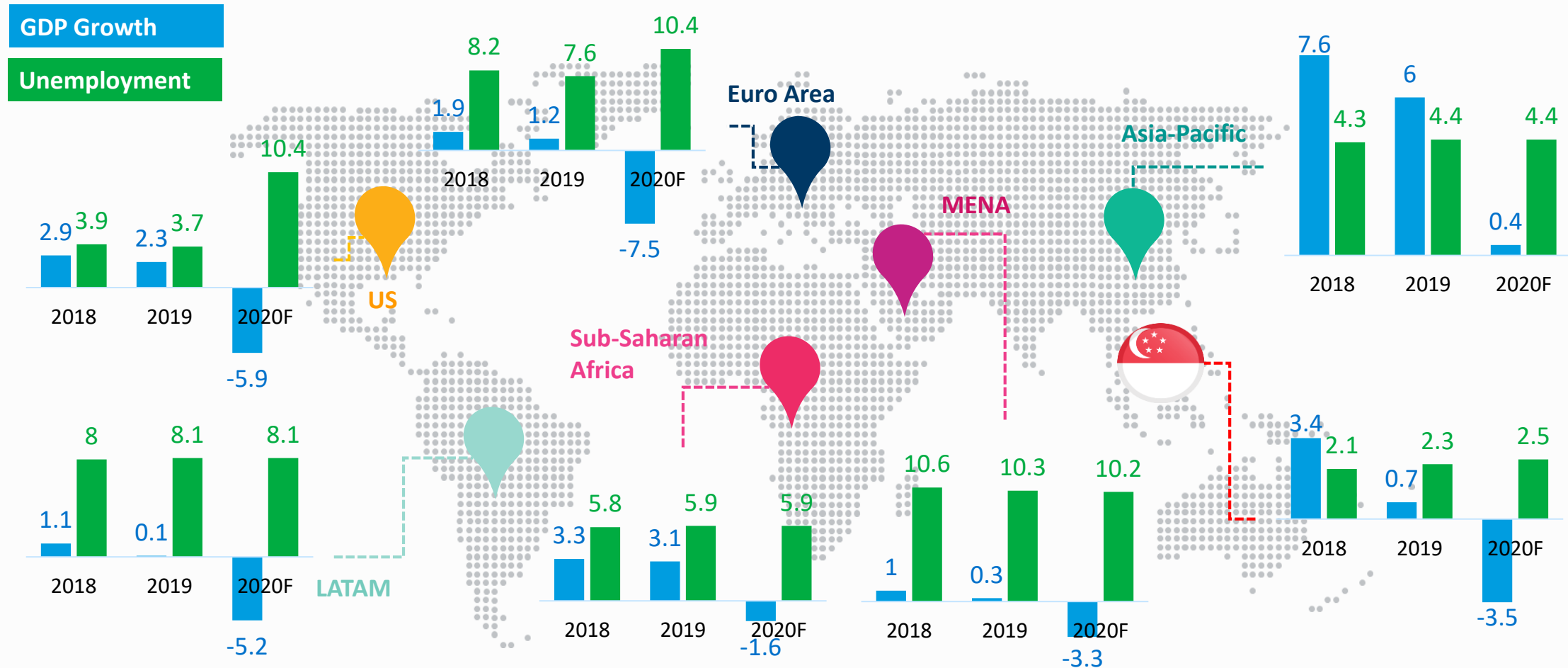
Agenda for Today

1. Introduction & Overview of COVID-19 Support Schemes
2. SGUnited Jobs & Skills
3. MaritimeSG Together Package (+ associate programmes)
4. Summary
5. Q&A with MPA, SSG, WSG

Global Economic Outlook

Growth slowed in 2019 amidst concerns over US-China Trade War & Brexit.

For 2020, COVID-19 has grounded global economies to a halt, with little signs of a V-shaped recovery



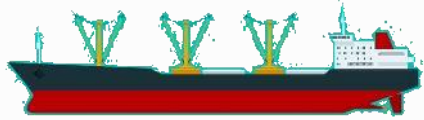
Global Maritime Outlook

Slow down across all major subsectors to be expected



Containers

Supply chain disruptions due to national lockdowns have resulted in blank sailings in 2Q20. While blank sailings are likely to fall in the medium term, the outlook remains uncertain as economies gradually exit from lockdowns while rising unemployment / falling income would likely dampen the demand for consumer goods



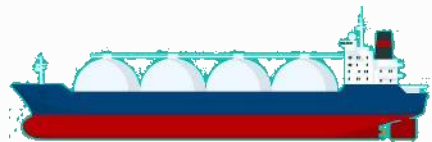
Dry Bulk

Reduction in demand for coal, metals and cement in the short term while grains and fertiliser was expected to remain resilient. **Potential “bounce back” in the medium term** arising from fiscal stimulus in (overdue) infrastructure projects and recovery of industrial production



Tanker

Initial spike in demand as traders rushed to hire tankers to store excess oil outputs. However, tonnage demand is likely to fall in the medium term due to **weaker demand for oil** (e.g. less air travelling, driving) and **production cuts** from OPEC+ and oil majors.



Chemicals / Gas

Weak economic outlook translates into **reduced demand for refined products**. Inventories are building up on shore while refineries are cutting runs to save cost. LNG markets are easing back from seasonal demand, but suppliers are seeking to delay in cargo deliveries



OSV

Steep decline in oil prices will result see cut backs in expensive offshore oil production. No clear signs of recovery in the OSV in the short-to medium term



Harbour Craft

Travel restrictions have had severe impact on passenger ferries and crew changes, which, in turn, has a **knock-on effect on the number of port calls** in Singapore and demand for other port services (e.g. bunkering and ship supplies)

Four Budgets to safeguard lives and livelihoods

A slew of measures amounting up to S\$93bn were announced across Unity, Resilience, Solidarity and Fortitude Budgets to support businesses and individuals through the COVID-19 crisis



Managing Cashflow

- Job Support Scheme (75% for all for April and May 2020 + tiered approach to JSS to August 2020 depending on sector impact)

Managing Cost

- Property Tax Rebate (30-100%) + cash grant for rental relief for SMEs tenants + laws to ensure PTR is passed on to SME tenants
- Deferred planned increase for CPF contribution rates for senior workers
- Waiver of Foreign Worker Levy (FWL) + Levy Rebates for April to July 2020¹
- Enhanced Wage Credit Scheme²

Managing Credit

- Expanded Temp. Bridging Loan Programme (TBLP) to all sectors
- Raised of govt risk share for EFS-WCL, EFS Trade Loan, and TBLP, from 80% to 90%

Supporting Individuals and Skills Upgrading

- SkillsFuture Next Bound (SF Credit top-up³, SF Enterprise Credit, SF Mid-Career Support)
- SGUnited Jobs & Skills Package (Jobs, Traineeships, Skills)
- Senior Worker Support Package
- Self-Employed Person Income Relief Scheme (SIRS)⁴
- COVID-19 Support Grant⁵ (CSG) for those who became unemployed + Temporary Relief Fund (TRF)



1. FWL and Levy Rebate for June/July 2020 are only for businesses that are unable to resume operations after 2 June 2020
2. Co-funding of wage increases for Singaporean employees was raised from 15% to 20%, monthly wage ceiling was raised from \$4000 to \$5000.

3. \$500 for every Singaporean above age of 25, and another \$500 for every Singaporean aged 40 – 60.
4. Quarterly cash payout to eligible Self Employed Persons of \$3,000 each (May, July, October)
5. \$800 per month, for 3 months

Speakers for today



Lim Li Li (Chloe)
Senior Manager
(Manufacturing Division)



Chee Liping
Assistant Director
(Business Capability Development)



Aidil Suraya
Senior Manager
(Business Capability Development)



Yeo Teck Wei
Manager (Industry
Development Division 1)

Jason Ho
Manager
(Innovation, Technology & Talent Development)

“House Rules”



1. Chat and Audio have been disabled to minimise disruption to presenters
2. We welcome all questions via the “Q&A” function throughout our presentations, but the speakers might not be able to address them immediately during their respective presentations. Where relevant, we will aggregate some of them and address them collectively at the Q&A segment at the end.

*The Q&A function button should
be somewhere around here*



Sharing with SSA on SGUnited Jobs SGUnited Traineeship and Adapt & Grow Initiatives



SGUnited Jobs Initiative



COVID-19 has greatly disrupted enterprises with borders closing and travel restrictions

It has resulted in certain sectors having **excess manpower and some facing manpower shortage** (short-term and long-term)



As part of the **SGUnited Jobs and Skills Package**, the SGUnited Jobs Initiative seeks to assist companies with manpower issues during this period of time by

- Expediting the **matching of available jobseekers to immediate vacancies** (which can include short-term jobs to handle COVID-19 related operations as well as long-term jobs)
- **Facilitating the movement of excess manpower** to suitable roles elsewhere

For Example:

Company A has **excess staff** due to COVID-19 and would like to assist in find suitable roles for them.

Company B has a surge in demand and would like to **hire more staff** to handle the increased workload.



SGUnited Jobs facilitates the Job Matching



How Companies will work with TACs

For SGUnited Jobs Initiative



1. COLLATE

Companies can indicate their manpower status in the attached Job Order Template

- One Tab for **Manpower in Demand**
- One Tab for **Manpower in Excess**

Submit the Job Order Template to **Trade Association and Chambers (TACs)***

Sample of Job Order Template:

No	Job Position	Nationality	Number of Vacancies	Job Description with Responsibilities and Requirements	Length of Employment	Min. Education (Select from Dropdown)	Employment Type (Select from Dropdown)	Salary Offered	Expected timeframe to start employment
E.g.	Production Worker	SC/PR	10	<ul style="list-style-type: none">• Ensure production run according to the planned schedule and production standards are met.• Prepare, mix, and record all processing, raw and packaging material for production used according to the formulation.	3 months	Secondary / WPLN3	Part Time	\$X/hr	Mid-Apr 2020

*Companies who are not a member of any TACs can work through the Singapore Business Federation (SBF)

How Companies will work with TACs

For SGUnited Jobs Initiative



2. POST

Concurrently, companies with manpower demand can **post vacancies** on MCF

my
careersfuture.sg

and include the hashtag **#SGUnitedJobs** after the job title (e.g. Driver #SGUnitedJobs)



*Coordinate
cross-sector
matching*



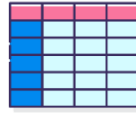
3. Match

TACs and SBF will assist with sourcing for jobseekers and expedite job matching within member companies to available openings or amongst alternative industries, while WSG conducts back-end job matching on MCF concurrently.

TACs and SBF will work with Agencies such as WSG, e2i and IHLs to facilitate further matching for companies.

Operational Overview

Workflow for Companies with Manpower in Demand



a) Company with manpower in Demand (permanent or temporary roles)

b) Company fills up the **Job Order Template** specifying the roles desired and submits to TACs or SBF

c) TACs and SBF to review submissions and facilitate matches while company posts on MCF with the hashtag **#SGUnitedJobs** after the job title

d) TACs and SBF to send over suitable candidates while company assesses suitability.

ONBOARDED



e) Company successfully onboards the Jobseeker

f) Company updates the final status on MCF

g) Company closes the job posting on MCF and report the details of successful jobseekers placed to TAC/SBF

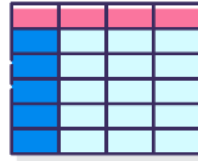
WSG Manpower Support

(Backend)

- Provide advisory on relevant manpower hiring schemes
- Facilitate vacancy postings onto SGUnited MyCareersFuture.sg (MCF) and Virtual Career Fair (VCF)
- Email blast to jobseeker database
- Circulate JD info to Careers Connect / Career Centres
- Circulate JD info at Careers Connect On the Go (CCOTG) platforms

Operational Overview

Workflow for Companies with Manpower in Excess



my
careersfuture.sg



a) Company with manpower in Excess (including permanent roles and temporary hires)

b) Company fills up the **Job Order Template** and informs TACs or SBF of the type of outplacement (e.g. short-term or permanent)

c) Company can direct affected workers to **MCF** for roles with **#SGUnitedJobs**. Concurrently, company can work with **TACs and SBF** to look out for intra and cross-sector job matching **opportunities** for the affected workers

d) Other companies with demand successfully hire the excess manpower

What is MyCareersFuture.SG?

Match your skills. Find more jobs.

Search Job by Title or Keyword | Minimum Salary | All Employment Types

Search jobs with government support

In-demand	Popular
Software Developer: 1174 jobs	Project Manager: 1114 jobs
Business Analyst: 526 jobs	Accountant: 268 jobs

Discover suggested talents

Not enough applicants? Find a list of potential candidates who are open to being contacted for opportunities.

Log in with CorpPass

- Find candidates for your jobs: After posting your jobs, you can review applicants and find suggested talents.
- Easily assess candidates: Our job matching partners scan profiles for relevant skills, work experience and education.
- Save time screening: Screen suitable candidates first when they're ranked by how well they match your job.

Job hunting is not a numbers game.

Copy, paste, send. Copy, paste, send. Copy, paste, send.



National Jobs Portal with smart and predictive features to assist companies and locals with Job Matching.

- Connects jobseekers to relevant jobs using **jobs-to-skills matching**
- **Enhanced functionalities** for companies to identify applicants by algorithm and view other potential candidates

What is MyCareersFuture.SG?

The screenshot shows the SGUnited Virtual Career Fair website. At the top, there is a banner for the "SGUnited Virtual Career Fair" with a search icon. Below this, two calendar icons show the dates "27 March" and "12 April", with a minus sign between them. To the right of the calendars, it says "more than 2,200 temporary jobs that are immediately available!". The website header includes "VIRTUAL CAREER FAIR" and navigation links for "HOME", "JOBS", "EMPLOYERS", "CAREER RESOURCES", "NEW USER", and "EXISTING USER". The main content area features a job listing for "#SGUNITEDJOBS CASUAL PART-TIME SOFTWARE ENGINEER" by "3E ACCOUNTING PTE. LTD.". The listing includes the company logo, social media icons for Facebook, Twitter, LinkedIn, and WhatsApp, and an "APPLY NOW" button. Below the job title, there are sections for "JOB DESCRIPTION" and "JOB DETAILS". A green button at the bottom of the job details section says "NEED CAREER ADVICE, MAKE A VIRTUAL COACHING APPOINTMENT".

my
careersfuture.sg

National Jobs Portal with smart and predictive features to assist companies and locals with Job Matching.

- Connects jobseekers to relevant jobs using **jobs-to-skills matching**
- **Enhanced functionalities** for companies to identify applicants by algorithm and view other potential candidates
- SGUnited **Virtual Career Fairs** [#SGUnitedJobs](#)
 - Makes SGUnited Jobs opportunities **more accessible**

Scan here to post your vacancies on MCF now!



Operational Overview

For SGUnited Jobs Initiative

External Resource Partners



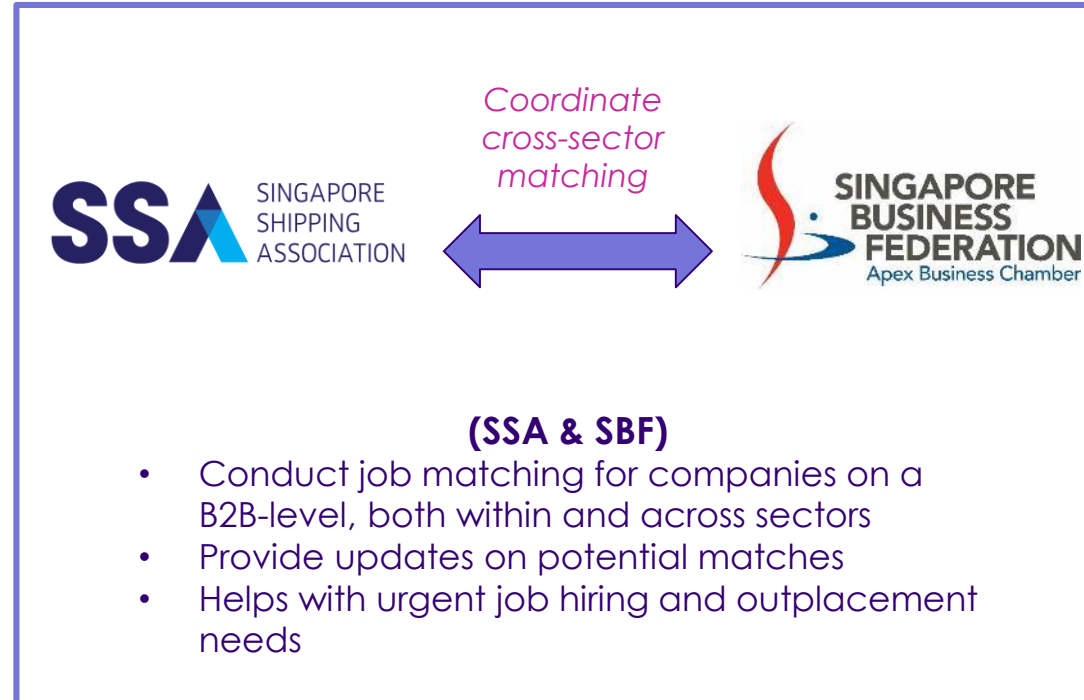
Companies with manpower in Demand

- Permanent Roles
- Temporary Hires



Companies with manpower in Excess

- Permanent Roles
- Temporary Hires




- Support backend job matching via MCF and VCF
- Provide advisory on relevant manpower hiring schemes



- Link up companies to this ecosystem for facilitation and assistance



Advisory of maritime specific matters

SGUnited Traineeships Programme

About the SGUnited Traineeships Programme



up to
21,000

Traineeships to be created for this year

Provides **fresh graduates** who are **unable to secure full-time jobs** with traineeship opportunities across all sectors. Host companies can look forward to Government support to **co-fund Training Allowances**.

- Applicable for job seeking graduates (*Singaporeans/PR*) who have:
 - **Graduated or graduating** from ITE, Polytechnics, Universities and other Private Educational Institutions in **CY2019/2020**, or **finished serving National Service** and looking to enter the workforce in **CY2019/2020**.
- **No commitment necessary for host companies to hire** after the traineeship, but host companies can consider hiring at any time for well-performing trainees
- As this is a training programme, there is no employment relationship between the parties and host companies do not need to pay CPF.
- Host companies can adopt 100% virtual coaching and Workplace Training in view of COVID-19 situation



4:1 Government Funding, with WSG co-funding 80% of Training Allowance



Provide **up to 12 mths Traineeship Programme** (Training must commence by **31st Dec 2020**)



Traineeship vacancies to be **posted on MCF**



Clear **Traineeship Description** and **Development Plans**

About the SGUnited Traineeships Programme



4:1 Government Funding, with WSG co-funding 80% of Training Allowance

Total Monthly Stipend will vary depending on trainee's job scope, based on qualifications required:

Estimated Monthly Stipend

University Degree and above	Polytechnic Diploma or Professional Qualifications	ITE Qualifications
\$1,800 - \$2,500	\$1,300 - \$1,800	\$1,100 - \$1,500

For Example:



An Engineering Company would like to be a Host Company* and take on the following Trainees.

	Traineeship Role Offered	Number of Trainees	Education Qualifications	Proposed Monthly Stipend per trainee	Under SGUT Co-funding Structure	
					Company Outlay per Trainee (20%)	Govt Funding per Trainee (80%)
1	Automation Engineer	2	Uni Degree	\$2,400	\$480	\$1,920
2	Assistant Engineer	1	Poly Dip	\$1,700	\$340	\$1,360
3	Process Technician	3	ITE Grad	\$1,400	\$280	\$1,120
Total:				\$10,700	\$2,140	\$8,560



Appointed Programme Manager, Singapore Business Federation (SBF), to collate Traineeships demand from interested companies and assess applications to be Host Companies

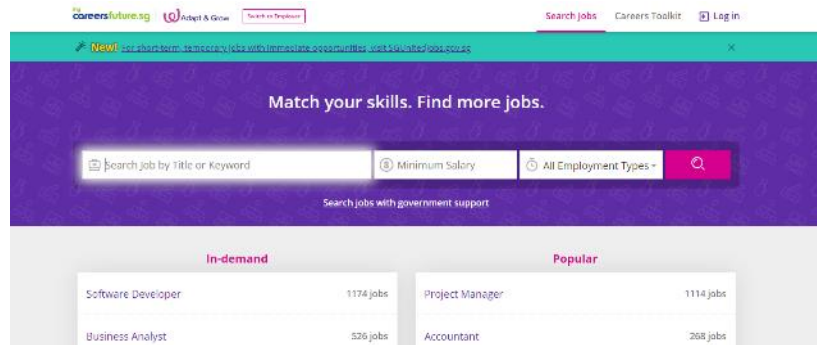
1. COLLATE (Form.SG)

Host Companies to **identify Traineeship Opportunities** for Fresh Graduates and submit details to SBF. SBF will reach out thereafter to complete the formal application documents.



How companies can come onboard as Host Companies

SGUnited Traineeships Programme



2. POST

Once the Host Company's application is approved, **vacancies for SGUnited Traineeships** to be posted on



With the hashtag: **#SGUnitedTraineeships**

3. MATCH

Host Companies to **assess applicants and take on** suitable Trainees to start their Traineeships.

Traineeship programme will have to commence **by 31st Dec 2020.**

Application Process for Host Companies

Programme has commenced since 1st June 2020



Adapt & Grow Programmes

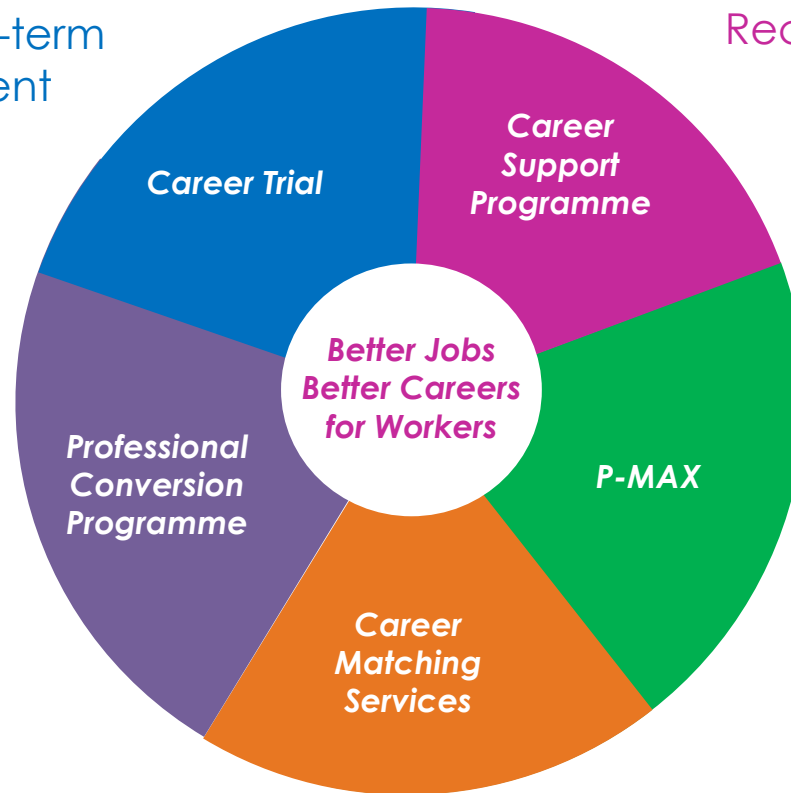
Adapt & Grow Programmes

Helping Employers with Manpower Issues

Assess job fit through a short-term job trial before employment

Receive up to \$42,000 of salary support to hire skilled & experienced PMETs

Hire and train mid-career PMETs and receive up to 90% course fee grant and salary support



Assist SMEs to recruit and manage newly-hired PMETs & receive \$5,000 assistance grant



Enjoy direct referrals of job seekers, career fairs and JD writing workshops

Professional Conversion Programme

- Trains and facilitates the placements of mid-career switchers to meet your manpower needs.
- Up to **90% Salary Support** and **Course Fee Subsidy** to enterprises

Modes of Delivery:

Place-And-Train: Enterprise **hires a PMET** and sends PMET for industry-recognized training to take on a new job role

Redeployment / Job Redesign Reskilling Enterprise sends **existing PMET**, who is vulnerable or at risk of redundancy, for reskilling to take on a redesigned or new job role



PCP for Sea Transport Professionals

PCP Mode	<ul style="list-style-type: none"> • Fresh-hire from a non-maritime sector OR a different role within the maritime sector • Internal Re-deployment (for “at-risk” jobs)[^] 					
Training Structure	<p>Facilitated Classroom Training</p> <ul style="list-style-type: none"> • “Shipping Industry Knowledge” (2-days Course at SP)* • 2 courses on maritime and/or emerging skills[#] <p>Structured On-the-Job Training (OJT) (Contextualized to company’s needs)</p>					
Duration	Up to 6 months	Eligibility Criteria	<p>Employee must be:</p> <ul style="list-style-type: none"> • Be a Singapore Citizen or Singapore Permanent Resident; • Be at least 21 years old; • Have fulfilled NS obligations or graduation for at least 2 years <p>Company must be incorporated in Singapore</p>			
Indicative Salary Range	\$2,500 - 6,000					
Supported Maritime PMET Job Roles (Not exhaustive)	<table border="0"> <tr> <td data-bbox="529 975 919 1182"> Network Operator/Planner Capacity Manager Trade Manager Vessel Operator Post Fixture Executive Ship Planner (Stowage) </td> <td data-bbox="1131 975 1544 1182"> Crewing Executive/Manager HSSEQ Manager Ship Charterer Shipping Analyst Ship Agent Bunker Trader </td> <td data-bbox="1730 975 2201 1182"> Sales & Purchase Broker Chartering Broker Marine Insurance Claims Handler Marine Insurance Underwriter Marine Surveyor Naval Architect </td> </tr> </table>			Network Operator/Planner Capacity Manager Trade Manager Vessel Operator Post Fixture Executive Ship Planner (Stowage)	Crewing Executive/Manager HSSEQ Manager Ship Charterer Shipping Analyst Ship Agent Bunker Trader	Sales & Purchase Broker Chartering Broker Marine Insurance Claims Handler Marine Insurance Underwriter Marine Surveyor Naval Architect
Network Operator/Planner Capacity Manager Trade Manager Vessel Operator Post Fixture Executive Ship Planner (Stowage)	Crewing Executive/Manager HSSEQ Manager Ship Charterer Shipping Analyst Ship Agent Bunker Trader	Sales & Purchase Broker Chartering Broker Marine Insurance Claims Handler Marine Insurance Underwriter Marine Surveyor Naval Architect				

[^] Company needs to detail their transformation and redeployment plans in their application (e.g. current job scope vs. new/enhanced job scope required of existing employees)

* For new hires from non-maritime sector

[#] To selected from a list of courses pre-approved through by the MPA or SSG

Rank-and-File Place-and-Train Programmes

- Supports reskilling of individuals to take on new or enhanced job roles
- Up to **90% Salary Support** and **Course Fee Subsidy** to enterprises

Modes of Delivery:

Place-And-Train: Enterprise **hires an individual** and is sent for industry-recognized training to take on a new job role

Redeployment / Job Redesign Reskilling Enterprise sends **existing employee**, who is vulnerable or at risk of redundancy, for reskilling to take on a redesigned or new job role



Thinking of **reskilling individuals** for **new job roles**?



The logo for Workforce Singapore, featuring a stylized 'w' in pink and 'sg' in dark blue.

Workforce
Singapore

Sharing on SkillsFuture's Initiatives for Sea Transport sector with SSA

SKILLS *future* SG

A post-COVID-19 future will not be business as usual. That said, it also present opportunities for **shipping companies to build deep capabilities in new areas.**

Recommended by @utbrain |>

Coronavirus: Global container shipments set to fall 30% in next few months



Workers wearing face masks rope a container ship at a port in Qingdao, Shandong province, China, on Feb 11, 2020. PHOTO: REUTERS

© PUBLISHED APR 23, 2020, 8:04 AM SGT

OPPORTUNITY #1

Supply chains will be increasingly regionalised with companies seeking to minimise impact of global shocks and build greater resilience in their operations

OPPORTUNITY #2

Digitalisation and automation will be accelerated to maintain daily operations while minimising human activity

OPPORTUNITY #3

With social distancing as a catalyst, **E-commerce** will become a key driver in shaping future supply chain needs

Tap on **SkillsFuture Enterprise Credit** to offset out-of-pocket expenses when participating in enterprise development and workforce transformation programmes.

Eligible employers will receive a one-off \$10,000 credit to cover up to 90% of out-of-pocket expenses on qualifying costs for supportable initiatives such as:

- Skills Framework-aligned courses
- Professional Conversion Programmes (course fee expenses only)
- Rank-and-File Place-and-Train Programmes (course fee expenses only)

Eligibility

Employers who have met the requirements below will be notified in writing:

- Have contributed at least \$750 Skills Development Levy over the period;
- Employed at least 3 Singapore Citizens or Permanent Residents every month over the same period;
and
- Have not been qualified at any of the earlier periods

For more info, please visit www.skillsfuture.sg/sfec.

As of 1 May 2020, absentee payroll has been raised to 90% of hourly basic salary, capped at \$10/hr for all sectors.





1. Go to [SkillsConnect Portal](#)
2. Go to “Courses & Funding”, look under “Courses Directory”. Go to ‘Course Details’, look under ‘Course Support Period’.
3. For courses which are pre-approved with an Absentee Payroll funding component, the ‘Type of Funding’ field will contain either “Training Grant and Absentee Payroll only” or “Absentee Payroll only”.

The screenshot shows the SkillsConnect portal interface. At the top, there are navigation tabs for 'ABOUT US', 'COURSES & FUNDING', 'E-SERVICES', 'RESOURCES', and 'FAQ'. Below this is a search bar and a 'LOGIN' button. The main content area displays the course title 'HAZMAT TRAINING' with its registration number '52028000L'. It also shows the course title 'AWARENESS OF THE INTERNATIONAL MARITIME DANGEROUS GOODS (IMDG) CODE COURSE' and its reference number 'CRS-N-0019930'. The 'Course Details' section includes the course title, reference number, and objectives. The 'Area of Training' is listed as 'Transportation and Storage'. Contact information for the training center is also provided.

Course Support Period (01 Jan 2019 to 30 Apr 2021)	
Course Classification:	Approved for All Companies
Type of Funding:	Training Grant and Absentee Payroll Only
Support level:	CAT B, Certificable (Non-WSQ), External, RnF (CF with AP), Eligible for MCES, SME, WTS
Number of Training Day(s):	2
Total Training Duration:	15.0 Hour(s)
Length of Course Duration:	2 day(s)
Cost Components:	Course fee per trainee (excluding GST) 600.00
Total Cost of Training Per Trainee:	\$600.00 (excluding GST)
Formulas:	
Business Description	Grant Amount
Coy, Mid Career Enhanced Subsidy, In-house Course Fees - 90% of course fee up to \$7 per training hr + \$7 per OJT hr Absentee Payroll - 80% of hourly basic salary up to \$4.50 per training hr	105.00
Coy, Non-SME, Non-WTS, In-house Course Fees - 80% of course fee up to \$7 per training hr + \$7 per OJT hr Absentee Payroll - 80% of hourly basic salary up to \$4.50 per training hr	105.00
Self-Sponsored (only for nett fee course), WTS, External Course Fees - 95% of course fee up to \$26.50 per training hr	397.50

Work-Study Programmes for Sea Transport to tighten industry-training nexus.

Seafarers

Programme Name	Scope	IHL / TSP Partner(s)
Tripartite Nautical Training Award (TNTA) and Tripartite Engineering Training Award (TETA)	<ul style="list-style-type: none"> For individuals with minimum GCE 'N' Levels qualifications to become CoC3 Deck Officers and Nautical Engineers. Participating Companies include PIL, POSH Fleet Services and AP Moller. 	
WSPD for Seafaring (Deck Officer / Marine Engineer)	<ul style="list-style-type: none"> For fresh poly graduates (CoC3 Deck Officers / CoC 4 Marine Engineers) to take on roles on board ships Participating Companies include Apex Ship Management, Grindrod Shipping and PIL 	
WSP in Shipowning, Operating or Broking	<ul style="list-style-type: none"> For fresh Polytechnic graduates to take on job role such as ship charterers, vessel operator and ship brokers 	
Work-Study Diploma in Maritime Business Management	<ul style="list-style-type: none"> For fresh ITE graduates who are keen on taking on job roles such as operations executive and ship agent 	

Shipping

Gain first-hand access to job-ready talent through the **SGUnited Skills Programme**.

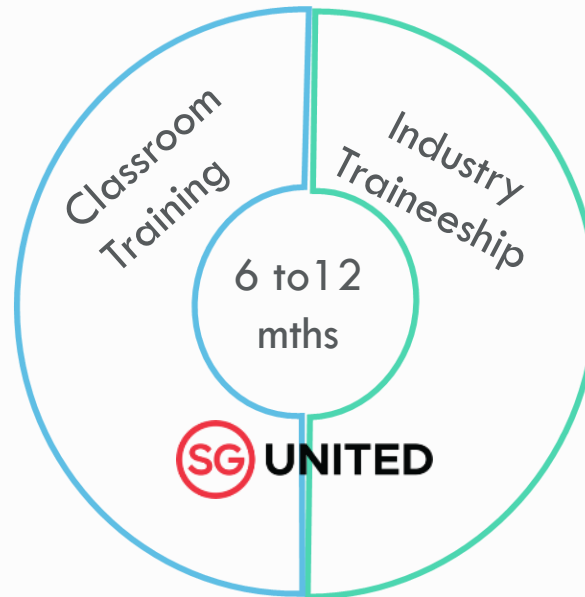
To equip the individual with sector relevant skills, companies can:



Potential Programme for Sea Transport

In-demand job roles in Sea Transport

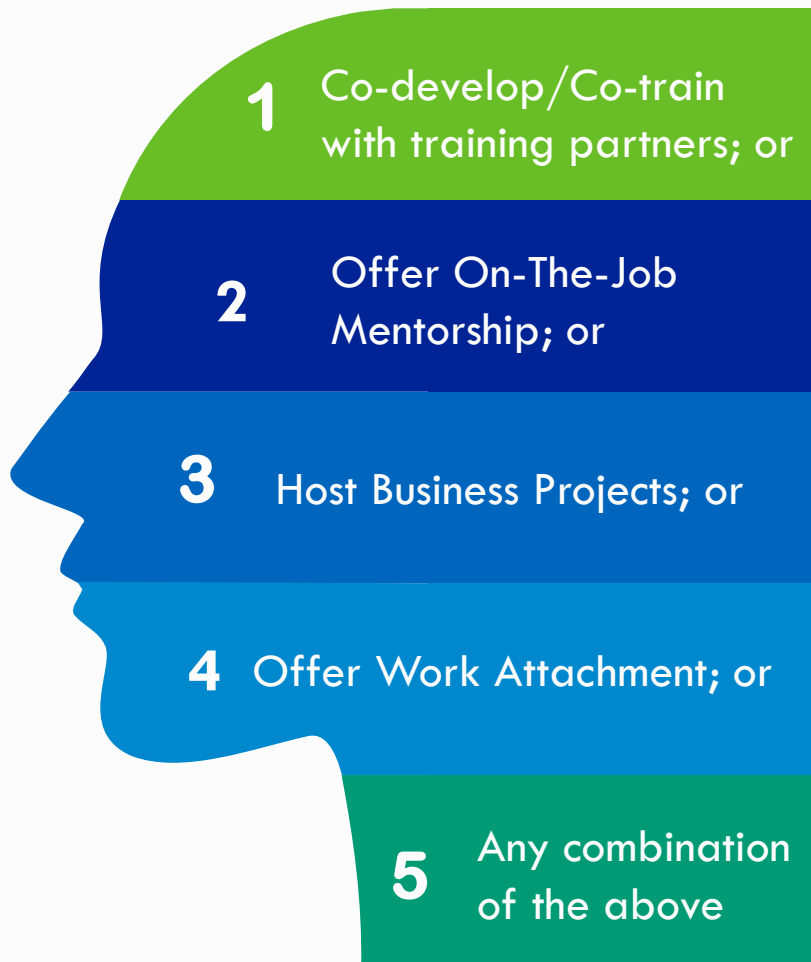
- Prime Mover / Haulier Drivers
- Port Equipment Engineers/Technicians
- Warehouse Assistants
- Port Limit Steersman
- Vessel Operator / Manager
- Technical Executive



Companies can hire well-performing individuals who have showcased their aptitude for a new career path anytime when there are vacancies

Gain first-hand access to job-ready talent through the SGUnited Skills Programme.

To equip the individual with sector relevant skills, companies can:



Example: Advanced Manufacturing Skill-Up Programme

List of Modules in the Programme

1. Programmes under Diploma in Engineering (Advanced Manufacturing)
2. SkillsFuture Work-Study Certificate for Engineer 4.0 (320 hrs)
3. Specialist bundles
 - Technical Complementary bundle
 - Communication Skills Bundle
 - AutoCAD bundle
 - Advanced Manufacturing bundle
 - Solidworks bundle

Target Job Roles

- Manufacturing Engineer/Technician
- Machining Technician
- Shop floor Supervisor Manufacturing Lead/foreman

Programme Manager

SINGAPORE POLYTECHNIC | **SP**

Training Allowance

1,200 per month for trainee for duration of programme to cover subsistence expenses

Enhanced Hiring Incentive (EHI) to encourage employers to convert trainees to employees

First introduced as part of the SkillsFuture Mid-Career Support Package (SFMCSF) in Feb 2020 under the Unity Budget, the EHI programme has been broadened to cover all new-hires (regardless of age) as long as they participated in any eligible reskilling or training programmes

Eligible re-skilling or training programmes

Adapt & Grow initiative

- Professional Conversion Programme (PCP)
- Place and Train Programme (PnT) for RNF workers

Career transition programmes by CET Centres

SGUnited Jobs & Skills (SGUJS)

- SGUnited Traineeships
- SGUnited Mid-Career Traineeships
- SGUnited Skills

Enhanced Hiring Incentive

Local Worker, 40 year old & above

40% salary support for six months, capped at \$12,000 in total

Local Worker, aged below 40

20% salary support for six months, capped at \$6,000 in total

More information to be announced in July 2020

SKILLS *future* SG

Maritime SG Together Package (+ associated programmes)

Internship Reimbursement Scheme

Ensuring future graduating classes of students will have proper exposure to maritime sector

Target Beneficiaries	<ul style="list-style-type: none">• Maritime companies*• Singaporean and Singapore PR students enrolled in any publicly-funded local IHLs
Quantum	50% of internship allowance [^] , capped at \$500 per month for up to 6 months
Effective Period	For internships that commences between 1 May 2020 to 31 Dec 2020
Internship Structure	<ul style="list-style-type: none">• Full-time or part-time internships• Credit-bearing internships is not a must• Structured internships with proper guidance from assigned mentor(s) (delivered remotely or in-person)• Rotations across maritime and/or non-maritime functions and/or attachment(s) to client offices
How to apply?	<ol style="list-style-type: none">1. Submit notification form to MPA after you have identified the right candidate(s) via link here.2. Upon the completion of the internship, companies will have 3 months to submit the claim form here.3. MPA will process the disbursements on a monthly basis starting from 30 June 2020

Seafarers Relief Package (SRP)

To assist Singaporean seafarers whose employment has been affected by border control measures and crew change restrictions, eligible local seafarers who are unable to secure employment onboard foreign-going vessels due to the COVID-19 situation, can apply to receive up to \$800 per month in financial assistance from May to July 2020.

Categories of Support under SRP

Funding Partners

Type of Seafarer

Assistance Level

Eligible seafaring officers¹ (i.e. holds a valid CoC)

MPA: \$500
SMOU: \$300

Cadet trainees¹ who are working adults in place-and-train programs for eventual full employment with their companies

MPA: \$200
SMOU: \$300

Ratings² (Seamen registered with MPA)

MPA: \$500
SOS: \$300






MPA
SINGAPORE



Seafarers Relief Package (SRP)

To assist Singaporean seafarers whose employment has been affected by border control measures and crew change restrictions, eligible local seafarers who are unable to secure employment onboard foreign-going vessels due to the COVID-19 situation, can apply to receive up to \$800 per month in financial assistance from May to July 2020.

Funding Eligibility Criteria

-  Singaporean who is an active seafarer and has been recently deployed on board ships for the period from 1 Nov 2019 onwards;
-  Awaiting assignment or on standby for employment onboard foreign-going vessel for 30 days or more from 1 May to 31 July 2020 (i.e. not paid seafaring allowance); and
-  Have not benefited from the COVID-19 Support Grant and Self-Employed Person Income Relief Scheme (SIRS) administered by the Ministry of Social and Family Development and Ministry of Manpower respectively.

Seafarers' Relief Package

How to apply for Seafarers Relief Package?

Application Link

<https://form.gov.sg/5ea4fe5696f87100114f79e4>



Enquiries:

mcf@mpa.gov.sg

Documents Required

- Copy of NRIC;
 - Copy of SMOU member card (if applicable); and
- Either
- Letter from employer confirming period between 1 May to 31 Jul 2020 where applicant was on standby on shore; or
 - Copy of payslip for period between 1 May to 31 Jul 2020 where applicant was on standby on shore.

Application Timeline

- Apply after the period of declared unemployment
- As the relief package covers 3 months of unemployment on board vessels, applicant can submit monthly, or at the end of July when he can confirm the entire period between May to Jul 2020 that he was unable to sail because of the COVID situation.

Seafarers' Relief Package

What is required for the Employer's Letter?

The Employer letter should be issued on the Company's letter head and confirm the period between 1 May to 31 July 2020 where the applicant was on standby on shore, due to the COVID-19 situation.

Sample template:

TO: THE MARITIME AND PORT AUTHORITY OF SINGAPORE

APPLICATION FOR SEAFARERS RELIEF PACKAGE

In view of the present COVID-19 situation, we confirm that <name of seafarer>, <NRIC no.>, has not been given any vessel assignment from <date> to <date>.

2 Please contact the undersigned if you require further clarification.

Signature : _____

Name : _____

Email : _____

MCF Manpower Development

To encourage upskilling and strengthen longer term capabilities, MPA has enhanced the co-funding support for the following manpower schemes under Maritime Cluster Fund (MCF)

	MCF - Certifiable Courses	MCF – Short Courses*
Target Beneficiaries	Singaporean and Singapore PR maritime employees and self-sponsored individuals	
Quantum	Increased co-funding from 70% to up to 90% of the course fee, subject to a funding cap	Increased co-funding from 70% to up to 90% of the course fee
Course Coverage	19 MCF pre-approved certifiable courses Ranging from Certificate/Diploma level courses to Masters programmes leading to a seafaring or maritime shore-based professional qualification	20 MCF pre-approved short courses*
Effective Period	For pre-approved courses commencing between 1 May 2020 to 31 Dec 2020	
Other information	Submit application to MPA 30 days before course starts Funds are disbursed on reimbursement basis upon successful completion	Submit application to training provider before course starts Funds are disbursed on reimbursement basis after completion of course with at least 75% attendance

MCF Manpower Development

To encourage upskilling and strengthen longer term capabilities, MPA has enhanced the co-funding support for the following manpower schemes under Maritime Cluster Fund (MCF)



Where to find the courses?

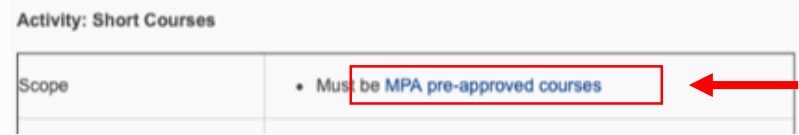
Step 1: Go to <https://www.mpa.gov.sg/web/portal/home/maritime-companies/setting-up-in-singapore/developing-manpower/training-maritime-singapore>

Step 2a: MCF - Certifiable Courses



2a. Click on text to see list of pre-approved MCF Certifiable Courses

Step 2b: MCF – Short Courses



2b. Click on text

Course Name	Percentage of Funding Support
Passenger Ferry Safety Refresher	90% ⁵
Pilotage Exemption Course For Large Vessel	90% ⁵
Pilotage Exemption Course For Small Vessel	90% ⁵
Pilotage Exemption Large Vessel Renewal Course	50% ⁵
Pilotage Exemption Small Vessel Refresher Course	90% ⁵
Port Facility Security Officer Course	50%
Port Limit Engine Driver (2nd Class)	90% ⁵
Port Limit Engine Driver (3rd Class)	90% ⁵
Port Limit Helmsman	90% ⁵
Port Limit Special Grade (Deck Officer) Course	90% ⁵
Port Limit Steersman	90% ⁵
Port Limit Tanker Master Course & Assessment	90% ⁵

Look for courses with “90%” funding support

MCF Productivity

To further support maritime companies in their digital transformation journey, MPA has enhanced the co-funding support for Maritime Cluster Fund (MCF) - Productivity

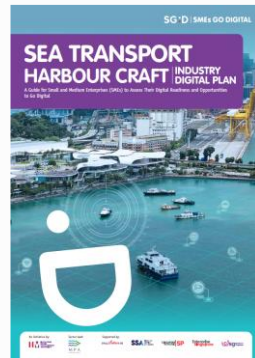
Target Beneficiaries	Maritime-related companies as well as technology and engineering companies with maritime focus
Quantum	Increased from 70% to up to 90% of qualifying costs, subject to a funding cap
Effective Period	Projects that are approved and commencing between 1 May 2020 to 31 Dec 2020
Qualifying Costs	<ul style="list-style-type: none">• Professional Services (e.g. consultancy, software development and customisation, user training, accreditation costs)• Hardware (e.g. purchase price and costs related to implementation of specialised hardware)• Software (e.g. subscription costs and licensing of specialised software)
Other Information	<ul style="list-style-type: none">• Due to complexity of the projects, interested applicants are to contact MPA (mcf@mpa.gov.sg) for discussion at least 8 weeks before project commencement.• Funds will be disbursed on reimbursement basis upon completion of project

Sea Transport Industry Digital Plan (IDP) and Productivity Solutions Grant (PSG)

Supporting local SMEs* to accelerate digitalisation and enhance productivity

Sea Transport IDP

- Co-funding support for pre-approved maritime-specific digital solutions that are tested and proven (list of vendors could be found [here](#))
- Sector focus: i) Ship Agency, ii) Harbour Craft
- 70% co-funding, capped at \$30,000 per annum per SME applicant



Productivity Solutions Grant

- Co-funding support for pre-approved productivity solutions and equipment
- Increased co-funding from 70% to 80%, from 1 Apr to 31 Dec 2020
- Expanded scope of generic solutions to cover solutions that help enterprises cope with social distancing measures such as:

- Online collaboration tools
- Virtual meeting and telephone tools
- Other solutions covered include: CRM, HRM, RPA, Project Management, Procurement etc.

Bringing the community together

Maritime Singapore Connect | Circles of Innovators



www.maritimesgconnect.com



- One-stop portal for visitors to access information on maritime opportunities
- Provide students and jobseekers easy access to maritime careers, education and training opportunities
- Allow jobseekers to create free accounts to deposit resumes
- Allow employers to create free accounts to access resumes after requesting for jobseekers' permission



Circles of Innovators

- Bringing like-minded digital/innovation leads and CHROs/HR directors to enable digital and workforce transformation
- Supporting development of digital strategies and strategic workforce plans
- Curated seminars, discussions, reading materials/articles on latest developments in tech and talent landscape

Circle of Digital Innovators



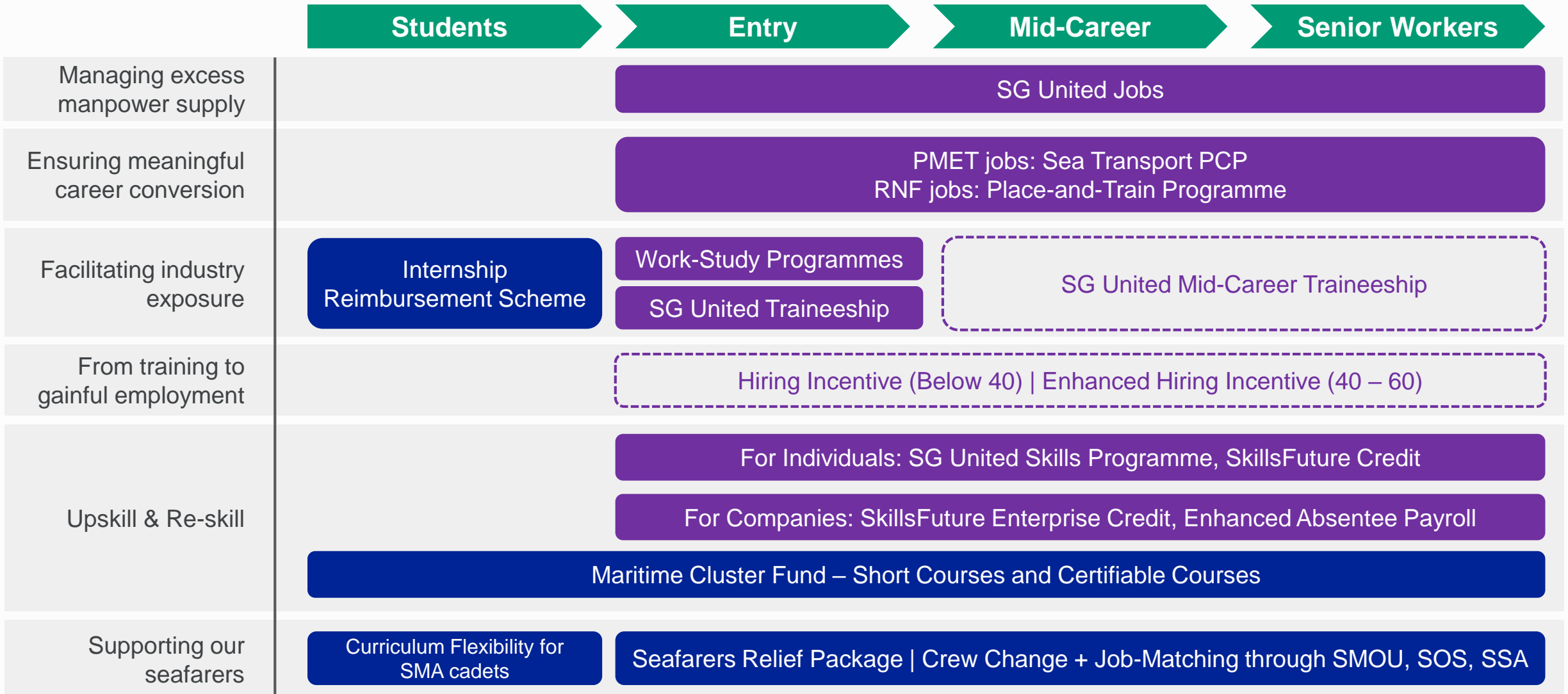
Circle of HR Innovators



Summary

Making sense of it all – Manpower Development

Difficult times ahead of us all, but the government stands ready to help regardless of background



Making sense of it all – Innovation & Productivity

Difficult times ahead of us all, but the government stands ready to help regardless of background

Raising Awareness

Building Digital Capabilities

Partnering and Plugging In

SME Go Digital (for Local SMEs*)

SME Digital Tech Hub

Tech Depot @ SME Portal

Productivity Solutions Grant
(Pre-approved generic productivity solutions and equipment for local SMEs*)

Sea Transport Industry Digital Plan
(Pre-approved maritime-specific solutions for local SMEs* in Harbour Craft and Ship Agency sectors)

Maritime Cluster Fund – Productivity
(Customised solutions for maritime companies; assessed on case-by-case basis)

Tech Skills Accelerator (TeSA)

Critical IT Resource Programme (CITREP+)

Company-Led Training

PIER 71 – Smart Port Challenge



MPA – SSA Joint Call-for-Proposal



Questions & Answers

1. Please click “Q&A” at the function bar at the bottom of the Zoom window
2. Type in your question and your identity (if we do not know who you are, we will not be able to answer you in writing if we run out of time)
3. We will attempt to answer them every relevant question (or aggregate similar questions) live or in writing.

Resource Guide (SG United Jobs & Skills Package)

I want to learn more about...	Useful Links
SGUnited Jobs	Email: Haniza@ssa.org.sg Information: https://www.ssg-wsg.gov.sg/sgunitedjobsandskills.html
SGUnited Traineeship	Application Form: https://form.gov.sg/#!/5e85abfb172ded0011ca2668 Information: https://www.ssg-wsg.gov.sg/sgunitedjobsandskills.html
Professional Conversion Programme for Sea Transport Professionals	Email: PCP_seatransport@sp.edu.sg Sea Transport PCP: https://conversion.mycareersfuture.sg/portal/ProgramDetails.aspx?ProgID=P00000429 General Information about PCP: https://www.wsg.gov.sg/content/dam/ssg-wsg/wsg/programmes/pcp/PCP_Factsheet_Feb2020_Online.pdf
Adapt & Grow and RnF Place-and-Train Programmes	Email: lim_li_li@wsg.gov.sg
SkillsFuture Enterprise Credit	www.skillsfuture.sg/sfec
Which courses are absentee-payroll eligible	www.skillsconnect.gov.sg/sop/portal
Work-Study Programmes	General Information: www.skillsfuture.sg/workstudy Specific Information: Deck Officer , Marine Engineer , Maritime Business , Shipowning , Operating & Broking
SGUnited Skills Programme	Email: yeo_teck_wei@ssg.gov.sg Information: https://www.ssg-wsg.gov.sg/sgunitedjobsandskills.html

Resource Guide (Maritime SG Together Package + other schemes)

	I want to learn more about...	Useful Links
Manpower Development	Maritime Careers Guidance and Job Postings	Maritime Singapore Connect Office: www.maritimesgconnect.com
	Maritime Cluster Fund – Certifiable Courses and Short Courses	Information / Course Catalogues: https://www.mpa.gov.sg/web/portal/home/maritime-companies/setting-up-in-singapore/developing-manpower/training-maritime-singapore
	Internship Reimbursement Scheme (IRS)	Information: https://www.mpa.gov.sg/web/portal/home/maritime-companies/setting-up-in-singapore/developing-manpower/talent-maritime-singapore Notification Form: https://form.gov.sg/5ea2a54c96f87100114bdf7f
	Seafarer’s Relief Package (SRP)	Application Form: https://form.gov.sg/5ea4fe5696f87100114f79e4
	Tech Skills Accelerator Programme	Email: wendy_teo@mpa.gov.sg Information: https://www.imda.gov.sg/imental/about-us/national-talent-development-initiatives/techskills-accerator--tesa
Innovation & Productivity	Maritime Cluster Fund – Productivity	Email: mcf@mpa.gov.sg with your project details.
	Sea Transport Industry Digital Plan (IDP)	Email: MPA_IDP@mpa.gov.sg Information: https://www.mpa.gov.sg/web/portal/home/maritime-companies/research-development/industry-digital-plan
	Productivity Solutions Grant (PSG)	https://www.enterprisesg.gov.sg/financial-assistance/grants/for-local-companies/productivity-solutions-grant
	MPA-SSA Joint call for proposal	https://www.mpa.gov.sg/web/portal/home/maritime-companies/research-development/call-for-proposals/CFP2020
	PIER 71 – Smart Port Challenge 2020	https://www.pier71.sg/smart-port-challenge/smart-port-challenge-2020/

Thank you for joining us today.

Please provide your feedback / express interest for any of the schemes via the feedback poll.



Jointly brought to you by:

DISCLAIMER

While every precaution has been taken in preparation of this document and every effort made, the accuracy of the information mentioned in this document are subjected to changes and differences. MPA has made no undertaking to update these materials after the date of publication, notwithstanding that such information may become outdated or inaccurate. MPA shall not be held liable for any errors or omissions that may remain and any losses or inconveniences incurred as a result of such changes or differences.

The information provided in this document are provided "as is" without warranties of any kind and MPA is not responsible for any errors or omissions or for the results obtained or consequences arising from the use of the same.

To the fullest extent permitted by law, MPA does not make any representations or warranties of any kind whatsoever in relation to any such information and services and disclaims all express, statutory or implied warranties of any kind as to their accuracy, adequacy, reliability, currency, timeliness, completeness, title, merchantability, quality, fitness of any particular purpose or non-infringement, or that the information or services will be provided without interruption, that defects will be corrected and that website will be free of viruses and other malicious, corrupting codes, programmes or macros.

MPA shall not be liable for any damage or loss of any kind whatsoever and howsoever caused, including any direct or indirect, special or consequential damages, loss of income, revenue or profits, whether arising directly or indirectly from your use of this document, and any action taken by you in reliance upon the information provided in this document.