

RANK-AND-FILE PLACE-AND-TRAIN PROGRAMMES FACTSHEET [FOR PUBLIC INFORMATION]

Rank-and-File Place-and-Train (RnF PnT) Programmes provide training and salary support to help individuals in RnF jobs reskill to take on new or enhanced jobs roles. The duration of each RnF PnT Programme will depend on the job and training requirements.

Modes of RnF PnT Programmes

- **Place-and-Train:** Individuals are hired by a participating employer before undergoing training to take on new job roles
- **Attach-and-Train¹:** Individuals are provided with training and work attachments, prior to job placement, through industry partners in growth sectors with good future job opportunities
- **Redeployment / Job Redesign (JR) Reskilling:** Individuals whose jobs are at risk of redundancy or in vulnerable jobs, are provided with training to take on new job roles or redesigned job roles within the same company.

Funding Support for Place-and-Train/Redeployment/JR-Reskilling Modes

Enhanced salary support is provided for employers who hire and reskill Singapore Citizens (SCs) who are unemployed and actively seeking employment for six months or more. From 1 April 2020, the enhanced salary support will also be extended to employers who hire and reskill mature SCs. The following table (Table 1) depicts the funding rates under Place-and-Train and Redeployment / JR-Reskilling modes.

Table 1: Funding Rates for Place-and-Train/Redeployment/JR-Reskilling Modes

WSG's Funding to Employers*	Standard Rate (SCs/PRs below age of 40)	Enhanced Rate for Long-term Unemployed ² Singapore Citizen (SC) trainees or Mature ³ SC trainees# (NEW)
Salary Support	Up to 70% of monthly salary (capped at \$2,000 per month)	Up to 90% of Monthly Salary (capped at \$3,000 per month)
Course Fee Subsidy	Up to 90% of course fees	

*Funding caps may apply

#Effective 1 April 2020, funding caps may apply

Funding Support for Attach-and-Train Mode

¹ Although placement is not mandatory for the **Attach-and-Train** mode, employers are strongly encouraged to offer employment to eligible trainees who have met satisfactory training and performance requirements

² Long-term Unemployed (LTU) is defined as being unemployed and actively seeking employment for six months or more.

³ Mature trainee is defined as being aged 40 and above

WSG funding support will be provided to **Trainees**. Hosting Employers will co-fund at least an additional 10% of prevailing salary. The following table (Table 2) depicts the funding rates under the Attach-and-Train mode.

Table 2: Funding Rates for Attach-and-Train Mode

WSG's Funding to Trainees	Standard Rate (SCs/PRs below age of 40)	Enhanced Rate (SCs aged 40 and above)
Course Fee Subsidy	Up to 90% Course Fees*	
Training Allowance	<p><u>WSG's funding</u> Between 50 - 70% of Prevailing Salary[#] (capped at \$2,000 per month)</p> <p><u>Co-funding by Hosting Employer</u> At least an additional 10% of Prevailing Salary[#]</p>	

*Funding caps may apply

[#]Based on jobs the trainee is being prepared for, to be determined by WSG for each Programme

Eligibility for RnF PnT Programmes

Individuals - Locals who meet the following criteria can apply for the programme:

- Singapore Citizen or Singapore Permanent Resident
- Minimum 21 years old
- Meet employer or course-specific selection criteria for each programme, where applicable
- **(New)** Both mature and LTU SCs will qualify for enhanced salary support rates

Employers - The participating company must fulfil the following criteria:

- Registered or incorporated in Singapore
- Able to offer employment directly related to the job which the programme is for, with remuneration that is commensurate with the market rate
- Commit to the training arrangements for the individuals whom they have selected