

FAQs

1. What is the Job Redesign Centre of Excellence (JRCoE)?

JRCoE is a one-stop centre to equip enterprises with the capability to embark on their business and workforce transformation journey through job redesign (JR). It is an initiative by WSG, driven by IHRP and supported by our TACs to strengthen the national JR ecosystem.

2. Why is there a need for a JRCoE?

With the accelerated pace of disruptions, there is a need for enterprises to embark on workforce transformation through job redesign to optimise processes, increase productivity and enhance their ability to attract and retain talent. Job redesign also facilitates greater career mobility for employees through the creation of higher value jobs.

Today, many enterprises still have a misconception on what JR entails or are unfamiliar with it. In addition, enterprises may find it challenging to embark on JR. JRCoE seeks to address these gaps by broadening awareness on JR, helping enterprises navigate JR and building JR capabilities of enterprises.

3. How does the JRCoE differ from other jobs and skills intermediaries such as the Jobs-Skills Integrator (JSIT)?

While both JSIT and JRCoE drive workforce transformation and career mobility, they have a different focus.

JSITs connect industry, training and employment facilitation partners to optimise training provision and job matching services for enterprises and individuals. They do so by aggregating manpower and skills needs, activating the supply of training and helping to match skilled workers to jobs.

JRCoE, on the other hand, does not focus on skills training and job placements. Rather, it will be a one-stop centre to help enterprises to navigate their job transformation journey and facilitate access to resources for their job redesign needs.

4. Does the JRCoE target all sectors?

JRCoE will pilot playbooks for the retail and HR sectors first, with other sectoral playbooks to follow after. However, JRCoE will be able to help employers from all sectors by directing them to JR resources from other agencies.

5. Which programmes are currently available for enterprises should they want to embark on Job Redesign?

Enterprises which are keen to embark on Job Redesign (JR) can tap on Workforce Singapore (WSG)'s Support for Job Redesign under Productivity Solutions Grant (PSG-JR) which provides funding support of up to 70% for job redesign consultancy support, capped at \$30,000 per enterprise. Interested enterprises may refer to go.gov.sg/psgjr-consultancy for the list of pre-approved consultants.

Other initiatives include the Career Conversion Programme, which provides salary support of up to 90% for new hires and or existing employees.

For other available workforce development and JR support provided by WSG, enterprises may also refer to <https://www.wsg.gov.sg/home/employers-industry-partners/workforce-development-job-redesign/job-redesign> for more details.

6. How can enterprises approach JRCoE for help?

WSG has appointed IHRP to manage the JRCoE. Enterprises can reach out to JRCoE through jrcoe@ihp.sg or visit <https://www.ihp.sg/jrcoe/>.

7. Who can approach JRCoE for help?

Any employer that is keen to transform their business and workforce through job redesign can approach JRCoE for help to kickstart their JR journey.

8. How will JRCoE help enterprises?

JRCoE will be able to direct enterprises to available JR resources, best practices, tools, and grants, so that they can be better equipped and supported to drive business transformation through JR. Enterprises undergoing JR can benefit from improved productivity and cost savings, improved ability to attract and retain talent, increased agility to respond to changes in the market, and better customer satisfaction.