

FACTSHEET ON “P-MAX” PLACE-AND-TRAIN PROGRAMMES – MAXIMIZING PMET POTENTIAL IN SMES

Background

SMEs form 99% of all enterprises in Singapore and have an integral role to play in Singapore’s economy. SMEs currently employ around seven out of every ten workers, and contribute nearly half of Singapore’s Gross Domestic Product (GDP). In today’s highly competitive business environment, a critical success factor is the recruitment and retention of talent, but this is also an area which many SMEs are challenged to overcome in Singapore.

With PMETs set to form the majority of our local workforce in the years ahead, it is therefore imperative to have more attention and resources dedicated to ensure that local PMETs across different age groups and income levels continue to remain relevant and gainfully employed, potentially within SMEs that can offer interesting and challenging career opportunities.

About P-Max

The PnT programmes under P-Max seek to:

- i) Help SMEs to better recruit, train, manage and retain their newly-hired PMETs
- ii) Encourage the adoption of progressive human resource practices within SMEs
- iii) Help to place job-seeking PMETs into suitable SME jobs.

Depending on SMEs’ needs, SMEs can choose from the following versions of P-Max:

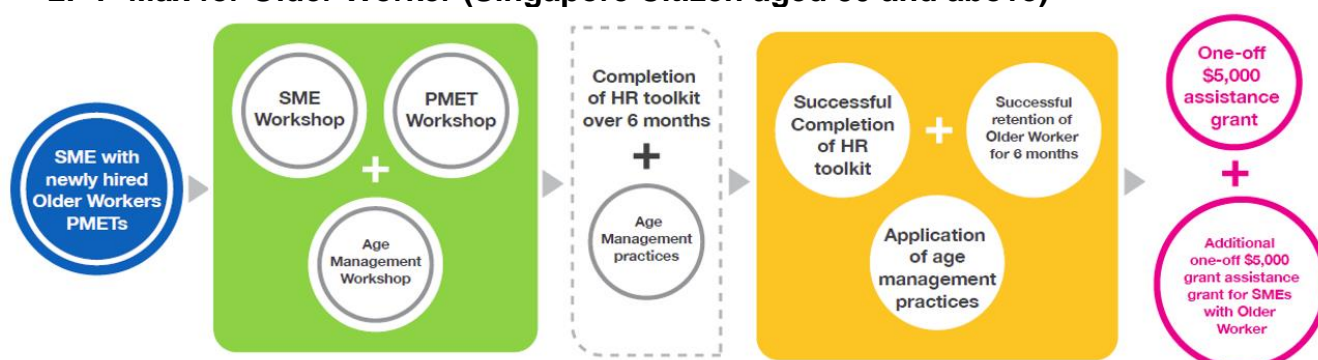
For Hiring SMEs:

Under P-Max and P-Max for Older Workers, appointed P-Max PMs will work with employment facilitation partners such as WSG Career Centres and e2i, to help screen and match job-seeking PMETs with suitable positions in hiring SMEs.

1. P-Max



2. P-Max for Older Worker (Singapore Citizen aged 50 and above)¹



¹ Effective 15 July 2019

P-Max Programme Managers will work closely with SME and PMET participants to complete the relevant training and six-month follow-up thereafter under their respective PnT programmes.

For Non-hiring SMEs:

3. P-Max Lite¹



Programme Details

SME management/supervisors/HR representatives and their newly-hired PMETs will attend their respective workshops depending on the P-Max option chosen:

	P-Max	P-Max for Older Worker	P-Max Lite
PMET Workshop	✓	✓	NA
SME Workshop	✓	✓	✓
Age Management Workshop	NA	✓	NA
Six month post-workshop follow-up	✓	✓	NA

SME workshop (1 Day)	SME representatives will learn to: <ol style="list-style-type: none"> i) Better communicate with their newly-hired PMETs ii) Adopt and incorporate progressive HR best practices/guidelines within their SMEs
PMET workshop (2/3 Day)	PMETs will learn to: <ol style="list-style-type: none"> i) Better acclimatise to and take on SME jobs.
Age management workshop (1 Day) (applicable to P-Max for Older workers only)	SME representatives will learn to: <ol style="list-style-type: none"> i) Better communicate and manage their newly-hired senior worker ii) Adopt and incorporate age management practices within their SMEs

Funding Support

With up to 90% funding support from WSG, SMEs will only be required to pay the 10% nett fee portion of the respective workshop course fees. Only Singapore Citizen or Permanent Resident are eligible for the course fee subsidy.

Assistance Grant

Upon completion of workshops, the appointed P-Max PMs will follow-up with the newly-trained PMET personnel and their SME Representative for a period of six months. SMEs who successfully complete the six-month follow-up and retain their newly-hired PMET employee, will be eligible for a one-off S\$5,000 Assistance Grant or one-off \$10,000² Assistance Grant (for SMEs under P-Max for Older Workers).

Eligibility Criteria

SMEs will need to meet the following criteria to be eligible for WSG funding support:

- Companies³ registered or incorporated in Singapore;
- Employment size⁴ (at group level⁵) of not more than 200; OR Annual sales turnover⁶ (at group level) of not more than S\$100 million;
- At least 30% local shareholding⁷ being held by Singapore Citizen or Singapore Permanent Resident
- Hired a PMET within the last three months (i.e. 90 days) prior to enrolment into programme, offering a gross monthly salary of at least \$2,500

PMETs will need to meet the following criteria to be eligible for WSG funding support:

<u>P-Max</u>	<u>P-Max for Older workers</u> <u>(age 50 and above)</u>
<ul style="list-style-type: none">• Be a Singapore Citizen or Permanent Resident who is keen to pursue a full-time career in an SME; and	<ul style="list-style-type: none">• Be a Singapore Citizen, age 50 and above who is keen to pursue a full-time career in an SME; and
<ul style="list-style-type: none">• Possess educational qualifications that are Diploma or higher, or employed/have prior work experience in a PMET position; and• Have graduated or completed National Service for a minimum period of 12 months	

² Companies that have completed P-Max/Max Talent previously will only receive \$5,000 under P-Max (Age 50 and above)

³ Companies is used as a generic term and is intended to include non-business entities not registered with ACRA such as VVOs and societies, among others.

⁴ A company should include in its employment size any persons employed under a contract of service in accordance to the Employment Act. This is regardless of the nationality of the employee.

⁵ Group tracing

- i. All corporate shareholders(s) holding more than 50% of total shareholding of the company and any subsequent corporate parents.
- ii. All subsidiaries of the company.

⁶ Annual sales turnover refers to the revenue or sales turnover stated on the company's income statement.

⁷ This criteria is not applicable for non-business entities.

How to Apply

For more details on the Programme, Please visit www.wsg.gov.sg and contact the respective programme partners to apply.

P-Max			
Programme Managers	Telephone	Email	Website
ASME PnT Programme	6513 0349 / 0350	pmax@asme.org.sg	www.pmax.sg
SNEF PnT Programme	6827 6977	p-max@snef.org.sg	www.p-max.sg
SMF PnT Programme	6826 3051 / 3076	p-max@smfederation.org.sg	www.pmaxsingapore.com
SPA PnT Programme	6745 5833	p-max@spa.org.sg	www.pmax.spa.org.sg
U SME PnT Programme	6213 8850	p-max@ntuc.org.sg	www.pmax-usme.sg
WAF PnT Programme	9779 8008	pmax@waf.org.sg	www.pmax.waf.org.sg