

## **ENHANCED HIRING INCENTIVE FACTSHEET [FOR PUBLIC INFORMATION]**

The Hiring Incentive was first introduced as part of the SkillsFuture Mid-Career Support Package (SMCSP) in the Unity Budget, for employers who hire local mid-career workers aged 40 and above through eligible reskilling programmes<sup>1</sup>.

2. Reskilling programmes enable and support mid-career workers to remain competitive as the economy and employers transform and help them enter jobs or sectors that have good prospects and opportunities for progression. Employers on the other hand, will gain a skilled worker who brings with them a wealth of working experience and is trained for the required role.

3. New hires from Professional Conversion Programmes and Place-and-Train programmes for Rank-and-File workers from 1 April to 26 May 2020 would be eligible for the Hiring Incentive under the SkillsFuture Mid-Career Support package. They will receive the Hiring Incentive in the form of salary support for a six-month period to offset some of the costs involved in recruiting and retraining these workers.

### **Enhancements to Hiring Incentive**

4. As part of the SGUnited Jobs and Skills package, the Hiring Incentive was enhanced from 27 May 2020 to cover local workers of all ages, with higher support for those aged 40 and above. The list of eligible reskilling and training programmes were also expanded, as detailed in the table below, to encourage more employers to hire local jobseekers who have undergone reskilling and training programmes. Please see **Annex A** for a comparison of the Hiring Incentive with the Enhanced Hiring Incentive.

### **Replacement of Enhanced Hiring Incentive with the Jobs Growth Initiative with effect from 1 Sep 2020**

5. As announced by DPM Heng on 17 Aug 2020, the Jobs Growth Incentive (JGI) was introduced to provide support to companies to encourage them to hire Singaporeans and provide more good jobs amidst the current labour market. As part of the Government's continued effort to streamline the incentive schemes, JGI has replaced the Enhanced Hiring Incentive since 1 Sep 2020, and the Enhanced Hiring Incentive had ceased on 31 Aug 2020.

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<sup>1</sup> Eligible reskilling programmes were Professional Conversion Programmes and Rank-and-File Place-and-Train Programmes under the Adapt and Grow initiative, as well as career transition programmes at Continuing Education and Training Centres under the SkillsFuture initiative.

6. Although the JGI has replaced the Hiring Incentive/Enhanced Hiring Incentive scheme since 1 Sep 2020, companies that have hired local employees on reskilling programmes from 1 April 2020 to 31 Aug 2020, will still benefit from the Hiring Incentive/Enhanced Hiring Incentive.

**How to apply for Hiring Incentive/Enhanced Hiring Incentive**

7. From 22 Jan 2021 onwards, eligible employers are invited to apply for their Hiring Incentive/Enhanced Hiring Incentive for placements under Professional Conversion Programmes and Rank-and-File Place-and-Train programmes via <https://go.gov.sg/apply-hiring-incentive>, or by scanning the QR code below. For employers with new hires who had gone through other reskilling and training programmes (e.g. SGUnited Traineeships Programme, SGUnited Mid-Career Pathways Programme and SGUnited Skills programmes), they may contact WSG at 6883 5885 for enquiries on how to apply.



8. Please note that eligible employers refer to those who have hired local workers during the qualifying periods below **and** where the same workers have gone through the eligible reskilling or training programmes (in **Annex A**). **The 6-month period for qualifying for the Hiring Incentive starts only upon the end of the programme, hence the employee (if eligible) will need to be retained by the company after he/she completes the programme.** Eligible employers will then receive the Hiring Incentive/Enhanced Hiring Incentive in the form of salary support for the 6-month period after the completion of the programme.

<b>Employee's date of hire at the company</b>	<b>Incentive Scheme</b>
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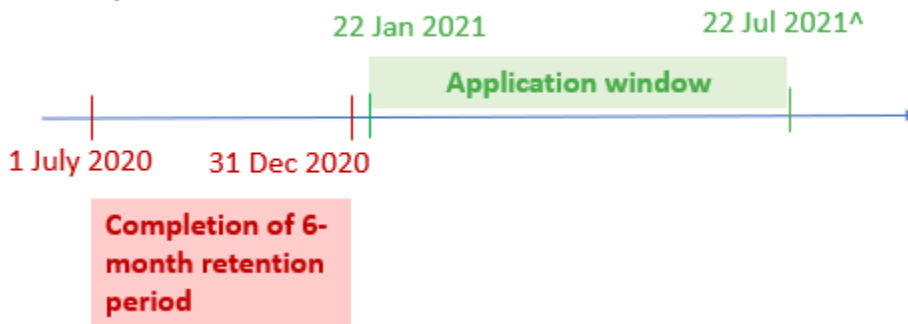
1 Apr 2020 - 26 May 2020  (only for local workers aged 40 and above)	Hiring Incentive
27 May 2020 - 31 Aug 2020	Enhanced Hiring Incentive

9. When applying for the Hiring Incentive/Enhanced Hiring Incentive, employers will be required to provide the details and supporting documents of the local workers who were hired during the qualifying periods and had gone through the eligible programmes to validate the application. Employers are strongly encouraged to check with the relevant programme partner or WSG if you are unsure whether they can qualify for the Hiring Incentive/Enhanced Hiring Incentive.

**Deadline for applications**

10. **Applications from employers must not be later than 6 months from claim eligibility<sup>2</sup>.** For instance, if the eligible employee has completed the 6-month Hiring Incentive/Enhanced Hiring Incentive retention period on 1 Feb 2021, the deadline for the company’s application is 1 Aug 2021. Applications that are submitted later than 6 months from claim eligibility will be rejected.

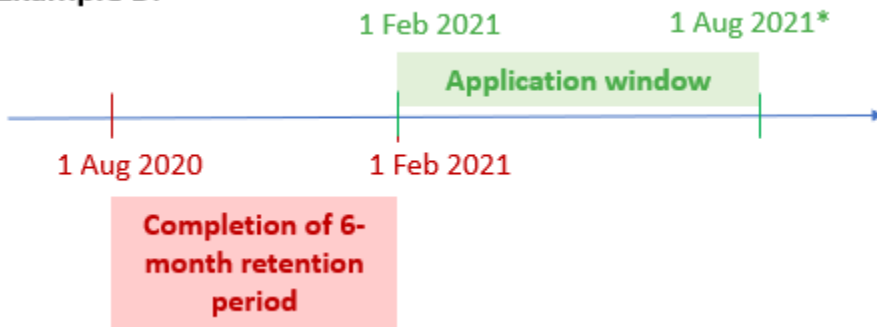
**Example A:**



<sup>^</sup> The deadline for applications will be **6 months after 22 January 2021**, as this is an eligible claim before the HI/EHI application window opened on 22 January 2021.

<sup>2</sup> This excludes claims that were eligible before the HI/EHI application window opened on 22 January 2021. For such cases the deadline for applications will be 6 months after 22 January, i.e. 22 July 2021.

**Example B:**



\*The last day of the application window is **6 months from claim eligibility date (1 Feb 2021)**.

**Annex A**

<b>Hiring Incentive under SkillsFuture Mid-Career Support Package (from 1 Apr to 26 May 2020)</b>	<b>Enhanced Hiring Incentive (from 27 May 2020 to 31 Aug 2020)</b>
<p><i>Salary support</i></p> <ul style="list-style-type: none"> <li>Employers that hire a local worker aged 40 and above who had gone through an eligible reskilling programme can receive salary support of <b>20% for 6 months, capped at \$6,000 in total.</b></li> </ul>	<p><i>Salary support</i></p> <ul style="list-style-type: none"> <li>Employers that hire a local worker aged 40 and above who had gone through an eligible reskilling or training programme can receive salary support of <b>40% for 6 months, capped at \$12,000 in total.</b></li> <li>Employers that hire a local worker <b>aged below 40</b> who had gone through an eligible reskilling or training programme can receive salary support of <b>20% for 6 months, capped at \$6,000 in total.</b></li> </ul>
<p><i>Eligible reskilling programmes</i></p> <ul style="list-style-type: none"> <li>Professional Conversion Programmes (PCPs)</li> <li>Place and Train (PnT) programmes for rank-and-file workers</li> <li>Career transition programmes by CET centres</li> </ul>	<p><i>Eligible reskilling and training programmes</i></p> <ul style="list-style-type: none"> <li>Professional Conversion Programmes (PCPs)</li> <li>Place and Train (PnT) programmes for rank-and-file workers</li> <li>Career transition programmes by CET centres</li> <li>SGUnited Traineeships programme</li> <li>SGUnited Mid-Career Traineeships programme</li> <li>SGUnited Skills programme</li> </ul>