

ENHANCED HIRING INCENTIVE FREQUENTLY ASKED QUESTIONS (FAQS) [FOR PUBLIC INFORMATION]

1. What is the Hiring Incentive?

The Hiring Incentive was first introduced as part of the SkillsFuture Mid-Career Support Package in the Unity Budget. It provides employers who hire and train mid-career workers through reskilling programmes¹ with salary support. Eligible employers will receive additional salary support through the Hiring Incentive. This is on top of existing salary support received through the reskilling programmes during the training period. This was introduced to encourage employers to participate in reskilling programmes and hire more mid-career workers.

With effect from 27 May 2020, the Hiring Incentive was enhanced to cover local workers of all ages, with higher support for mid-career workers aged 40 and above. The list of eligible reskilling and training programmes was also expanded to include the SGUnited Traineeships, SGUnited Mid-Career Traineeships and SGUnited Skills programmes.

Replacement of Enhanced Hiring Incentive with the Jobs Growth Initiative (JGI) with effect from 1 Sep 2020

The Jobs Growth Incentive (JGI) was introduced on 17 Aug 2020 to provide support to companies to encourage them to hire more 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. Please refer to IRAS' website (go.gov.sg/jgi) for more information on JGI.

2. How will employers benefit from the Hiring Incentive/Enhanced Hiring Incentive?

Hiring Incentive:

Eligible employers 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 local workers who were hired from **1 Apr to 26 May 2020**.

- Employers that hire a local worker aged 40 and above who had gone through an eligible reskilling programme can receive salary support of **20% for 6 months, capped at \$6,000 in total**.

Enhanced Hiring Incentive:

Eligible employers will receive the enhanced hiring incentive in the form of salary support for a six-month period, to offset some of the costs involved in recruiting and retraining local workers who were hired from **27 May to 31 August 2020**.

¹ Reskilling programmes eligible for the hiring incentive were the PCPs, Rank-and-File Place-and-Train Programmes, and career transition programmes by CET centres.

- 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 **40% for 6 months, capped at \$12,000 in total.**
- Employers hiring a local worker **aged below 40** who had gone through an eligible reskilling or training programme can receive salary support of **20% for 6 months, capped at \$6,000 in total.**

3. How does the Enhanced Hiring Incentive benefit local workers, especially mid-career workers?

The Enhanced Hiring Incentive covers local workers of all ages, and extends salary support to those below the age of 40, to encourage employers to hire all local jobseekers who are undergoing eligible reskilling and training programmes.

To give an additional boost for mid-career workers aged 40 and above, the Enhanced Hiring Incentive provides more salary support to employers who hire those aged 40 and above to 40%, capped at \$12,000 in total over 6 months.

4. Are there any restrictions on who can receive the Hiring Incentive/Enhanced Hiring Incentive?

Employers who are already claiming salary support for their hires under WSG’s Career Support Programme and/or Assistance Grant under the P-Max Programme will not be able to claim Hiring Incentive/Enhanced Hiring Incentive for the same worker(s).

5. Who are the eligible employers for the Hiring Incentive/Enhanced Hiring Incentive?

The Hiring Incentive/Enhanced Hiring Incentive will be applicable to employers who hire new locals on eligible reskilling and training programmes as shown below.

Hiring Incentive under SkillsFuture Mid-Career Support Package (from 1 Apr to 26 May 2020)	Enhanced Hiring Incentive (from 27 May to 31 Aug 2020)
<p><i>Salary support</i></p> <ul style="list-style-type: none"> • Employers that hire a local worker aged 40 and above who had gone through an eligible reskilling programme can receive salary support of 20% for 6 months, capped at \$6,000 in total. 	<p><i>Salary support</i></p> <ul style="list-style-type: none"> • 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 40% for 6 months, capped at \$12,000 in total.

	<ul style="list-style-type: none"> Employers that hire a local worker aged below 40 who had gone through an eligible reskilling or training programme can receive salary support of 20% for 6 months, capped at \$6,000 in total.
<p><i>Eligible reskilling programmes</i></p> <ul style="list-style-type: none"> Professional Conversion Programmes (PCPs) Place and Train (PnT) programmes for rank-and-file workers Career transition programmes by CET centres 	<p><i>Eligible reskilling and training programmes</i></p> <ul style="list-style-type: none"> Professional Conversion Programmes (PCPs) Place and Train (PnT) programmes for rank-and-file workers Career transition programmes by CET centres SGUnited Traineeships programme SGUnited Mid-Career Traineeships programme SGUnited Skills programme

6. What is the salary support I will get if I hired a mid-career worker aged 40 and above who had gone through a reskilling programme after the hiring incentive under the SkillsFuture Mid-Career Support package was rolled out, but before the Hiring Incentive was enhanced?

Employers who hired mature workers through an eligible reskilling programme since the Hiring Incentive was rolled out under the SkillsFuture Mid-Career Support Package, but before it was enhanced (i.e. between 1 Apr to 26 May 2020) will receive 20% salary support for six months, capped at \$6,000 in total.

7. What is the salary support I will get if I hired a mid-career worker aged 40 and above who had gone through a reskilling programme after the Hiring Incentive was enhanced but before the introduction of the Jobs Growth Incentive on 1 Sep 2020?

Employers who hired mature workers through an eligible reskilling programme since the Hiring Incentive was enhanced, but before the Jobs Growth Incentive (JGI) was launched (i.e. between 27 May 2020 to 31 Aug 2020) will receive 40% salary support for six months, capped at \$12,000 in total.

8. How will I know if my firm qualifies for the Hiring Incentive or Enhanced Hiring Incentive?

This will be based on your employee’s date of hire at your company, where only those who are hired from 1 Apr to 31 Aug 2020 will be eligible for the Hiring Incentive and Enhanced Hiring Incentive, even if they were placed on the training/reskilling programme later.

Employee’s date of hire at the company	Incentive Scheme
1 Apr 2020 - 26 May 2020	Hiring Incentive
27 May 2020 - 31 Aug 2020	Enhanced Hiring Incentive

You can check with your relevant programme partner or WSG (Hotline: 6883 5885) if you are unsure whether you can qualify for the Hiring Incentive/Enhanced Hiring Incentive.

9. Why was the Hiring Incentive and Enhanced Hiring Incentive replaced with the Jobs Growth Incentive?

The Government has set aside \$1 billion to further strengthen support for hiring of local workers through the Jobs Growth Incentive, with a focus on helping older workers. The replacement of the Hiring Incentive/Enhanced Hiring Incentive with JGI is part of plans to streamline the different schemes. While firms that qualify for the Hiring Incentive and Enhanced Hiring Incentives will need to apply for the scheme, eligible firms will not need to apply for JGI as JGI will be automatically computed based on mandatory CPF contributions.

10. With the announcement of JGI and replacement of the Enhanced Hiring Incentive, how will my firm’s eligibility for the Hiring Incentive/Enhanced Hiring Incentive be affected?

Although the JGI has replaced the Hiring Incentive/Enhanced Hiring Incentive scheme since 1 Sep 2020, firms that have hired local employees and have met the qualifying criteria will still be able to apply for the Hiring Incentive (qualifying period 1 Apr 2020 - 26 May 2020) or Enhanced Hiring Incentive (qualifying period 27 May 2020 - 31 Aug 2020).

11. My firm is eligible for the Hiring Incentive/Enhanced Hiring Incentive. When will we receive the payment?

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.



Please note that the 6-month period for qualifying for the Hiring Incentive/Enhanced Hiring Incentive starts only upon the end of the reskilling/training programme. Hence, your employee (if eligible) will need to be retained by the company after the programme ends. 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.

12. Why do we need to wait so long to apply for the Hiring Incentive/Enhanced Hiring Incentive?

This is to encourage companies to retain local workers that are hired. Besides, companies onboard the training/reskilling programmes would already receive government co-funding during the training period of the programmes.

13. Will my firm qualify for the Hiring Incentive/Enhanced Hiring Incentive if the employee leaves my firm halfway during the reskilling/training programme?

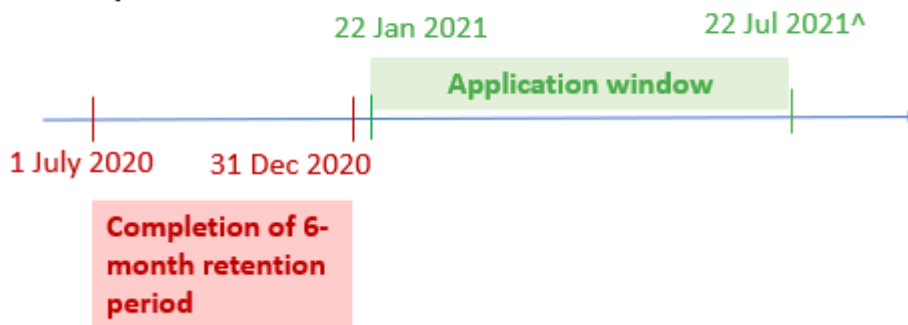
The **Hiring Incentive/Enhanced Hiring Incentive** applies to the 6-month period upon the end of the reskilling/training programme. Employees who leave the firm before the programme funding ends will not be eligible for the Hiring Incentive/Enhanced Hiring Incentive.

For employees who leave the firm midway before the end of the 6-month retention period, he/she will qualify if he/she completes at least 1 month of the 6-month retention period. The Hiring Incentive/Enhanced Hiring Incentive will then be pro-rated based on the number of completed months.

14. Are there any deadlines for my firm to apply for the Hiring Incentive/Enhanced Hiring Incentive?

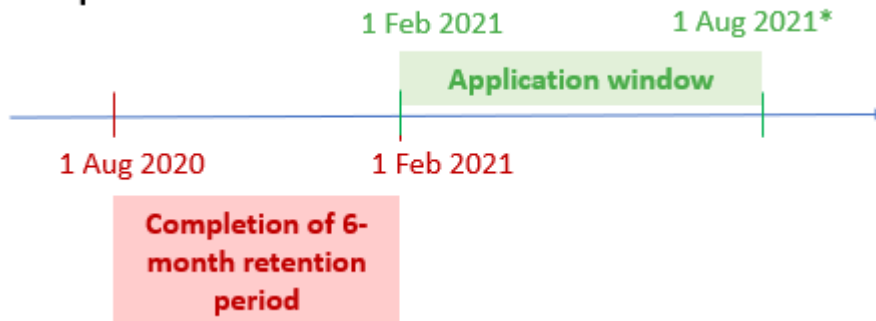
Applications from employers must not be later than 6 months from claim eligibility². For instance, if the eligible employee has completed the 6-month Hiring Incentive/Enhanced Hiring Incentive retention period on 1 Feb 2021, the deadline for the company’s application is 1 Aug 2021. Applications that are submitted later than 6 months from claim eligibility will be rejected.

Example A:



[^] 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.

Example B:



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

² This excludes claims that were eligible before the Hiring Incentive/Enhanced Hiring Incentive 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.