

CAPABILITY TRANSFER PROGRAMME FREQUENTLY ASKED QUESTIONS (FAQs) [FOR PUBLIC INFORMATION]

1.1 What is the Capability Transfer Programme (CTP)?

The CTP supports companies/associations/professional bodies in speeding up the transfer of global capabilities into Singapore, and the building of deep capabilities in our local workforce.

The CTP aims to improve local-foreign workforce complementarity, by facilitating transfer of capabilities from foreign specialists to locals, with the objective to encourage the following:

- a. A culture of pervasive capabilities transfer across all sectors and entities; and
- b. Companies/associations/professional bodies to develop and acquire new capabilities in Singapore by ensuring that there is sufficient supply of Singaporeans with the requisite skillsets.

1.2 How can a company benefit from the CTP?

Companies with project proposals that are assessed to meet the criteria of the CTP, can receive funding support on a reimbursement basis.

Through participation in the CTP, companies can acquire new capabilities to develop their workforce and stay competitive.

1.3 Which sectors are supported under CTP?

All sectors will be covered, including the 23 Industry Transformation Map sectors, championed by the respective Sectoral Agencies (SAs). The CTP will complement the SAs' efforts in providing Whole-of-Government support for meritorious capability development proposals.

1.4 How does WSG evaluate CTP project proposals?

- Project proposals are evaluated on a case-by-case basis, taking into consideration the merits of the project, with funding support accorded based on type of entity and the project's impact level.
- The proposal, among other considerations, should articulate firm plans to bring in new capabilities that will be localised within the local workforce.
- The companies which come on board the CTP can be nominated by WSG or SAs.

1.5 What components can be supported under the CTP?

- There are four categories of support provided under the CTP:
 - a. Foreign specialists brought in to Singapore to train locals
 - b. Remote capability transfer from foreign specialists
 - c. Local specialists (who were previously trained by foreign specialists or trained overseas) conducting capability transfer training for locals
 - d. Local trainees sent overseas to acquire new capabilities

- The following can be funded under the CTP:
 - a. Salary of foreign specialist, local trainees sent overseas, or local specialist conducting follow-on training in Singapore
 - b. Attachment-related costs such as Cost of Living Allowance (COLA) and airfare for foreign specialists brought in to Singapore or local trainees sent overseas
 - c. Venue costs for foreign specialists conducting training in Singapore (only applicable for industry-level projects)
 - d. Equipment costs (only applicable for industry-level projects¹)

1.6 What level of funding support will companies receive from the CTP?

Funding support levels will be determined by WSG in consultation with relevant Sector Agencies, on a co-funding basis, and will vary depending on the project's impact level and the type of entity.

1.7 Does the CTP only provide funding support?

- No. The CTP can also support work pass concessions, if requested, on a case-by-case basis, to facilitate the entry of the foreign specialists. This will be time-limited and renewable (if necessary).

- WSG will assess the need to grant such concessions.

1.8 Does the CTP support remote capability transfer?

- Yes, the transfer of capabilities through remote training from foreign specialists can also be supported under the CTP.

- Such requests will be assessed on a case-by-case basis, and only salary support may be accorded.

¹ Industry-level projects involve one lead company/association, and multiple other companies that take part in the project and the associated capability transfer training.

1.9 Why is the government subsidising the salaries of foreign specialists under CTP?

- As these capabilities are not available in Singapore, we subsidise the costs of bringing in foreign specialists or facilitating remote capability transfer from them to encourage companies/associations/professional bodies to hub these capabilities in Singapore. This is a way of bringing down the training costs borne by these entities.
- Singaporeans will benefit as they undergo training to learn and/or deepen their capabilities, which is expected to ultimately lead to better job prospects for them.

1.10 Would a company, that was previously involved in a CTP project, qualify for CTP support again?

It is possible for the same company to qualify for CTP support more than once, given that the capability proposed to be transferred is new to Singapore, and the related project has not been accorded CTP support previously.

1.11 How can a company apply for the CTP?

Companies with potential CTP proposals can get in touch with WSG by visiting go.gov.sg/wsg-ctp-enquiry-1 or scanning the QR code below.



Once the form has been completed, WSG will reach out to the company to follow up on the potential proposal.