

RANK-AND-FILE PROGRAMMES FACTSHEET [FOR PUBLIC INFORMATION]

Rank-and-File (RnF) Programmes provide training and salary support to help individuals in RnF jobs reskill to take on new or enhanced jobs roles. The duration of each RnF Programme will depend on the job and training requirements.

1) Modes of RnF Programmes

- **Place-and-Train:** Individuals are hired by a participating employer before undergoing training to take on new job roles
- **Attach-and-Train¹:** Individuals are provided with training and work attachments, prior to job placement, through industry partners in growth sectors with good future job opportunities
- **Redeployment/Job Redesign (JR) Reskilling:** Targeted at companies that are undergoing business transformation, and where their existing workers are at risk of redundancy or in vulnerable jobs due to the transformation. These workers will be provided with training to take on new job roles or redesigned job roles within the same company.

2) Funding Support for Place-and-Train/Redeployment/JR-Reskilling Modes

Enhanced salary support is provided for employers who hire and reskill Singapore Citizens (SCs) who are unemployed and actively seeking employment for six months or more. Since 1 April 2020, the enhanced salary support has been extended to employers who hire and reskill mature SCs. The following table (Table 1) depicts the funding rates under the Redeployment / JR-Reskilling modes.

Table 1: Funding Rates for Place-and-Train/Redeployment/JR-Reskilling Modes

WSG's Funding to Employers*	Standard Rate (SCs/PRs below age of 40)	Enhanced Rate for Long-term Unemployed ² Singapore Citizen (SC) trainees or Mature ³ SC trainees [#]
Salary Support	Up to 70% of Monthly Salary for programme training duration (capped at \$2,000 per month)	Up to 90% of Monthly Salary for programme training duration (capped at \$3,000 per month)
Course Fee Subsidy	Up to 90% of course fees	

*Funding caps may apply

[#]Effective 1 April 2020, funding caps may apply

¹ Although placement is not mandatory for the **Attach-and-Train** mode, employers are strongly encouraged to offer employment to eligible trainees who have met satisfactory training and performance requirements.

² Long-term Unemployed (LTU) is defined as being unemployed and actively seeking employment for six months or more.

³ Mature trainee is defined as being aged 40 and above.

3) **Funding Support for Attach-and-Train Mode**

WSG funding support will be provided to **Trainees**. Hosting Employers will co-fund at least an additional 10% of prevailing salary. The following table (Table 3) depicts the funding rates under the Attach-and-Train mode.

Table 2: Funding Rates for Attach-and-Train Mode

WSG's Funding to Trainees	Standard Rate (SCs/PRs below age of 40)	Enhanced Rate (SCs aged 40 and above)
Course Fee Subsidy	Up to 90% Course Fees*	
Training Allowance	<p><u>WSG's funding</u> Between 50 - 70% of Prevailing Salary[#] (capped at \$2,000 per month)</p> <p><u>Co-funding by Hosting Employer</u> At least an additional 10% of Prevailing Salary[#]</p>	

*Funding caps may apply

[#]Based on jobs the trainee is being prepared for, to be determined by WSG for each Programme

4) **[New] Adjustments in funding disbursements for new hires on RnF Place-and-Train programmes from 1 Sep 2020 to 31 Mar 2022**

As announced by DPM Heng on 17 Aug 2020, the Jobs Growth Incentive (“JGI”) was introduced to support companies to hire more Singaporeans and provide more good jobs amidst the current labour market. The latest enhancements to JGI support was announced by Minister/Manpower on 24 Sep 2021, as follows:

- a. Under the JGI, the Government will co-pay up to 15% of salaries of all **new local hires** between Sep 2020 (where the JGI will take effect) to Mar 2022 for 6 months, subject to a cap.
- b. For those aged 40 and above, persons with disabilities, and ex-offenders, the co-payment to employers will be up to 50% for 12 months.

As the JGI will also apply to jobseekers undergoing reskilling through RnF programmes, WSG has made temporary funding adjustments during the duration of the JGI to ensure our jobseekers continue to receive the necessary support they need to be placed into new opportunities in growth sectors.

For individuals newly hired⁴ and put on RnF Place-and-Train programmes for the period between 1 Sep 2020 to 31 Mar 2022, the Salary Support funding will be disbursed to participating employers over a longer period, comprising the RnF programme training duration and an additional period of retention equivalent to the training duration.

The temporary adjustments to RnF funding disbursement will not affect the following groups of participants.

- a. Local workers who were hired on Place-and-Train RnF programmes before Sep 2020 or after Mar 2022, which is outside the qualifying period for JGI.
- b. Participants under Redeployment and JR Reskilling programmes who are existing employees
- c. Attach-and-Train (“AnT”) participants who have not been hired yet

5) Eligibility for RnF Programmes

Individuals - Locals who meet the following criteria can apply for the programme:

- Singapore Citizen or Singapore Permanent Resident
- Minimum 21 years old
- Graduated or completed National Service for at least 2 years⁵
- New job role trained for under the RnF programmes should be substantially different from previous job role(s), hence requiring reskilling for career conversion⁶
- Meet employer or course-specific selection criteria for each programme, where applicable
- Mature or LTU SCs will qualify for enhanced salary support rates
- Able to commit to full-time employment or attachment in a participating company

Beyond the general eligibility criteria for RnFs programmes, applicants should also not be:

- Shareholders^{###} of the participating company, or its related entities
- Immediate ex-staff of the participating company or its related entities
- Related to the owners[^] of the participating company

^{###} Does not apply to publicly traded shares in listed companies

[^] For non-publicly listed companies, refers to individuals with shareholding per ACRA profile

⁴ The adjustment to SS disbursement will apply based on the date of hire of the individuals (i.e. start of employment with employer) and not date of commencement of the RnF Place-and-Train programme). To illustrate, the adjustment to SS disbursement will not apply to individuals hired before 1 Sep 2020, even if they start the RnF PnT programme after 1 Sep 2020. Conversely, individuals hired between 1 Sep 2020 – 31 Mar 2022 will be covered by the changes, even if they start the RnF PnT programme after 31 Mar 2022.

⁵ This will be counted from the date of graduation from latest qualification, or date of completion of national service, whichever is later.

⁶ RnF programmes are geared towards helping individuals in RnF jobs acquire skills to change careers. Hence, there is a requirement for career conversion when individuals undergo a RnF programme.

Employers - The participating company must fulfil the following criteria:

- Registered or incorporated in Singapore
- Able to offer full-time employment directly related to the job which the programme is for, with remuneration that is commensurate with the market rate
- Commit to the training arrangements for the individuals whom they have selected
- For applications for redeployment/JR Reskilling programmes, companies are required to submit details of their business transformation plan for evaluation by the appointed programme partners.