















# Local Manpower Facilitation for Enterprises

## RETAINING WORKERS

Intent	Programme	Link
Offset wages	<b>Jobs Support Scheme (IRAS)</b> Defray cost of hiring locals	
Fund wage increases	<b>Enhanced Wage Credit Scheme (IRAS)</b> Receive co-funding for wage increases in 2019 and 2020	
Implement flexible work arrangements	<b>Work-Life Grant (WSG)</b> Receive lump-sum grant for users of flexi-work arrangements or job sharing	
Retain senior workers longer	<b>Special / Senior Employment Credit (MOM)</b> Defray cost of hiring senior locals	
	<b>Senior Worker Early Adopter Grant (WSG)</b> Receive lump-sum grant for raising retirement age above statutory requirement	
	<b>Part-Time Re-employment Grant (WSG)</b> Receive lump-sum grant for providing part-time re-employment	

## HIRING WORKERS

Intent	Programme	Link
Fill vacancies through general recruitment	<b>MyCareersFuture.sg &amp; Virtual Career Fairs</b>	
	<b>Job Security Council (e2i)</b> Receive recruitment services and restructuring advice	
	<b>Career Matching Services (WSG)</b> Receive recruitment services and restructuring advice	
Capture young talent early	<b>Global Ready Talent (ESG)</b> Receive co-funding of internship stipend for local and overseas internships	
Hire mid-career workers	<b>Hiring Incentive (WSG)</b> Receive salary support for hiring mid-career re-skilled workers	
	<b>Adapt &amp; Grow (WSG)</b> Receive salary and course fee support for hiring or reskilling mid-career workers	
	<b>Career Support Programme (WSG)</b> Receive salary support for hiring PMET jobseekers	
	<b>Career Trial (WSG)</b> Receive salary support for hiring jobseekers on short-term trial	

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## TRAINING WORKERS

Intent	Programme	Link
Upskill workers	<b>Training Courses at CET Centres (SSG)</b> Receive course fee subsidies and absentee payroll funding for upskilling workers	
Reskill workers	<b>Adapt &amp; Grow (WSG)</b> Receive salary and course fee support for hiring or reskilling mid-career workers	

## BUILDING INTERNAL CAPABILITIES

Intent	Programme	Link
Adopt off-the-shelf solutions	<b>Productivity Solutions Grant</b> Receive co-funding for pre-scoped solutions and equipment	
Adopt customised solutions	<b>Enterprise Development Grant (ESG)</b> Receive co-funding for third-party consultancy fees, software and equipment	

## DEVELOPING LEADERS

Intent	Programme	Link
Build a pipeline of leaders	<b>SkillsFuture Leadership Development Initiative</b> Receive support for salary and overseas costs to develop talent that are ready for leadership roles	
Develop existing leaders	<b>Enterprise Leadership for Transformation (ESG)</b> Receive co-funding of fees for programme that helps leaders develop business growth plans	

## MANAGING EXCESS MANPOWER

Employers should consider cost-saving measures to manage excess manpower. Retrenchment should always be the last resort.	
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