

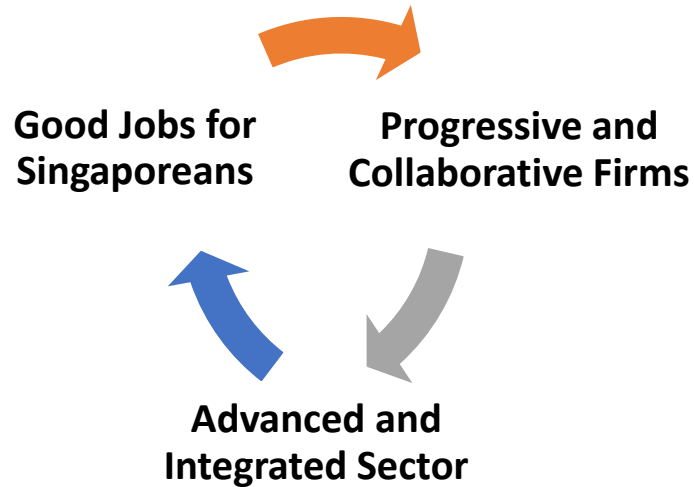


PROGRAMMES AND RESOURCES TO SUPPORT BUILT ENVIRONMENT FIRMS' TALENT AND SKILLS NEEDS

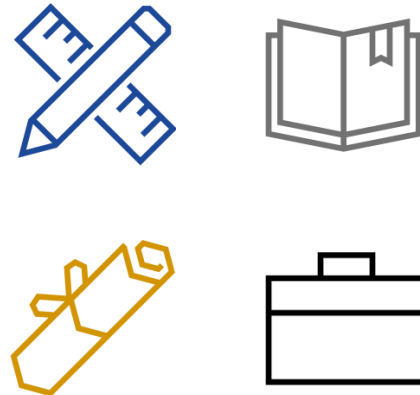
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Overview

Construction Industry Map
aims for



Climate change and an evolving economy means Singaporeans need to adapt and Firms need to transform and grow



Government has put together programmes helmed by various agencies to support BE Firms and Individuals to enter and to remain relevant in the industry



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Available programmes at a glance

Audience / Organisation	Students	Fresh graduates	Mid-career PMETS who want to switch to BE sector	In-service PMETS who want to stay in BE sector
BCA	iBuildSG Undergraduate Scholarships			Workforce Training and Upgrading (WTU) Scheme
				Built Environment Young Leaders Programme (YLP)
IRAS		Jobs Growth Incentive (JGI)		
SSG	Skills Framework – Career development pathways, job roles and emerging skills			
		SkillsFuture Work-Study Programmes – Work-Study Certificate, Diploma and Post-Diploma		
			SkillsFuture Enterprise Credit – Workforce Transformation and/or Enterprise Transformation	
			SkillsFuture Fellowship & Employer Award	
WSG		SGUnited Traineeships (SGUT) Programme		Job Redesign
		Careers Matching Services		
			SGUnited Mid-Career Pathways Programme	
			P-Max	
			Career Conversion Programmes (CCP)	
			Capability Transfer Programme	

Category:

Recruiting Talents

Upskilling & Deepening Competencies

Other SkillsFuture Programmes for Enterprises

People are the greatest asset of any business. Employees with the right attitude, knowledge and deep skills enable organisations to thrive in an increasingly competitive business climate. Strengthen your talent pool through SkillsFuture programmes now! Here are some other programmes / resources that you can explore!

Guide on Skills Transformation

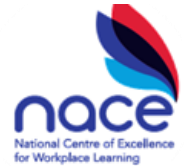


SME Skills
Transformation
Playbook

Jumpstart Digitalisation



Build Learning Culture & Enhance Workplace Learning



National Centre of
Excellence for
Workplace Learning

For a comprehensive overview of employer programmes, please visit [Enterprise Portal for Jobs & Skills](#)

To receive updates and exciting offerings, please [click here](#)



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Recruiting Talents

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iBuildSG Undergraduate Scholarship/ Sponsorship Programme

Students

The iBuildSG Undergraduate Scholarship/ Sponsorship Programme is jointly offered by the Building and Construction Authority and participating industry firms, to students pursuing full-time built environment courses at local universities.

Benefits to Employers

Build a pipeline of talented fresh graduates

Graduates are bonded to employers for a minimum of 2 years

Benefits to Students

\$18,000 per annum for scholarship
\$10,000 per annum for sponsorship

Ready employment upon graduation

Firms interested to participate, please email BCA_Industry_UG@bca.gov.sg

SGUnited Traineeships (SGUT) Programme

The SGUnited Traineeships programme aims to help host organisations gain access to a pool of fresh talent and be able to recruit experienced trainees to support business needs and will be able to tap on government support during the traineeship period in preparation of the economic recovery.

Funding Support

Government co-funds 80% of training allowance of fresh graduates on traineeships of up to 6 months

- SC/PRs graduated (2019 to 2021) from ITE, Polytechnics, Universities or other educational institutions

For more information, please [click here](#)

Firms interested to participate, please register [here](#)

SkillsFuture Work-Study Programmes

SkillsFuture Work-Study Programmes provide opportunities for Singaporeans to pursue a work-study pathway from Certificate, Diploma, Degree to Post-graduate level.

Benefits to Companies

Groom suitable talent with relevant behavioural mindset, technical skills and aptitude

Up to \$15,000 per placement to defray costs of developing and providing structured On-Job-Training

Get access to a pool of job-ready individuals and provide them with well-structured career development pathway and guidance from mentors to support their continual skills development.

For more information, please [click here](#)

Firms interested to participate, please email enterprise_engage@ssg.gov.sg

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Fresh Grads

Mid-Career Switchers

In-Service PMETs

Careers Matching Services

Firms can tap on MyCareersFuture.sg and WSG's Careers Connect team to support their local hiring needs

Expedite Job Matches

Post vacancies on **MyCareersFuture.sg** - a **one-stop job portal** to reach out to a pool of active jobseekers, scan jobseeker profiles and screen suitable candidates against job requirements

All companies registered or incorporated in Singapore are eligible

Connect with suitable candidates through WSG's Careers Connect team. Get advice on your recruitment process and how you can secure quality hires

For more information, [click here](#) or scan on the QR code below:



Updated: August 2021



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Career Conversion Programmes (CCP)

Career Conversion Programmes (CCPs) help mid-career PMETs (Professionals, Managers, Executives and Technicians) or individuals in Rank-and-File roles, to undergo skills conversion and move into new occupations or sectors that have good prospects and opportunities for progression. Through CCPs' industry-recognised training, companies will gain a wider pool of candidates to consider when hiring.

Benefits to Companies

Government co-funds up to 90% of salary and course fees for mid-career Singaporeans and Permanent Residents during training period (support is also available for redeployment/reskilling of existing staff in at-risk or vulnerable jobs)

For more information, please [click here](#)
(Search 'Built Environment' to filter BE-related PCPs)

P-Max

P-Max is a Place-and-Train Programme that supports SMEs to better recruit, train, manage and retain their newly-hired PMETs by encouraging SMEs to adopt progressive human resource practices.

Benefits to Companies

Participating SMEs can enjoy up to 90% course fee subsidy for PMET, SME training workshops and Age Management workshop (applicable for P-Max for Older Worker only), while eligible SMEs will receive a one-time \$5,000 Assistance Grant or \$10,000 Assistance Grant (P-Max for Older Workers only) upon completion of the Programme and six month retention of the newly hired PMET(s).

Non-hiring SMEs can enjoy up to 90% course fee subsidy for the SME training workshop under P-Max Lite. This programme targets non-hiring supervisors in SMEs who are keen to learn progressive HR practices to better manage their existing staff. Course fee funding will be provided for non-hiring SME supervisors to attend the SME workshop which will cover progressive HR-related topics, such as goal setting and performance management tools and an introduction to an HR toolkit. SMEs under P-Max Lite will not be eligible for the assistance grant.

For more information, please [click here](#)

SGUnited Mid-Career Pathways Programme

Company Attachment : Support BE firms to take on mid-career individuals on attachments to support business needs.

Benefits to Companies

Government co-funds up to 80% (< age 40), or up to 90% of training allowance (> age 40) for local trainees on attachments of up to 6 months

Company Training : Support BE firms to establish market standing as industry leaders by providing training in leading industry skills to mid-career individuals through structured training.

Benefits to Companies

Government provides funding support to firms for provision of training and trainees receive monthly training allowance of \$1,500 funded by government

For more information, please [click here](#)

Firms interested to participate, please register [here](#)

Jobs Growth Incentive (JGI)

The JGI* supports BE firms to accelerate hiring of local workforce from Sep 2020 to Sep 2021 so as to create good and long-term jobs for locals.

Funding Support

- i. Under the JGI, the Government will co-pay up to 25% of salaries of all new local hires between Sep 2020 (where the JGI will take effect) to Sep 2021 for one year, subject to a cap.
- ii. For those aged 40 and above, the co-payment to employers will be up to 50% for 18 months.

For more information, please [click here](#)

Employers do NOT need to apply for the JGI. IRAS will notify eligible employers by post of the amount of JGI payout payable to them. They can also log in to myTax Portal to view the electronic copy of their letter.

**This is a IRAS administered programme*

Upskilling & Deepening Competencies

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Skills Framework for Built Environment

The Skills Framework is an integral component of the Industry Transformation Maps which is co-created by Employers, Industry Associations, Education Institutions, Unions and the Government. It provides key information on career pathways, job roles and emerging skills required for each job role.

Benefits to Companies

Free plug-and-play toolkits catered for the industry
e.g. job description, career pathway, job/skill-relevant training programme directory

Enhance business competitiveness through building deep skills for a lean and productive workforce

For more information, please [click here](#)

Also refer to the **Critical Core Skills** to develop future skills for your workforce [here](#)

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SkillsFuture Enterprise Credit (SFEC)

The SkillsFuture provide employers with additional funding on-top of existing funding schemes (e.g. SkillsFuture training subsidies, other government funding) to invest in enterprise and workforce transformation.



Enterprise Transformation
Capped at \$7,000 credits

**\$10,000
Credits**

Workforce Transformation
Can utilise all \$10,000 credits

Supportable Programmes:

Enterprise Singapore

1. Enterprise Development Grant (EDG)
2. Enterprise Leadership for Transformation (ELT)
3. Market Readiness Assistance (MRA)

Various Agencies

1. Productivity Solutions Grant (PSG)

and/or

Supportable Programmes:

SkillsFuture Singapore

1. Skills Framework-aligned Courses

Workforce Singapore

1. Professional Conversion Programme (course fees)
2. Rank-and-File Place-and-Train (course fees)
3. Job Redesign Initiatives

For more information, please [click here](#)

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Job Redesign

The Lean Process and Job Redesign for the Construction sector, developed by WSG and supported by BCA, is a self-help guide for Built Environment firms to embark on job redesign through a structured framework

Benefits to Companies

Firms can adopt a 4-step approach to job redesign, enabling firms to enhance business competitiveness, improved operational effectiveness and efficiency as well as enhance workforce capabilities and performance.

- 1) Diagnose – collect data and conduct diagnostics to identify problem areas and opportunities for job redesign
- 2) Design – generate ideas and strategies, and plan for future state
- 3) Deliver – implement solutions based on priority and track progress
- 4) Review – map results against targets and relook areas for continuous improvement and job redesign

The Productivity Solutions Grant – Job Redesign (PSG-JR) encourages firms to work with pre-approved consultants to redesign work processes, tasks and responsibilities to make jobs more productive and attractive for workers

Benefits to Companies

Enhanced funding of up to 80% for consultancy services, capped at \$30,000/enterprise till 31 March 2022. Thereafter, the funding rate will revert to norm of up to 70% of the JR consultancy costs, capped at \$30,000/enterprise

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For more information, please [click here](#)

Capability Transfer Programme (CTP)

This programme offered by Workforce Singapore (WSG) supports pervasive innovation throughout the economy and build deep capabilities in local workforce by supporting companies/associations/professional bodies in speeding up the transfer of global capabilities into Singapore.

Benefits to Companies

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

- 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.

Funding components include attachment-related costs and salary support for foreign and local specialists, as well as Singaporean trainees on overseas attachments to acquire new capabilities. In the case of industry-wide projects, funding for equipment cost and venue cost may also be considered on a case-by-case basis.

For more information, please [click here](#)

SkillsFuture Fellowship & Employer Award

Earn Skills Recognition for Your Company and Your Exemplary Employees



**SKILLSFUTURE
EMPLOYER AWARDS**

Honouring exemplary employers who champion employees' skills development and advocate a lifelong learning culture in their workplaces. The award comprises the SME and non-SME categories.

 NON-MONETARY
RECOGNITION AWARD

The banner features a dark green background with white text. At the top right is a white ribbon icon with a thumbs-up symbol. At the bottom left is a white star icon on a pedestal.

Distinguish your company as an Employer Of Choice!



**SKILLSFUTURE
FELLOWSHIPS**

Honouring Singaporeans who have dedicated their time to learning new skills, achieving mastery in their own domains, and mentoring future talents

 MONETARY AWARD
OF S\$ 10,000

The banner features a dark green background with white text. At the bottom left is a white star icon on a pedestal. At the bottom right is a white laurel wreath icon with a small figure in the center.

Recognise your inspirational employees who champion lifelong learning!

Please [click on the respective banner above](#) for more information.

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Workforce Training and Upgrading (WTU) Scheme

The WTU Scheme is part of the Construction Productivity and Capability Fund (CPCF) which aimed at improving the productivity and capability of the industry. Training courses and skills assessments are available at BCA Academy and various BCA Approved Training and Testing Centres.

Benefits to Employers

WTU co-fund up to 90% of the selected skills assessment and training courses that are directly related to productivity to upgrade the skills of industry practitioners.

For more information, please [click here](#)

Firms interested to participate, please email bca_wtu@bca.gov.sg

Built Environment Young Leaders' Programme (YLP)

YLP is set up for BE Firms to partner BCA to groom the next generation of professionals who can lead their company to be ready to meet future challenges. It is part of the leadership development under the BuildSG LEAD (Leadership Engagement and Development) Framework to advance and recognise industry leaders to lead and drive sustained transformation of the sector.

Benefits to Employers

Able to groom and retain high potential employees

Learn on the new initiatives and able to share the company's views/feedback through their Young Leaders

Complement the company's talent management programme

Benefits to Employees

Recognition from company

Opportunity to partake in Government and industry initiatives and network with thought leaders and Political Office Holders

Learn new knowledge through curated activities

For more information, please email to chua_kok_liang@bca.gov.sg

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