

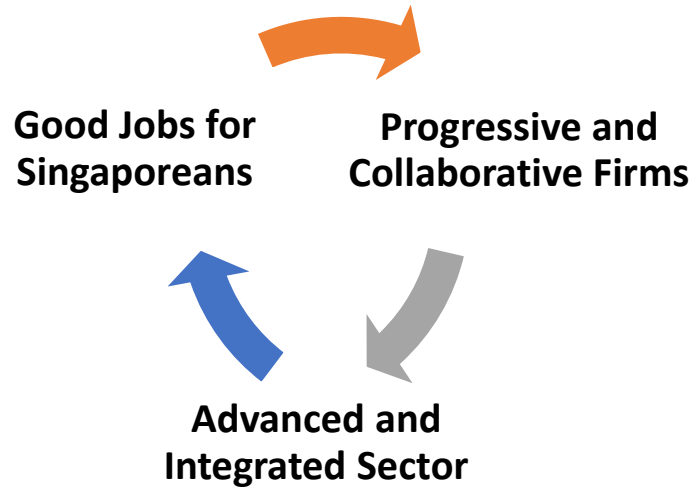


PROGRAMMES AND RESOURCES TO SUPPORT BUILT ENVIRONMENT FIRMS' TALENT AND SKILLS NEEDS

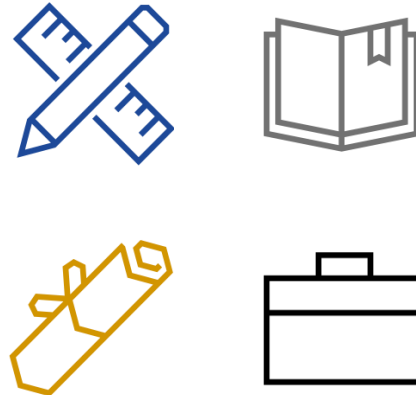
- Brought to you by BCA, e2i, SSG, WSG

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

| <div>Audience</div> <div>Organisation</div> | 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 | | | |
| | | | | 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 | | | Productivity Solutions Grant – Job Redesign | |
| | | Careers Matching Services | | |
| | | | SGUnited Mid-Career Pathways Programme | |
| | | | Career Conversion Programmes (CCP) | |
| | | | Capability Transfer Programme | |
| e2i | | Careers Matching Services | | |
| | | | Career Conversion Programme (CCP) | |
| | | | Career Trial | |
| | | | Job Redesign Grant | |
| | | | | Professional Development 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 | Benefits to Students |
|--|--|
| Build a pipeline of talented fresh graduates | \$18,000 per annum for scholarship \$10,000 per annum for sponsorship |
| Graduates are bonded to employers for a minimum of 2 years | Ready employment upon graduation |

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

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 Jobs Portal 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, screen suitable candidates against job requirements and connect with talents

All companies registered or incorporated in Singapore are eligible

Connect with suitable local 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 codes below:

MyCareersFuture



Careers Connect



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Fresh Graduates
Mid-Career Switchers

Careers Matching Services

Fresh Graduates

Mid-Career Switchers

Firms can engage the following e2i's services for recruitment of potential employees:

- Job Referral Services: Firms can partner e2i to identify suitable candidates through backend referrals.
- NTUC Job Security Council (JSC): Firms can post their latest job vacancies on NTUC Job Security Council's Telegram Channels and e2i's self-help resources.
 - ❑ (Telegram) Jobs Alert for PMETs <https://bit.ly/jsc-ja-pmet>
 - ❑ (Telegram) Jobs Alert for Non-PMETs <https://bit.ly/jsc-ja-nonpmet>
 - ❑ NTUC Job Security Council Job Station from www.findjobs.com.sg/ or access the Job Station at e2i West and e2i Central.
- Career Fairs, e-Career Fairs, Job Opportunity Briefings and Networking Events: Firms can participate in these career events to reach out to suitable candidates. For more information visit www.e2i.com.sg/events

For more information, please email sitizubaidah@e2i.com.sg

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Career Conversion Programmes (CCP)

Mid-Career Switchers

In-Service Staff

Career Conversion Programmes (CCPs) help mid-career individuals undergo skills conversion and move into new occupations or sectors with good prospects and opportunities for progression. Through CCPs' industry-recognised training, companies get access to a wider pool of mid-career switchers to meet your business needs

Benefits to Companies

Government co-funds up to 90% of salary for the training duration and provides course fee subsidies for mid-career Singaporeans and Permanent Residents (support is also available for redeployment/reskilling of existing staff in at-risk or vulnerable jobs; or to take on redesigned job roles within the company)

For information on CCP, please [click here](#) or scan the QR code
(Search 'Built Environment' to filter BE-related CCPs)

You can also email sitizubaidah@e2i.com.sg



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SGUnited Mid-Career Pathways Programme

Firms can tap on the programme to take on mature mid career individuals (aged 40 and above) on attachments of up to 6 months. Host organisations can benefit from the experience that mid-career individuals bring with them and hire them on when business conditions improve

Benefits to Companies

Government funds 70% of training allowance (ranging from \$1,800 to \$3,800) for local mature trainees on attachments of up to 6 months

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



Jobs Growth Incentive (JGI)

The JGI* supports BE firms to expand local hiring until Sep 2022 so as to create good and long-term jobs for locals

Funding Support

Under the JGI (Phase 4), the Government will support 40% (of first \$6,000) of gross monthly wages for the first 6 months and 20% (first \$6,000) of gross monthly wages for the next 6 months of all new local hires who are mature (aged 40 and above), persons with disabilities or ex-offenders.

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*

Career Trial

The Career Trial (previously named as Work Trial) is part of the suite of career services offered by Workforce Singapore (WSG) and e2i to strengthen the employability of locals, through a short-term stint with an employer.

More Information: <https://e2i.com.sg/businesses/manpower/career-trial/>

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. Career Conversion Programme (Course fees)
2. Job Redesign Initiatives

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

To check your company's eligibility, log in to the [SFEC](#)
[microsite](#) to view your available balance

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Job Redesign

WSG

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

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



e2i

Job Redesign Grant – e2i is currently working with the government on the grant details. More information regarding this grant and its application will be available later this year.

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Capability Transfer Programme (CTP)

This programme offered by Workforce Singapore (WSG) facilitates the transfer of global capabilities to your local workforce

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 support can 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.

The CTP also supports the transfer of capabilities through remote training from foreign specialists

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



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SkillsFuture Fellowship & Employer Award

Earn Skills Recognition for Your Company and Your Exemplary Employees



Distinguish your company as an Employer Of Choice!



Recognise your inspirational employees who champion lifelong learning!

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

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Professional Development Programme

In-Service PMETs

- Customised Training Initiatives (Company / Industry specific): e2i works with businesses to create customized training initiatives which can range from one-off half-day masterclasses to On-Job -Training (OJT) modules and week-long courses for their employees and other select participants.
- Enhanced NETF Collaborative Fund (NCF) : Enhanced NCF was introduced to extend support for unionized companies and workers hard-hit by the Covid-19 situation.

Benefits to Companies

- a) Workers' skills are upgraded and training is done during lull period which will help to retain while preparing workers to be future-ready; and
- b) Provides an increase in training benefit from \$30,000 to \$50,000* per unionized company to send their employees (NTUC members) for training.

For more information, please email sitizubaidah@e2i.com.sg

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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