

Enterprise and Workforce Transformation Package (EWTP)
FREQUENTLY ASKED QUESTIONS (FAQs)
[FOR PUBLIC INFORMATION]

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Section A: General Questions on Enterprise Workforce Transformation Package	
1.	What is Enterprise Workforce Transformation Package (EWTP)?
Enterprise Workforce Transformation Package (EWTP) seeks to strengthen the nexus between enterprise and workforce transformation and encourage companies to invest in workforce transformation in tandem with enterprise transformation. The EWTP will have three main features: A. A SkillsFuture Workforce Development Grant (WDG), that provides holistic solutioning to companies on workforce transformation via a single application channel B. Greater support for workforce transformation and job redesign through the SkillsFuture Workforce Development Grant (Job Redesign+) (WDG(JR+)) C. Redesigned SkillsFuture Enterprise Credit (SFEC) to further defray the out-of-pocket expenses of workforce transformation	

Section B: SkillsFuture Workforce Development Grant (WDG) and Anchor Programme Partner	
1.	What is the intent of WDG?
• WDG brings together existing workforce transformation schemes so that companies can better navigate and access various support schemes. • This will be further supported by anchor Programme Partners (PPs) appointed by Skills and Workforce Development Agency (SWDA), including Singapore Business Federation (SBF) and Singapore National Employers Federation (SNEF), who will provide advisory and holistic support to companies in identifying and implementing the relevant workforce transformation solutions to foster business growth and workforce development. More details will be shared at a later date.	

2.	How were the Anchor Programme Partners determined?												
SBF and SNEF were selected as Anchor Programme Partners given their extensive business networks. Both TACs have also a proven track record in administering SWDA programmes.													
3.	Is there a cost for the advisory services provided by SBF and SNEF?												
No, there is no cost for enterprises to access workforce transformation advisory services from SBF and SNEF.													
Section C: SkillsFuture Workforce Development Grant (Job Redesign+) (WDG(JR+))													
4.	What would be covered under WDG(JR+)?												
- WDG(JR+) will provide funding support of up to 70% (For SMEs) and 50% (for non-SMEs), capped at \$150,000 per enterprise. - This covers an expanded scope of support, such as engaging external expertise to build sustainable workforce transformation capabilities within enterprises, and adopting workforce solutions and HR tech tools as summarised in the table below:													
<table border="1"> <thead> <tr> <th>Component</th> <th>Funding Scope</th> <th>Funding cap</th> </tr> </thead> <tbody> <tr> <td>Workforce Consultancy</td> <td> - Engage pre-approved consultants for end-to-end support (from initial business diagnosis to implementation plan) </td> <td>Up to \$50,000</td> </tr> <tr> <td>Capability Building Initiatives</td> <td> - Develop in-house expertise through the engagement of - pre-approved consultants - external HR professionals - Support enterprises in developing in-house expertise through onsite support, mentorship and training to build capabilities of line managers and HR personnel to independently drive ongoing HR initiatives. </td> <td>Up to \$60,000</td> </tr> <tr> <td>Workforce Tech Solutions*</td> <td> - Adoption of digital HR tools related to JR and skills & capability development related to the project Eg: Skills diagnostic tools, L&D systems, Workforce Analytics Platforms, Gap Analysis Tools, AI-infused HR tech tools </td> <td>Up to \$90,000</td> </tr> </tbody> </table>		Component	Funding Scope	Funding cap	Workforce Consultancy	Engage pre-approved consultants for end-to-end support (from initial business diagnosis to implementation plan)	Up to \$50,000	Capability Building Initiatives	- Develop in-house expertise through the engagement of - pre-approved consultants - external HR professionals - Support enterprises in developing in-house expertise through onsite support, mentorship and training to build capabilities of line managers and HR personnel to independently drive ongoing HR initiatives.	Up to \$60,000	Workforce Tech Solutions*	Adoption of digital HR tools related to JR and skills & capability development related to the project Eg: Skills diagnostic tools, L&D systems, Workforce Analytics Platforms, Gap Analysis Tools, AI-infused HR tech tools	Up to \$90,000
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<i>*Must be combined with at least one of the components above</i>													

5.	How does the WDG(JR+) compare to NTUC's Company Training Committee (CTC) initiative?
	• The WDG(JR+) and CTC grant serve complementary but distinct roles in supporting workforce transformation across Singapore's enterprises. • WDG(JR+) operates as a broad-based government initiative designed to reach a wider spectrum of companies. It provides support for comprehensive workforce transformation and job redesign that covers strategic workforce development to help companies achieve both business and workers outcomes through the supportable components. • The CTC grant, in contrast, offers a more high-touch approach to workforce transformation, by providing customised support through the establishment of company training committees that work closely with individual organisations. These committees collaborate directly with companies to design and implement tailored enterprise and workforce transformation projects that address their specific operational needs and challenges.
6.	How is WDG(JR+) different from the Support for Job Redesign under the Productivity Solutions Grant (PSG-JR)?
	• SWDA provided funding of up to \$30,000 under PSG-JR, for companies to engage pre-approved consultants for job redesign. • The consultancy services provided has been expanded, including strategic workforce planning, process redesign to enable comprehensive job redesign. WDG(JR+) provides enhanced support for workforce transformation with an expanded scope of support beyond job redesign consultancy services, to cover capability building in job redesign and change management for line managers and HR teams, as well as identifying workforce solutions and technology tools to drive sustainable transformation. This involves higher funding support of up to \$150,000 per company.
7.	Can companies that embarked on PSG-JR tap on WDG(JR+)?
	Yes, past participating companies of PSG-JR can tap on WDG(JR+) if the project scope and redesigned job roles are different.
8.	How can companies access WDG(JR+)?
	WDG(JR+) was launched in March 2026 and companies should visit SWDA's website (SWDA SkillsFuture Workforce Development Grant (Job Redesign+)) for updates relating to application details and guidance on how to access enhanced workforce transformation opportunities.

Section D: Redesigned SkillsFuture Enterprise Credit (SFEC)	
1.	What is the difference between the current SkillsFuture Enterprise Credit (SFEC) and the redesigned SkillsFuture Enterprise Credit?
- SFEC aims to encourage employers to undertake enterprise and workforce transformation initiatives. It provides additional support, over and above the existing schemes, to eligible employers for their enterprise and workforce transformation efforts. <u>Redesigned Skillsfuture Enterprise Credits (SFEC)</u> - The redesigned SFEC will operate like a digital wallet, allowing companies to offset out-of-pocket costs upfront rather than on a reimbursement basis. Companies will be able to check their balances and decide where to spend the credits on workforce transformation initiatives, addressing cashflow concerns and enabling better management of credit utilisation. - This provides companies with better flexibility and support to undertake redesigned SFEC which will be introduced on 1 Dec 2026. More details on the support level and list of eligible workforce transformation programmes will be announced subsequently.	
2.	Is my enterprise eligible for the redesigned SFEC, and how do I apply for it?
- Eligible companies will be notified of their eligibility when the redesigned SFEC is ready. - In the meantime, companies can continue to tap on the existing SFEC under existing guidelines.	
3.	When will the redesigned SFEC be available?
- The redesigned SFEC will be launched on 1 Dec 2026. Eligible companies can use it to further defray out-of-pocket expenses for workforce transformation initiatives, e.g. complementing the support available through WDG(JR+). - The current SFEC support will expire on 30 Nov 2026 to allow companies time to use their remaining credits and plan their transformation efforts accordingly.	
4.	What programmes can the redesigned SFEC be used for?
As we are in the process of confirming the list of programmes, enterprises will be informed of this in late 2026.	
5.	I am a training/programme provider. Can my courses/programmes be made eligible for use by Enterprises under the redesigned SFEC?
Individual programmes cannot apply directly to be eligible for SFEC. Programmes/courses would need to be funded by an existing government programme and meet certain criteria. mailto:WSG_EWTP@wsg.gov.sg	

Section E: For more assistance or feedback	
1.	Who can enterprises contact should they have more queries on EWTP?
Enterprises can find out more about EWTP through SWDA's website or submit your enquiries and interest through the link (Enterprise Workforce Transformation Package Interest Form FormSG).	