

# Fact Sheet on Skills Programme for Upgrading and Resilience JOBS (SPUR-JOBS)

## Introduction

1. The Skills Programme for Upgrading and Resilience (SPUR) is a 2-year programme by the tripartite partners, to help companies and workers manage the economic downturn and invest in skills for the recovery.
2. MOM and WDA implemented the SPUR-JOBS Scheme to encourage companies to recruit and retain local (Singaporeans and Permanent Residents) workers, by co-funding companies' cost of recruitment, training, and job (re)design efforts to make jobs more attractive for locals.

## About SPUR-JOBS

3. The SPUR-JOBS Scheme is open to all companies incorporated or registered in Singapore who had not retrenched locals in the last 3 months. It aims to incentivise companies to hire local workers who have completed SPUR/WSQ/ESS training. The SPUR-JOBS Scheme will help companies to reduce the cost of recruiting and training (including on-the-job training) locals, design or redesign jobs to make them more suitable and attractive for locals, as well as undertake productivity improvements such as through better demand forecasting, job scheduling or technology investments.

## What does SPUR-JOBS support?

4. A grant of up to \$400,000 per company will be provided to support efforts in 2 key areas:
  - a. **Recruitment & Training Cost**  
A grant of up to \$3,000 per local worker recruited will be provided for approved recruitment and training activities, based on 80% of declared cost.

The grant can be used to support the following components:

### Recruitment Related Activities

- Print Advertisement
- Online Advertisement
- Job Fair
- Recruitment Agency Service
- Pre-employment Medical

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## Training cost and Absentee Payroll

- External Training (Non-SPUR)
- In-house Training

## b. **Job (Re)Design Project Cost**

For companies who want to undertake job (re)design projects to attract and recruit local workers, an additional grant of up to \$2,000 per local worker recruited will be provided, based on 80% of declared project cost.

The grant can be used to support the following components:

## Consultancy for Job (Re)Design

- In-house Consultancy
- Third Party Consultancy

## System/Equipment for Job (Re)Design

- System/Equipment Purchase
- System/Equipment Upgrade
- Intellectual Property

## c. **Not Supportable Components**

Grants cannot be used for the following:

- Wage support or wage compensation such as retention bonus and wage supplements etc.
- Nett fees payable by companies for SPUR training or other WDA CET programmes already funded by WDA

## **Disbursement Schedule**

5. Funding for the SPUR-JOBS Scheme will be disbursed in 2 stages:

- a. 1<sup>st</sup> disbursement - 40% of approved grant will be made upon receipt of the signed Letter of Acceptance, which also serves as the Claim Form for 1<sup>st</sup> disbursement. The signed Letter of Acceptance should reach WDA no later than 2 weeks from the date of the Letter of Offer, failing which the offer shall be deemed to have lapsed and no disbursement will be made.
- b. 2<sup>nd</sup> and final disbursement - remaining 60% of approved grant will be made 12 months from the date of acceptance, and on the condition that the Company has recruited 100% of the committed number of new local workers under at least one year contract terms, completed

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approved training and job (re)design projects (if applicable) and retained at least 50% of these new local workers for at least 6 months.

## How can I apply?

6. Companies interested to apply for SPUR-JOBS may contact WDA at Tel: 6883 5885, Fax: 6512 1111, or email to [wda\\_enquiry@wda.gov.sg](mailto:wda_enquiry@wda.gov.sg) for more details.