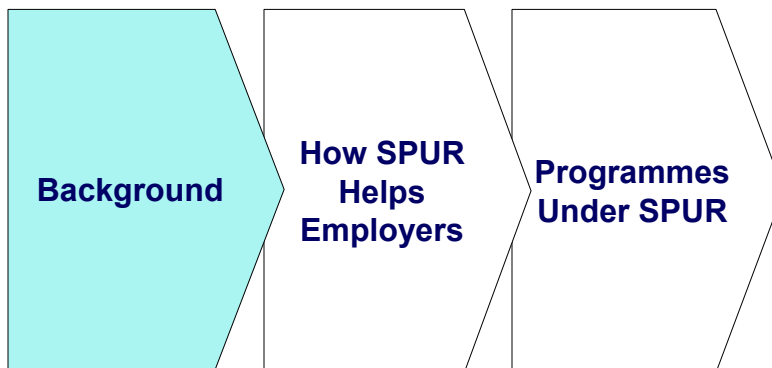




# Skills Programme for Upgrading & Resilience (SPUR)

Managing excess manpower and investing in your  
business' competitiveness



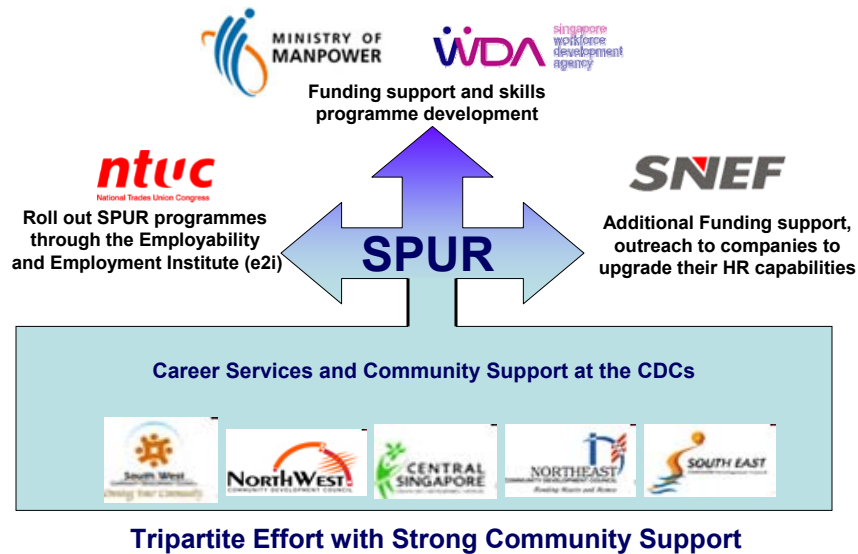
## What is SPUR?



- A new tripartite umbrella programme to help companies and workers manage the economic downturn and invest in skills for the recovery
  - strengthen confidence in the local labour market
  - support upgrading of skills and capabilities of businesses and local workers
- Leverage on the extensive CET training system to scale up training programmes
  - Doubling training capacity
  - Covering key sectors with centres spread all over Singapore
- Enhanced funding for training
  - \$600 million over two years



## A Two-year Tripartite Programme starting 1 December 08



## Key Objectives



### Cut Costs, Save Jobs

Help companies manage excess manpower and reduce unemployment / under-employment

### Reskill & Upskill

Help local workers upgrade skills and convert to new jobs

### Build Capabilities for Recovery

Strengthen capabilities in labour market and prepare for upturn

LEARNING FOR LIFE ADVANCING W<sup>my</sup> SKILLS 5

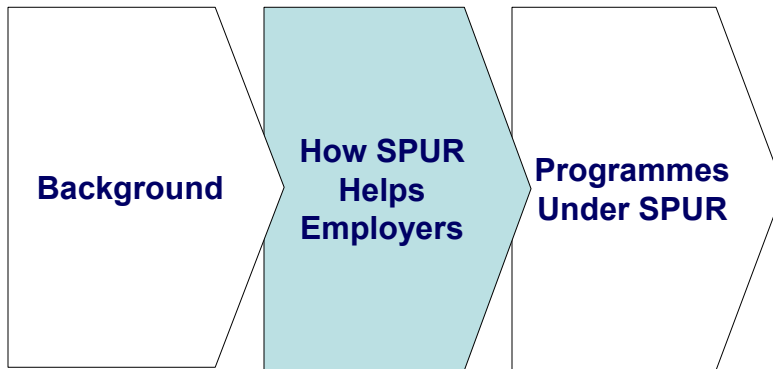
## Doubling of CET Capacity



- 42 CET Centres island-wide 110,000 places in FY08 to 220,000 by FY09
- Highly modular to meet needs of employers and workers



LEARNING FOR LIFE ADVANCING W<sup>my</sup> SKILLS 6



## Tripartite Guidelines on Managing Excess Manpower

Instead of retrenchment, you should consider several alternatives to better manage your excess manpower:

- Make use of the SPUR programme to send your workers for training
- Redeploy workers to alternative areas of work within your organization
- Implement shorter work-week, temporary lay-off, flexible work schedule or other flexible work arrangements
- If you have a flexible wage system in place, use it to adjust your wage cost.

## How SPUR helps employers?

### DEPLOY

- Utilize downtime to upgrade skills to employees
- Move your retrenched workers into new jobs and companies

### UPGRADE

- Move your workers up to higher-level jobs within the organization
- Upgrade capabilities of your organization

### PREPARE FOR FUTURE

To become more competitive in preparation for upturn



## SPUR for Employers

### Higher Course Fee Support

For local workers taking courses under SPUR

From 1 Feb 09



Rank-&-File courses

90%

80% / 90%



PMET-level courses

90%

80%

### More Skills Upgrading Pathways

Over 800 training courses are available under SPUR.

### Higher Absentee Payroll

For local workers taking courses under SPUR



Aged 40 & above and with 'A' level quals and below

\$6.80/hr

\$4.50/hr

Absentee payroll rate will be up to 90% of hourly basic salary (capped at \$6.80/hour)



Other local workers

\$6/hr

\$4/hr

Absentee payroll rate will be up to 80% of hourly basic salary (capped at \$6/hour)

### Industry Upgrading

Customised industry-wide plans or industry programmes like the Customer Centric Initiative

## With SPUR,



### **EXAMPLE**

#### **Rank-&-file worker in a Retail Company**

Mr Ng, 46, a Retail Associate earns monthly salary of \$1,300

#### **WITHOUT SPUR**

1 month  
payroll to  
company is  
**\$1,300**

**TOTAL PAYROLL:  
\$1,300**

#### **WITH SPUR:**

Sends worker for 160 hrs Certificate in Retail Operations at  
Nett **\$128.40**

#### **ABSENTEE PAYROLL:**

\$6.80/hr X 160 hrs = \$1,088

**Total Payroll only \$212**

*\* Excluding possible 12% Jobs Credit of \$156*

**POTENTIAL PAYROLL (with Job Credit) :  
\$56**

**Save cost and enhance skills with only \$184.40**

\* Please refer to IRAS for more information about Jobs Credit Scheme

## How to apply for Higher Course Fee funding

### **3 Easy Steps**

1. Select training courses under SPUR
2. Contact Training Centre
3. Before course starts, apply for higher course fees subsidy via [www.sdf.gov.sg](http://www.sdf.gov.sg)

**Some CET Centres have received the funding subsidy up-front so companies need only pay the balance when they register their workers for training at these centres.**

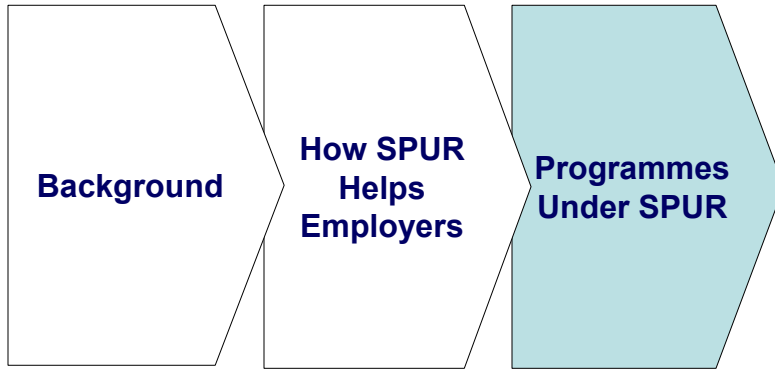
## How to apply for Higher Absentee Payroll

### Two Easy Steps

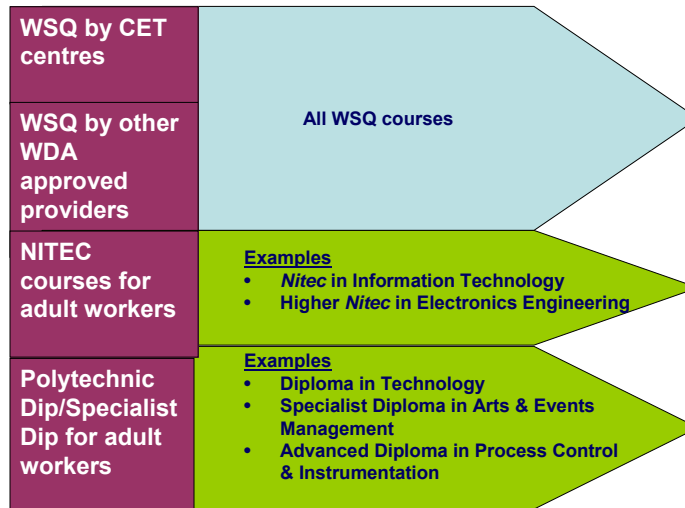
1. Apply at [www.srp.org.sg](http://www.srp.org.sg) before course starts
2. Company pay worker's salary during training and get reimbursed later

## Example: Retail Pathways





## 800 courses Pre-Approved under SPUR



Complete list available at [www.wda.gov.sg](http://www.wda.gov.sg)

**Programmes under SPUR for Retail**  
as at 1 December 2008



Retail WSQ Courses	CET Centre
WSQ Diploma in Retail Management	Singapore Institute of Retail Studies
WSQ Advanced Certificate in Retail Supervision	
WSQ Certificate in Retail Operations	

**Provide customised training based on training needs**

**\$15 (excluding GST) per module after government subsidy**



**Programmes under SPUR for Infocomm**  
as at February 2009



NICF Courses	CET Centre
Certificate of Performance in Enterprise Linux Administration (COPELA)	Singapore Polytechnic
Project Management for Information Systems (PMIS)	NUS Institute of Systems Science (ISS)
Certification in IT Project Management Preparatory Course (CITPM)	
Certification in Outsourcing Management for IT Preparatory Course (COMIT)	

- More NICF accredited courses to be rolled out
- More CET Centres delivering NICF accredited courses

## Upcoming NICF Accredited Courses by ISS



NICF Courses	CET Centre
IT Outsourcing Management for Practitioners	<b>NUS Institute of Systems Science (ISS)</b>
Certified Enterprise Architecture Practitioner	
Service-Oriented Architecture	
Object Oriented Analysis & Design	
Object Oriented Design Pattern	
PMP for Project Managers	
Requirement Engineering	
IT Service Management	
IT Updates	
Business Analysis Certification	
Information Leadership Programme for Tomorrow's CIOs	
Security Management	

For enquiries on Infocomm, pls contact:

Lim Tai You	6512 1198	<a href="mailto:lim_tai_you@wda.gov.sg">lim_tai_you@wda.gov.sg</a>
Rain Lim	6512 7308	<a href="mailto:rain_lim@wda.gov.sg">rain_lim@wda.gov.sg</a>
Paul Ho	6512 7330	<a href="mailto:paul_ho@wda.gov.sg">paul_ho@wda.gov.sg</a>

## Programmes under SPUR for Mfg & Construction Rank and File as at December 2008



Sector	Courses	CET Centre
<b>Generic Manufacturing</b>	WSQ Certified Operations Specialist (COS) / WSQ Certified Operations Professional (COP) (Q109)	NTUC LearningHub <a href="http://www.ntuclearninghub.com">www.ntuclearninghub.com</a>
	WSQ Certificate in Generic Manufacturing Skills	NTUC LearningHub <a href="http://www.ntuclearninghub.com">www.ntuclearninghub.com</a>
	WSQ Certificate in Generic Manufacturing Skills (Integration)	Electronics Industries Training Centre <a href="http://www.elitc.com">www.elitc.com</a>
	WSQ Certificate in Generic Manufacturing Skills (Process)	Institute of Process Industry
<b>Process – Chemicals (Q109)</b>	WSQ Certificate in Process Technology (Chemical Production)	Process Technology Centre (CPTC) <a href="http://www.cptc.edu.sg">www.cptc.edu.sg</a>
	WSQ Higher Certificate in Process Technology (Chemical Production)	
<b>Process – Environmental Technology (Q109)</b>	WSQ SOA : Certificate in Process Technology (Environmental Technology)	Singapore Polytechnic <a href="http://cet.sp.edu.sg/">http://cet.sp.edu.sg/</a>
	WSQ SOA : Adv Certificate in Process Technology (Environmental Technology)	
<b>Aerospace</b>	WSQ Higher Certificate in Aerospace Maintenance	Air Transport Training College <a href="http://www.attc.edu.sg">www.attc.edu.sg</a>

## Programmes under SPUR Mfg & Construction Rank and File



Sector	Courses	CET Centre
Precision Engineering	WSQ Certificate / Higher Certificate in Precision Engineering (Manufacturing / Production) and (Die & Mold Tool Making)	Institute of Technical Education HQ <a href="http://www.ite.edu.sg/cet">www.ite.edu.sg/cet</a>
	WSQ Certified Mechatronic Systems Assistant	Institute of Technical Education College West (Dover Campus) <a href="http://www.ite.edu.sg/cet">www.ite.edu.sg/cet</a>
Real Estate Management & Maintenance Industry	Enhanced Building Custodian Programme - Building Custodian Skills Certificate	Real Estate & Construction Centre <a href="http://www.recc.com.sg">www.recc.com.sg</a>
	Enhanced Building Custodian Programme - Custodian Checking Skills Certificate	
	Enhanced Building Custodian Programme - Custodian Cadet Skills Certificate	
	Property Assistant Programme	
Construction	CORE Plus – For Tradesmen	BCA Academy <a href="http://www.bca.gov.sg">www.bca.gov.sg</a>

As at Dec 08

LEARNING FOR LIFE ADVANCING WDA SKILLS 21

## Programmes under SPUR for Mfg & Construction PMET as at December 2008



Sector	Courses	CET Centre
Process – Engineering Services	Instrumentation & Control Conversion Course: WSQ Advanced Certificate in Process Technology	Singapore Polytechnic <a href="http://www.cet.sp.sg">www.cet.sp.sg</a>
Process – Pharmaceuticals	Validation Specialist Training Programmes for Pharmaceutical Manufacturing	DPS Engineering (S) Pte Ltd <a href="http://www.dpseng.com">www.dpseng.com</a>
Process – Pharmaceuticals (Q109)	Operational Training programme for Biologics Manufacturing Industry	DPS engineering <a href="http://www.dpseng.com">www.dpseng.com</a>
	Apply cGMP Requirement- SOA: Higher Certificate in Process Technology (Pharmaceutical Manufacturing)	Singapore Polytechnic <a href="http://www.cet.spsg">www.cet.spsg</a>

As at 10 Dec 2008

LEARNING FOR LIFE ADVANCING WDA SKILLS 22

## Programmes under SPUR for Mfg & Construction PMET

Sector	Courses	CET Centre
<b>Aerospace</b>	Specialist Diploma in Aircraft Maintenance and Engineering (SAME)	Air Transport Training College <a href="http://www.attc.edu.sg">www.attc.edu.sg</a>
<b>Precision Engineering</b>	WSQ Specialist Diploma in Precision Engineering	Singapore Institute of Manufacturing Technology (SIMTech) <a href="http://www.simtech.a-star.edu.sg">www.simtech.a-star.edu.sg</a>
	WSQ Diploma in Precision Engineering (Professional) (Machinery & Systems)	Singapore Polytechnic <a href="http://www.cet.sp.sg">www.cet.sp.sg</a>
	WSQ Diploma in Precision Engineering (Mould Tool Making)	Nanyang Polytechnic <a href="http://www.nyp.edu.sg">www.nyp.edu.sg</a>
<b>Real Estate Mgt &amp; Maintenance Industry</b>	Property Officer Professional Conversion Programme	Nanyang Polytechnic <a href="http://www.nyp.edu.sg">www.nyp.edu.sg</a>

As at 10 Dec 2008

## Tapping on SPUR funding for in-house courses

### Approval on case by case basis

**Industry  
Recognised**

**Package with  
Employability  
Enhancement  
Courses**

**Adhere to  
Tripartite  
Guidelines on  
managing excess  
manpower**



A spur is a metal tool designed to be worn in pairs on the heels of riding boots for the purpose of directing a horse to move forward while riding.



Thank you