

Factsheet on Enterprise Workforce Transformation Package (EWTP)

FACTSHEET ON ENTERPRISE WORKFORCE TRANSFORMATION PACKAGE

Ministry of Manpower (MOM) and Skills and Workforce Development Agency (SWDA), in collaboration with the Ministry of Education (MOE), the Ministry of Trade and Industry (MTI), Enterprise Singapore (EnterpriseSG), and SkillsFuture Singapore (SSG), introduced the Enterprise Workforce Transformation Package (EWTP) in 2026 to provide greater support for companies to embark on workforce transformation. The government has set aside over \$400 million for the EWTP.

Enhancing support for companies to undertake enterprise and workforce transformation

2. The EWTP will enhance support for companies in three ways:
 - (a) The SkillsFuture Workforce Development Grant (WDG) will provide a **single application channel** for companies to access workforce transformation schemes;
 - (b) There will be **greater support for workforce transformation and job redesign** under the SkillsFuture Workforce Development Grant (Job Redesign+) (WDG(JR+)); and
 - (c) The SkillsFuture Enterprise Credit (SFEC) will be redesigned to allow companies to **immediately offset any out-of-pocket expenses** of workforce transformation.

SkillsFuture Workforce Development Grant (WDG)

3. WDG brings together existing Government workforce transformation schemes, such as the Career Conversion Programme(CCP) and National Centre of Excellence for Workplace Learning (NACE) Workplace Learning Project to improve navigation and access of various support schemes.

4. Companies will be able to access workforce transformation support through a single application channel via the Business Grants Portal (BGP). The WDG will be rolled out in phases from 2026.

Greater support for workforce transformation/job redesign under SkillsFuture Workforce Development Grant (Job Redesign+) (WDG(JR+))

5. In March 2026, WDG(JR+) was introduced to provide enhanced funding to companies for their workforce transformation and job redesign efforts. WDG (JR+) will provide funding support of up to 70% for workforce transformation and job redesign project costs, capped at \$150,000 per enterprise, with higher support levels provided

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for Small and Medium Enterprises (SMEs). WDG (JR+) will replace the job redesign support offered under the Support for Job Redesign under Productivity Solutions Grant (PSG-JR). To qualify, participating enterprises must fulfil the following criteria:

- Registered or incorporated and operating in Singapore; and
- Must have at least three local employees¹

Table 1: Enhancement to funding support for job redesign

	[Under PSG-JR] Funding support level	[Under WDG(JR+)] Funding support level
Non-SMEs	Up to 30%	Up to 50%
SMEs	Up to 50%	Up to 70%
Funding Cap	Up to \$30,000 per enterprise	Up to \$150,000 per enterprise

6. In addition, the scope of support will be expanded 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.

Table 2: Scope under Enhanced WDG(JR+)

Components	Intent/Scope	Sub-cap	Funding Rates
(1) Workforce Consultancy	<u>Scope:</u> Support enterprises by providing end-to-end consultancy/advisory support (from initial business diagnosis to implementation plan). Supportable consultancy scope may include assessing a company's AI readiness, human capital, or career health needs to enhance growth opportunities within job structures or recommend fractionalisation of jobs to optimise workforce, and redesign job roles accordingly.	Up to \$50,000	• 70% for SMEs • 50% for non-SMEs (Overall cap of \$150,000 per enterprise)
(2) Capability Building Initiatives	<u>Scope:</u> 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. Examples of deliverables could include enhanced internal capabilities, putting a JR framework in place, better workforce planning, clearer career progression for employees, enhanced skillsets etc.	Up to \$60,000	
Must be bundled with either or both components above			

¹ Local employees can be Singapore Citizens and Singapore Permanent Residents.

Components	Intent/Scope	Sub-cap	Funding Rates
(3) Workforce Tech Solutions	<u>Scope:</u> Enable adoption of diagnostic tools and L&D systems for purposes such as identifying skills gaps, providing actionable insights for both organisational development and individual career growth etc. For example, funding Workforce Analytics Platforms, Gap Analysis Tools, AI-infused HR tech tools that can complement workforce transformation.	Up to \$90,000	

SkillsFuture Enterprise Credit (SFEC) (Enhanced)

7. The SkillsFuture Enterprise Credit (SFEC) is currently operating on a reimbursement model, with \$10,000 for employers to defray out-of-pocket costs for specified enterprise and workforce transformation programmes.

8. From 1 Dec 2026, the SFEC (Enhanced) will be launched with the following enhancements:

- a. It will be a nett- fee wallet model whereby companies can use the credits to immediately offset out-of-pocket costs upfront for eligible workforce transformation initiatives and courses, instead of on reimbursement basis in which funds will only come in after companies have made upfront payment.
- b. All companies who meet the following eligibility criteria will receive a fresh amount of \$10,000 in an online wallet:

Qualifying Period	Eligibility Criteria
1 Jan 2025 – 31 Dec 2025	Employers must meet the following conditions: • Have employed at least three Singapore Citizens or Permanent Residents* every month over qualifying period; and • Are not in default of their Skills Development Levy (SDL) contributions during the qualifying period; and • Must not have an inactive ACRA status *Refers to all Singaporean or Singapore PR employees drawing a salary and with CPF contribution.

9. 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.

10. Singapore Business Federation (SBF) and Singapore National Employers Federation (SNEF) have been appointed by SWDA as the Anchor PPs under EWTP. Enterprises can find out more about EWTP through [SWDA's website](#) or submit your enquiries and interest through [this form](#).