

## FAQs

### SkillsFuture Enterprise Credit (SFEC)

#### 1. What is SkillsFuture Enterprise Credit (SFEC)?

- SFEC aims to encourage employers to invest in enterprise and workforce transformation. Eligible employers will receive additional support for their enterprise and workforce transformation efforts, over and above the support levels of existing schemes.

#### 2. What is the support level for SFEC?

- Eligible employers can tap on a one-off \$10,000 credit per firm to cover up to 90% of out-of-pocket expenses on qualifying costs for schemes or training courses that demonstrate support for enterprise or workforce transformation.
  - a. Enterprise Transformation (up to \$7,000 only) – Schemes by various agencies hosted on the Business Grant Portal (BGP); and/or
  - b. Workforce Transformation (up to the full \$10,000) – Training courses aligned to the various Industry Skills Frameworks by SkillsFuture Singapore (SSG), Job redesign initiatives, and Professional Conversion Programmes etc. by Workforce Singapore (WSG)
- The list of SFEC-supportable programmes will be updated from time to time and is available on **Enterprise Singapore's website**, <https://www.enterprisesg.gov.sg/financial-assistance/grants/for-local-companies/skillsfuture-enterprise-credit> and the **Skillsfuture Singapore's SFEC microsite**, <https://go.gov.sg/sfec-microsite>. Employers may also refer to Annex A for the list or scan the QR codes (1) and (3) found on Annex A to access the websites.
- Employers can also access the updated list of approved training courses on SkillsFuture Singapore's [SFEC microsite](#) from 1 April 2021. Please check to verify that the course is eligible for SFEC before enrolling your employee in the course.
- Employers will have to meet the eligibility criteria of the individual SFEC-supportable programmes before they can draw down the Credit.

### 3. How can an eligible employer benefit from SFEC?

#### Here are some examples on how an employer can benefit from SFEC

##### Example 1:

Employer decides to enhance its productivity through automation and applies for Productivity Solutions Grant (PSG) under the 'Enterprise Transformation' supportable programme.

Qualified Cost of Equipment:	\$20,000
Claim Approved Amount (based on qualifying costs & supported at 80%*):	\$16,000
Out-of-pocket Expense:	\$4,000
<b>SFEC Disbursement (90%):</b>	<b>\$3,600</b>

\* PSG support level of 80% is effective till 31 March 2022.

##### Example 2:

Employer sends its employees for relevant Skills Framework-aligned courses under the 'Workforce Transformation' supportable programme.

Full Fee of Training:	\$1,000
SSG Course Fee Subsidy (90%):	\$900
Out-of-pocket Expense:	\$100
<b>SFEC Disbursement (90%):</b>	<b>\$90</b>

### 4. What are the criteria that employers must meet to be eligible for SFEC?

- Employers which meet the following conditions will qualify for the SFEC:
  - a. Have contributed at least \$750 Skills Development Levy (SDL) over a qualifying period<sup>1</sup>;

<sup>1</sup> Excludes penalty payments (i.e. interest levied on SDL paid late)

- b. Have employed at least three Singapore Citizens (SCs) or Permanent Residents (PRs) every month over the same period; and
- c. Have not been qualified at any of the earlier periods as below.

- There will be four qualifying periods:
  - a. 1 April 2019 – 31 March 2020
  - b. 1 July 2019 – 30 June 2020
  - c. 1 October 2019 – 30 September 2020
  - d. 1 January 2020 – 31 December 2020
- There will be no qualification of employers after the last period.

#### **5. Can non-business entities\* qualify for SFEC?**

- While SFEC is open to all employers who meet the qualifying criteria, SFEC can only be used on schemes or training courses where the base schemes or training courses are eligible to the entities.

\*Includes charities, Voluntary Welfare Organisations, Institutions of a Public Character, associations, and cooperative societies but excludes government agencies and subsidiaries.

#### **6. How do I apply for SFEC?**

- There is no need to apply for SFEC. Employers that fulfil the eligibility criteria will be informed by Enterprise Singapore in writing.
- The Credit will be used to subsidise supportable schemes or training courses that these employers successfully apply for from 1 April 2020. You may refer to [Annex A](#) for the list of supportable programmes.

#### **7. What is the Skills Development Levy (SDL) and what is the purpose?**

- Skills Development Levy (SDL) is a mandatory contribution by employers, as stipulated in the Skills Development Levy Act (Chapter 306). It was introduced on 1 October 1979 to encourage employers to upgrade their employees' skills. SDL collections are channelled into the Skills Development Fund (SDF), which support a wide variety of skills upgrading programmes and activities. The SDL and SDF are administered by SkillsFuture Singapore (SSG).
- All employers are required to pay SDL. The amount of SDL payable is prescribed in section 3 of the SDL Act. With effect from 1 October 2008, every employer is required to contribute 0.25% of the monthly remuneration of every employee on their payroll subject to:
  - A minimum of \$2 (for employees earning \$800 or less a month)
  - A maximum of \$11.25 (for employees earning \$4,500 or more a month)

- Regulation 3 of the Skills Development Levy Regulations requires every employer liable to pay SDL for any month to compute and pay the SDL within 14 days after the end of that month.
- For more information on SDL, please visit SSG's website at <https://sdl.ssg.gov.sg>.
- For further clarifications on the SDL contributions, please contact SSG hotline at 6785 5785.

**8. If I am liable to pay at least \$750 SDL for a qualifying period but I did not pay up on time, can I still be eligible for SFEC?**

- SDL contributions (including arrears payments) made after the closure of the respective qualifying period will not be considered for SFEC eligibility. Only contributions for the current and upcoming qualifying periods will be considered.

**9. Am I required to maintain the minimum \$750 Skills Development Levy contribution and employ a minimum of 3 Singapore Citizens (SCs) or Permanent Residents (PRs) after qualifying for the SFEC?**

- An employer who qualifies for the SFEC at any of the four qualification periods will be eligible for the SFEC for the duration of the programme. No further checks on eligibility will be conducted subsequently.

**10. Does the Singapore Citizen (SC) / Permanent Resident (PR) employment criterion for SFEC eligibility refer to new or existing employees? Are business owners counted within the SC/PR criterion?**

- All Singaporean or Singapore PR employees drawing a salary and with CPF contribution will be eligible for the SC/PR criteria, business owners included.
- Both new and existing employees can be considered, as long as they are Singapore Citizens or PRs under the company's employment, and within the qualifying 12 months period.

**11. Can SFEC be used to support training for both locals and foreigners?**

- SFEC supports employers' investment in their workforce. Thus, employers could decide whether to use SFEC to support the training of their local and/or foreign employees.

*Note: Training support for foreigners is dependent on the eligibility criteria of the respective SFEC-supportable programmes.*

**12. When do I need to embark on the supportable programmes in order to utilise SFEC?**

- Upon receiving the eligibility notification letter from Enterprise Singapore, employers will be able to use SFEC on supportable schemes applied from 1 April 2020 or training courses that commences from 1 April 2020.

**13. Will I be allowed to utilise the SFEC on supportable programmes that were applied before or after the qualifying period that I was eligible for?**

- Regardless of which qualifying period an employer qualifies for SFEC, the Credit can only be used on supportable schemes applied from 1 April 2020 or training courses that commenced from 1 April 2020.

**14. Can I use the SFEC for programmes other than those listed in the website?**

- SFEC can only be used on schemes or training courses within the supportable list on **Enterprise Singapore's website**, <https://www.enterprisesg.gov.sg/financial-assistance/grants/for-local-companies/skillsfuture-enterprise-credit> and the **SkillsFuture Singapore's SFEC microsite**, <https://go.gov.sg/sfec-microsite>. This list of supportable programmes will be updated from time to time.
- Employers can also access the updated list of approved training courses on SkillsFuture Singapore's [SFEC microsite](https://go.gov.sg/sfec-microsite) from 1 April 2021. Please check to verify that the course is eligible for SFEC before enrolling your employee in the course.

**15. Can employers choose which programmes to utilise the SFEC?**

- Eligible employers can utilise the SFEC on supportable schemes applied from 1 April 2020 or training courses that commenced from 1 April 2020.
- Credit disbursement will be processed in the order of claims filed for the supportable programmes and be disbursed via employers' GIRO account registered with IRAS, or PayNow Corporate from 1 April 2021.

**16. I am an eligible employer and would like to utilise the SFEC, however, I am not sure what type of SFEC-supportable programme is suitable for me.**

- Employers may refer to the respective programme details listed on the respective agencies' website and contact them for further assistance.
- Alternatively, employers who want to find out more on the SFEC-supportable programmes that are suitable for their business needs may wish to make an appointment with a Business Advisor from the **SME Centres** via <https://partnersengage.enterprisesg.gov.sg/book-appointment>. For more information on SME Centres, employers may refer to **Enterprise Singapore's website** at <https://www.enterprisesg.gov.sg/non-financial-assistance/for-singapore-companies/network-of-partners/sme-centres/overview>

**17. How should I make a claim for SFEC?**

- Employers are only required to submit the final claims for the supportable programmes that they have successfully applied for/attended **by 30 June 2023**. Employers may follow the claim processes and requirements indicated by the respective agencies for the supportable programmes.
- For SFEC-eligible courses, employers may be required to submit the SFEC claims on the **SkillsFuture Singapore's SFEC microsite**, <https://go.gov.sg/sfec-microsite>. Employers are advised to hold on to the training receipts and submit claims, if necessary, from 1 April 2021.
- Upon approval of the claims for these supportable programmes, the corresponding credit will be calculated and be disbursed via employers' GIRO account registered with IRAS, or PayNow Corporate from 1 April 2021.

**18. When will employers need to submit SFEC claims for SFEC-eligible courses?**


- Employers who have sent **foreign employees** for trainings will have to submit the SFEC claims after course completion via the **SkillsFuture Singapore's SFEC microsite**, <https://go.gov.sg/sfec-microsite> from 1 April 2021.
- Employers who have sent **Singaporean/Permanent Resident employees** for trainings will have to check with the training providers if there is a need to submit the SFEC claims after course completion via the SkillsFuture Singapore's [SFEC microsite](https://go.gov.sg/sfec-microsite) from 1 April 2021.
- Employers will have 150 days from course completion to submit the SFEC claims on the SkillsFuture Singapore's [SFEC microsite](https://go.gov.sg/sfec-microsite) and will be able to check on the status of their claims via the microsite from 1 April 2021.
- For further instructions on the SFEC claims process, please refer to user guide published on the SkillsFuture Singapore's [SFEC microsite](https://go.gov.sg/sfec-microsite).

**19. When can employers receive the SFEC disbursement?**


- The SFEC will be disbursed directly to eligible employers from 1 April 2021.
- For enquiries related to SFEC disbursement, please contact Enterprise Singapore at 6898 1800 or email to [enquiry@enterprisesg.gov.sg](mailto:enquiry@enterprisesg.gov.sg).

**20. How will employers receive the SFEC disbursement?**

- Credit disbursement will be made to the employers' GIRO account registered with IRAS, or PayNow which the employers have signed up linking their UEN to their bank account.
- Company status must be 'LIVE' to receive the credit disbursement.
- To register for a **GIRO account** with IRAS, please complete the application form via the QR code or link found below.

For GIRO account	
<p><b>GIRO Form</b></p> 	<p>Print and send back the completed GIRO application form to IRAS to sign up for Corporate GIRO.</p> <p>Visit <a href="http://www.iras.gov.sg">www.iras.gov.sg</a> &gt; Quick Links &gt; Payment &gt; Businesses &gt; GIRO or scan the QR code to obtain the GIRO application form.</p>

- To sign up for **PayNow Corporate**, please contact your bank for more information.

For PayNow Corporate	
<p><b>PayNow Corporate</b></p> 	<p>Visit <a href="http://www.abs.org.sg/PayNow">www.abs.org.sg/PayNow</a> or scan the QR code to find out more about PayNow Corporate.</p>

**21. How do I check the utilisation/balance for the SFEC?**

- Eligible employers would be able to check on the SFEC utilisation and credit balance from 1 April 2021 via the **Business Grants Portal (BGP)**,

<https://www.businessgrants.gov.sg/> and **SkillsFuture Singapore's SFEC microsite**, <https://go.gov.sg/sfec-microsite>. Employers may also scan the QR codes (2) and (3) on Annex A to access these portals.

- For enquiries on the SFEC utilisation or credit balance, please contact Enterprise Singapore at 6898 1800 or email to [enquiry@enterprisesg.gov.sg](mailto:enquiry@enterprisesg.gov.sg).

**22. Will the unused Credit be reimbursed to the company upon expiry of the scheme?**

- Upon expiry of the scheme, the unused Credit will be forfeited.

**23. What will happen to the Productivity Solutions Grant (SkillsFuture Training Subsidy), or PSG (SFTS), after the launch of SFEC?**

- Both PSG (SFTS) and SFEC have the common objective of supporting employers, especially SMEs, to invest in their transformation and the capabilities of their workers in tandem.
- Given the overlap in coverage, PSG (SFTS) was rationalised under the SFEC. SSG has ceased accepting PSG (SFTS) applications from 1 March 2020.

**24. Who should I contact for more information on SFEC?**

- Please contact Enterprise Singapore at 6898 1800 or email to [enquiry@enterprisesg.gov.sg](mailto:enquiry@enterprisesg.gov.sg) for assistance should you have questions on SFEC and on your eligibility.

**Updated as at March 2021**



List of SFEC Supportable Programmes (as at March 2021)

The supportable programmes will be updated from time to time.

Programmes	Agency
<b>Enterprise Transformation Programmes</b>	
1. <a href="#">Enterprise Development Grant (EDG)</a> 2. <a href="#">Enterprise Leadership for Transformation Programme (ELT)</a> 3. <a href="#">Market Readiness Assistance (MRA)</a>	Enterprise Singapore
4. <a href="#">Productivity Solutions Grant (PSG)</a>	Administered by: - Enterprise Singapore - Singapore Tourism Board - Building and Construction Authority - National Environment Agency - Infocomm Media Development Authority - Monetary Authority of Singapore - National Parks Board
5. <a href="#">Business Improvement Fund (BIF)</a>	Singapore Tourism Board
6. <a href="#">Aviation Development Fund (ADF)</a>	Civil Aviation Authority of Singapore
<b>Workforce Transformation Programmes</b>	
1. <a href="#">Skills Framework-aligned courses</a> (in support of the Industry Transformation Maps)	SkillsFuture Singapore
2. <a href="#">Professional Conversion Programme</a> [including Redeployment and Job Redesign (JR) Reskilling programmes] (course fee expenses only) 3. <a href="#">Rank-and-File Place-and-Train Programmes</a> [including Redeployment and Job Redesign (JR) Reskilling programmes] (course fee expenses only) 4. Support for Job Redesign consultancy under Productivity Solutions Grant (PSG-JR) 5. <a href="#">Job Redesign initiatives</a> [e.g. i4.0 Human Capital Initiative for Manufacturing Sector, Service Industry Transformation Programme for the Services sector] 6. <a href="#">Design Thinking Business Transformation Programme</a>	Workforce Singapore
7. <a href="#">Professional Conversion Programme</a> (course fee expenses only) 8. <a href="#">Rank-and-File Place-and-Train Programme</a> (course fee expenses only)	Employment and Employability Institute
9. <a href="#">Training Industry Professionals in Tourism (TIP-iT)</a>	Singapore Tourism Board

*Note: Employers will have to meet the eligibility criteria of the individual SFEC-supportable programmes before they can draw down the Credit.*

**QR codes:**



(1) [Enterprise Singapore](#)



(2) [Business Grants Portal](#)



(3) [SkillsFuture Singapore's SFEC Microsite](#)