



SCALA  
SUPPLY CHAIN AND LOGISTICS ACADEMY

**Logistics & Supply Chain  
Business Transformation  
with JRR CCP**



**It starts with  
the desire to  
TRANSFORM**



# What is this?

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This is a Workforce Singapore (WSG) initiative to help companies **DIGITALIZE**, **DECARBONIZE** and **DIFFERENTIATE** through business transformation.

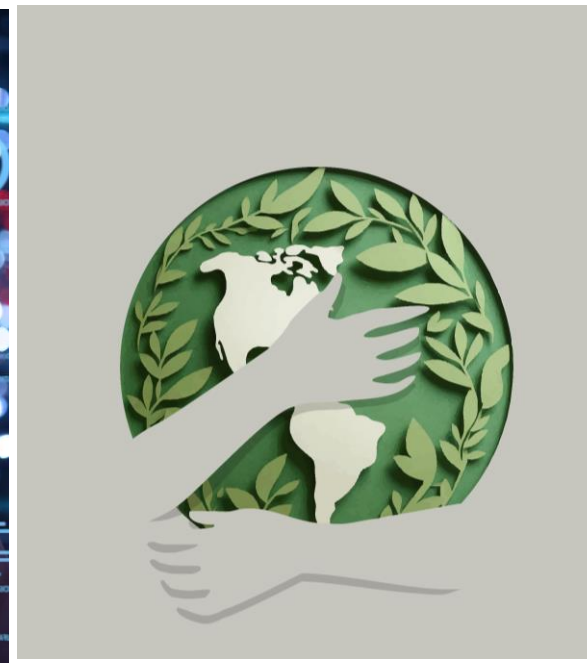
As you deploy these, some current job roles may be impacted and become redundant.

Rather than lose your valuable employees, you can use the Jobs Redesign and Reskilling Career Conversion Programme (JRR-CCP) to create new job roles to fill capability gaps so that they can fully function and contribute within the new business operations in **NEW JOB ROLES**.

Being the Program Partner for WSG, SCALA will help logistics and supply chain companies in a **MOST UNIQUE** way.

**Read on for more information...**





If you are a logistics company boss **THINKING** of embarking on ANY of the following activities...

- Automation
- Digitalisation
- Sustainability
- Business Model Re-engineering

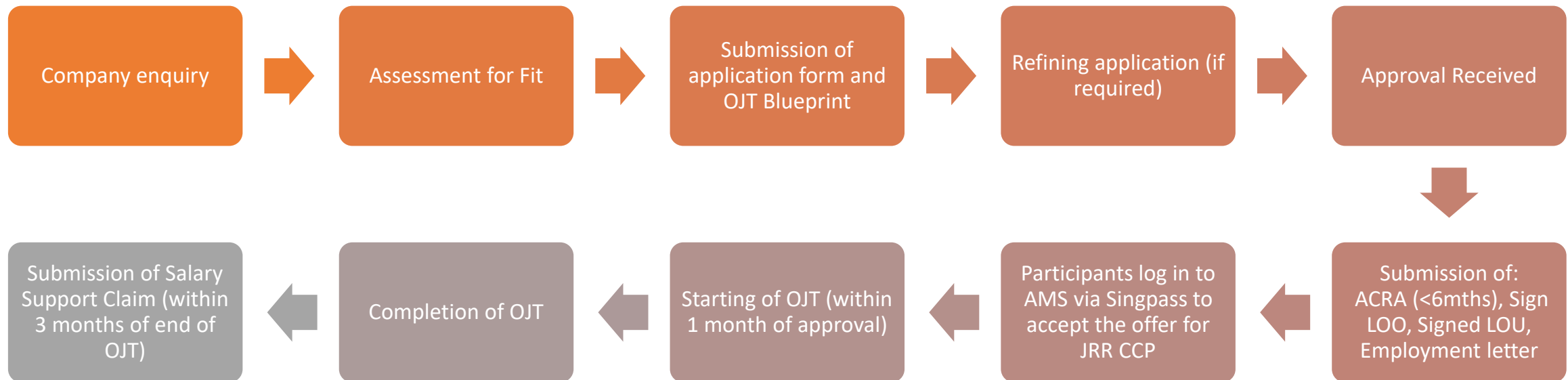
**SPEAK FIRST TO SCALA!**

# SCALA

SUPPLY CHAIN AND LOGISTICS ACADEMY

**THE ONLY TOTAL SOLUTION FOR RESKILLING AND NEW HIRES  
FOR YOUR BUSINESS TRANSFORMATION**

# JRR Application Process





# Funding your Business Transformation

## ASSUME:

- You are interested in a total business transformation consisting of tech solution, business model consultancy and training
- You choose a business consultant who will do the scoping and propose the best tech solution for **\$50,000**.
- You adopt the consultant's recommendation and choose the vendor for the tech solution for **\$120,000** which includes product training.
- As a result of the new tech implementation, 3 job roles totaling 15 staff are impacted. The consultants have created the new job descriptions for these roles and the OJT blueprint for them to be reskilled with
- It is also uncovered that not all your staff want to be redesignated. Hence, you will require to hire 3 new staff.

**TOTAL COST OF THIS PROJECT: \$170,000**

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# Getting your funds from JRR and New Hire CCPs



**JRR (15 jobs impacted, but only 12 want to be redesignated)**

Average salary \$4,500 per month

7 are above 40 years old; 5 are below 40

Total Salary Support for JRR:  
 $\$4,500 \times 90\% \times 3\text{mths} \times 7\text{pax} +$   
 $\$4,500 \times 70\% \times 3\text{mths} \times 5\text{pax}$

**= \$85,050 + \$47,250 = \$132,300**



**New Hires – 3 pax (all PMETs)**

Average salary \$4,200 per month

2 are above 40 years old, 1 below 40

Total Salary Support for New Hires:  
 $\$4,200 \times 90\% \times 6\text{mths} \times 2\text{pax} +$   
 $\$4,200 \times 70\% \times 6\text{mth} \times 1\text{pax}$

**= \$45,360 + \$17,640 = \$63,000**



**GRAND TOTAL SALARY  
SUPPORT FROM THIS PROJECT  
= \$195,300**

**Your whole transformation is  
funded by JRR CCP funding  
PLUS there is money left over**



# Grant Quantum

Salary Support Grant is available only to Singapore Citizens and Singapore Permanent Residents for **up to 3 months** for Job Redesign and **up to 6 months** for New Hires as follows:

<u>Below 40 years old</u>	<u>40 years old and above</u>
70% of gross salary CAPPED at \$5,000 per month	90% of gross salary CAPPED at \$7,500 per month

# Important Points to Take Note of (TL;DR)

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- The funding is obtained through the CCP, which requires you to run **OJT** on the **new job role**
- OJT must start **within ONE MONTH** of approval
- There is a requirement for the new job roles to be significantly different from the old ones (>50%)
- Starting salary for PMET roles to be \$2,500 & R&F roles to be \$2,200
- CCP grant submission is done **quarterly**. Please familiarize yourself with the timelines.
- JRR OJT claim submissions are done at the end of the OJT period.
- Submit your claims to SCALA within 3 months of end of your program.
- **No claims can be processed if they are submitted to WSG 6 months or more after the end of the program.**
- Employers must submit ACRA report (<6mths validity), letter of offer (signed), letter of undertaking (signed), employment contracts of all participants for application upon application approval
- Participants may accept the offer of CCP on AMS via SingPass before they can start the OJT



# Eligibility for JRR Participants

- Singapore Citizens or Permanent Residents, 21 years old and above
- Must be to a new job role (or change to a growth role)
- Must be hired in the company in a permanent job or contract role for at least 12 months
- Must have completed Pre-employment training (PET) or National Service (whichever is later) at least 24 months ago
- Must NOT be
  - Shareholder of the CCP company or related companies
  - Related to the owners of the CCP company (spouse / ex-spouse, children, parents / parents-in-law / siblings)
  - Immediate ex-staff (less than 24 months) of CPP company or related entities
  - Receiving government grants of a similar nature
- All participants **MUST** accept the offer for JRR (through AMS) once they are approved for the program

# Eligibility For New Hires

1. Employers must **register** their New Hires for the program **WITHIN 3 months** of being hired separate from the JRR application.
2. Registration is to be submitted via SCALA's website at <http://www.scala.com.sg/ccp-application>
3. Individuals are not eligible for the program if they fall under the following:
  - i. They are being funded by other government agencies for similar funding components,
  - ii. Shareholders of CCP participating company, or its related entities
  - iii. Immediate ex-staff\* of the CCP participating company or its related entities
  - iv. Related to the owners of the CCP participating company (Spouse/ex-spouse, children, parents, siblings))
4. \*Ex-staff of the applicant company can only join the CCP **IF 24 months** has elapsed from the previous role **AND** they have had jobs in between.
5. Individual must not have come from the same industry **OR** the same job role (if from the same industry)
6. If previous job role is similar, the new role must be significantly different from the previous one **OR** the individual had been **out of the role for 24 months or more (and not receiving ANY income either through part-time or gig work)**
7. Individual has completed **pre-employment training** (PET) or **national service** (whichever is later) for 2 years or more prior to registration
8. Individual must sign Letter of Undertaking with the company for the commitment to, and completion of, the CCP
9. All job roles will require an OJT blueprint. (**SCALA can provide you with one if you do not have one**)
10. Individuals must submit the application on WSG's Application Management System (AMS) (link will be sent by SCALA)



**SCALA is your FIRST POINT OF CONTACT  
for your Business Transformation!**

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Call us at **6417-2475**

Or email [enquiries@scala.com.sg](mailto:enquiries@scala.com.sg)