



The Inclusive Growth Programme (IGP)

Introduction of ezi

Partnering with ezi

- Placement
- Professional Development for all collar workers
- Productivity Improvement – Inclusive Growth

Programme (IGP)



Employment & Employability Institute (e2i)

- A one-stop, skills-based institute that equips workers with the mindset, skills and job opportunities to stay employable for life

- Initiated by



- Supported by



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Placement – bridging the mismatch



Workers



Overcome:

- Skills mismatch
- Expectations mismatch

e2i bridges the gap by:

- Changing skills
- Changing mindset

Jobs



Placement – bridging the mismatch

Employability
Coaching &
Screening

Industry
Preview

Job Fair



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Professional development for all collar of workers

Deep Skills Training

e.g. Six Sigma, Failure Mode and Effect Analysis (FMEA)
Cloud Computing

Union Training Assisted Programme -U-TAP

(Union members)

Surrogate Employer Programme – SEP

(Individual Initiated Training)

Foundation Courses under the CET Systems

(WSQ, ESS, Workplace Skills Up)

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Productivity Improvement – IGP for LWW across 12 sectors

Drivers of Productivity Sectors

Construction	Retail	F&B	Hotels	Infocomm, Media, Design	Healthcare	Logistics & Storage	Electronics	Precision Engineering	General Mfg	Transport Eng.	Admin & Support Services
MND / BCA	SPRING	SPRING	STB	MICA	MOH	EDB	EDB / SPRING	EDB / SPRING	SPRING	EDB	NEA/ NParks

Low Wage Workers (20th percentile, ~\$1,400)

IGP is a \$40 million, 2 year Programme



- Target lower 20% of workforce (earning \$1,400 or lower)
- Aim for measurable productivity improvement, e.g. production per worker, revenue per worker, defect rate, etc
- Improve value of low-wage jobs and raise wages

1. No down-sizing of local workforce
2. Not through longer working hours

IGP – Key Focus

Enhance productivity of companies through:-

Up to 50% funding for use of equipment, technology & process redesign

Up to 10% of contract value for new BSI contracts

Funding cap of \$150,000 per project & \$500,000 per company



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IGP Case Study – Manufacturing sector

- High human error from manual backend systems
- Time lag for stock replenishment



Challenges

- Real time stock update for effective stock replenishment
- Implement bar-coding
- Automate coin-sorting

Solution

- Revenue increase by 10%

Company Benefits

- Productivity incentive of 5%
- Pay increment of 2%

Staff Benefits

IGP Case Study – Aquacultural sector

- Need to reduce cost and raise quality



Challenges

- Integrate accounting and logistics systems through computerization and barcode technology
- Customise conveyor roller cum water assembly system to transport fishes around the farm

Solution

- Eliminate time spent to transport fishes around farm
- Eliminate time spent on updating orders and generating invoices
- Improve stock taking accuracy by 8%

Company Benefits

- 9 local workers are multi-skilled and get 30% salary increment
- Variable bonus every 6 months based on company's performance
- Lower risk of injury and less manual work

Staff Benefits

IGP Case Study – Marine Engineering Services sector

- Need to meet new industry standards for pipes
- Manual processes leads to slow turn around time



Challenges

- Innovate and customize new capabilities of machines to meet new standards.
- Automate setup and loading processes

Solution

- Eliminate time spent to set up and loading of machines
- Improve cycle time by 400%

Company Benefits

- 6 workers were up-skilled and get average 4% salary increment
- Productivity bonus of up to 2 months for 64 workers base on Company's performance

Staff Benefits

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IGP Case Study – Best Sourcing Initiative

- Lack of common cleaning standards
- Cleaning job was physically demanding, with low level of mechanisation
- Workers were low-skilled and low pay

Challenges

- Town Councils and service providers adopted common cleaning standards and performance expectations
- Require to have automation and deployment of skilled workers

Solution

- Equipment deployed -
→ Walk-behind scrubber and ride-on sweeper reduced cleaning time by 20% -50%

Company Benefits

- Cleaners' pay increased from \$750 to \$1,000
- Cleaners handling specialised equipment get pay above \$1,200

Staff Benefits

How to Apply ?

- ✓ No need to fill up application form
- ✓ Discuss your IGP projects with e2i officers

Info required would include:

- Challenges and Issues faced
- Project /Proposal
- Measurable Benefits to Company
- Tangible Benefits to Workers



What's Next ?

Step 1: Identify productivity improvement projects

Step 2: Contact e2i officers:

- Mr Alfred Lee (leejh@e2i.com.sg)

Step 3: e2i officers will revert to meet with up with companies for in depth discussions.

Thank You