

### A IF YOU ARE AN EMPLOYEE

Are you looking for employee related support or training to deepen your skills?

#### A1 Career Support A2 Training Grants

##### (A) ISCA'S CAREER SUPPORT PAGE

ISCA is dedicated to supporting your career and empowering you to achieve your aspirations.



##### (B) ISCA'S CAREER PORTAL

Whether you are looking for a fresh start or new employment opportunities, the career portal is the place to go. The portal, a joint partnership between ISCA and WSG, is a job site targeted at the Accountancy community featuring job openings that are specific to the needs of finance and accounting professionals.



##### (C) ISCA-WSG'S ACCOUNTANCY VIRTUAL CAREER FAIR (VCF)

In collaboration with WSG, the inaugural Accountancy VCF will be held over 2 weeks from 18 to 31 May to match employers and job seekers in these roles:

- Professional Services in Accounting Firms (Advisory, Audit, Tax, etc)
- Finance and Other Related Functions in Corporations (Accounting, FR&A, M&A, Treasury, etc)
- Technology & Others (Data Analytics, Digital Transformation, RPA, etc)



Accountancy VCF will only be live from 18 to 31 May

#### A3 Career Switch

##### (A) PROFESSIONAL CONVERSION PROGRAMMES (PCP)

PCPs are career conversion programmes targeted at Professionals, Managers, Executives and Technicians (PMETs), including mid-career switchers, to undergo skills conversion and move into new occupations or sectors that have good prospects and opportunities for progression.

- Eligibility Criteria**
- All SC and PR who are looking into branching out of your current accounting-related job role into a different occupation within the sector such as financial forensic professional, internal auditor or management accountant
  - You should not have the relevant experience prior to being hired under the conversion programme

- Assistance**
- Job placement into a hiring company to undergo structured on-the-job training programme to acquire the necessary skills for the new job
  - While on a PCP, you will be deemed as a full-time employee of the hiring company.

Ready to make a switch? To make a career switch to become a **Financial Forensic Professional**.



To make a career switch to become an **Internal Auditor**.



To make a career switch to become a **Management Accountant**.



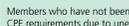
#### A4 ISCA's Support for Members

##### (A) ISCA MEMBERSHIP RENEWAL

Members who are facing financial hardship due to medical condition or unemployment can write to ISCA to seek waiver of membership fee. The Institute may also grant special waivers for members under exceptional circumstances on a discretionary basis. Please write in to [membership@isca.org.sg](mailto:membership@isca.org.sg)



Members who have not been able to fulfil CPE requirements due to unemployment, medical condition or pro-family reasons may request for CPE exemption (i.e. waiver or reduction in CPE hours). To make a request, please login to ISCA eServices Portal.



##### (A) SKILLSFUTURE SINGAPORE (SSG) TRAINING GRANT

**Eligibility Criteria**  
Singapore Citizens (SC) and Permanent Residents (PR) aged 21 years old and above

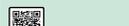
**Assistance**  
Receive subsidies of up to 80% of course fees for SSG-supported courses



##### (B) MID-CAREER ENHANCED SUBSIDY (MCES)

**Eligibility Criteria**  
SC aged 40 years old and above

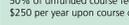
**Assistance**  
Receive higher subsidies of up to 90% of course fees for SSG-supported courses



##### (C) UNION TRAINING ASSISTANCE PROGRAMME (UTAP)

**Eligibility Criteria**  
NTUC union members who have attended trainings supported under UTAP

**Assistance**  
50% of unfunded course fee capped at \$250 per year upon course completion



##### (D) ULEAP (Learning Enabled through Active Participation)

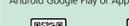
A free mobile learning app for all working professionals to access bite-size learnings on the go.

**Eligibility Criteria**  
For all adult learners

- Assistance**
- Access bite-size learning relevant contents across various industries including accounting and finance
  - Interact and learn from various content contributors
  - Network and connect with industry practitioners

Download the free app: Uleap Applied Skills

Android Google Play or Apple App Store



### B IF YOU ARE A BUSINESS OWNER AND/OR DECISION MAKER FOR YOUR ORGANISATION

If your organisation is facing cash flow problems If your organisation is facing problems with excess staff If your organisation is thinking of digital transformation for now and future

#### B1 Schemes / Measures that may help to ease your cash flow B2 Consider the following schemes that will help to keep your employees

##### (A) SELF-EMPLOYED PERSON (SEP) INCOME RELIEF SCHEME

**Direct cash support**

**Eligibility Criteria**  
All Singaporean SEPs who meet the following criteria:

- Started work as a SEP on or before 25 March 2020
- Do not earn / earn small income as an employee
- Earn net trade income of no more than \$100,000
- Live in property with annual value of no more than \$21,000
- Do not own 2 or more properties
- For married SEPs:
  - Individual and spouse together do not own 2 or more properties
  - Assessable income of his/her spouse does not exceed \$70,000

**Assistance**  
Receive \$9,000 over 9 months

Application not required for SEPs aged 37 and over in 2020 who declared positive SEP income to IRAS or CPF Board for 2018



##### (B) JOBS SUPPORT SCHEME

**Wage support**

**Eligibility Criteria**  
All employers who have made CPF contributions for their SC and PR employees will qualify (some employer exclusion)

**Assistance**  
Government co-fund first \$4,600 of gross monthly wages paid to each local employee for 9 months (different tiers of support for different sectors)

For the month of April 2020, support will be topped up to 75% for all sectors

Application not required (IRAS will notify eligible employers)



##### (C) WAGE CREDIT SCHEME

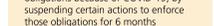
**Wage increases support**

**Eligibility Criteria**  
All employers who give wage increases to SC employees will qualify (subject to certain conditions) (some employer exclusion)

**Assistance**  
Government co-funding ratios for wage increases in 2019 and 2020 raised from current 15% and 10%, to 20% and 15% respectively

Qualifying gross wage ceiling raised to \$5,000 for both years, up from the current \$4,000

Application not required (IRAS will notify eligible employers)



##### (E) CORPORATE INCOME TAX (CIT) REBATE

**Eligibility Criteria**  
All companies and SEPs

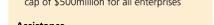
**Assistance**  
CIT rebate of 25% of tax payable, capped at \$15,000 for YA2020

Automatic extension of interest-free instalments of 2 months for payment of CIT on ECI filed within 3 months from financial year end

Allow unabsorbed capital allowances and trade losses for YA2020 to be carried back up to 3 immediate preceding YAs, instead of 1 preceding YA

Provide option to accelerate write-off of cost of acquiring plant and machinery

Provide option to accelerate the deduction of expenses incurred on renovation and refurbishment



##### (D) COVID-19 (TEMPORARY MEASURES) BILL

**Eligibility Criteria**  
Covers obligations to be performed on or after 1 February 2020 which are affected by reason of COVID-19 for contracts entered into before 25 March 2020

Covers specific contracts such as commercial & industrial property leases, construction & supply contracts, event & tourism related contracts and certain secured loan facilities

**Assistance**  
Provide cash-flow relief to businesses and individuals in specific types of contracts who are unable to fulfil contractual obligations because of COVID-19, by suspending certain actions to enforce those obligations for 6 months

Bill expected to be in effect mid-April. Notification for relief to be issued to the other party of the contract



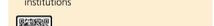
##### (G) PROPERTY TAX REBATE

**Eligibility Criteria**  
Qualifying non-residential properties

**Assistance**  
100% rebate for qualifying commercial properties

60% rebate for the Integrated Resorts

30% rebate for other non-residential properties



##### (H) RENTAL WAIVERS

**Eligibility Criteria**  
Eligible commercial and social sector tenants in government properties

Tenancies do not exceed 3 years

Do not pay property tax

**Assistance**  
Up to 2 months rental waiver for commercial and other non-residential tenants in government properties

Commercial tenants with cash flow concerns may apply to SLA for assistance including flexible rental payments such as instalment plans.



##### (A) WORK-LIFE GRANT

**Grants to implement flexible work arrangements**

**Eligibility Criteria**  
Employers who implement flexible work arrangements for local employees (regular employees on permanent or a minimum employment contract term of 12 months)

**Assistance**  
Receive lump-sum grant to implement flexible work arrangements or job sharing for local employees

Sector specific resources developed to facilitate implementation of flexwork arrangements



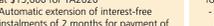
##### (B) TEMPORARY SCHEMES TO MANAGE MANPOWER

**Flexibility to manage manpower needs**

Companies with excess manpower can transfer their work permit holders to other companies quickly and companies facing shortage can tap on bigger pool of experienced work permit holders

**Assistance**  
Allow inter-sectoral transfer of foreign workers for all sectors

Allow transfer of foreign workers whose work permits are nearing expiry for all sectors



##### (C) TRAINING EMPLOYEES TO UPGRADE SKILLS AND EMPLOYABILITY

**Consider SSG training grants for employers to upskill and/or reskill your employees**

Companies can tap on training support schemes under the SkillsFuture movement, redeployment programmes under the Adapt and Grow initiative and other government grants.

**Eligibility Criteria**  
All companies registered or incorporated in Singapore

Trainee on the approved course is a SC or PR

Trainee must be employed by the applicant company

For all other detailed eligibility criteria, please refer to:



##### (D) ALTERNATIVES TO RETIREMENT

**Consider alternatives to keep business viable and support employees**

Redeploy employees to alternative areas of work within the company

Implement flexible work schedule, flexible work arrangements, shorter work-week, or temporary layoff

Adjust wages in line with tripartite norms

Implement no-pay leave



##### (B) VISIT SME DIGITAL TECH HUB

**Eligibility Criteria**  
All SMEs

**Assistance**  
Provides specialised digital technology advisory to SMEs with more advanced digital needs, such as data analytics and cybersecurity

SMEs can visit any of the SME Centres to get started. Advisors at the SME Centres will provide basic advice on IMDA-approved solutions and refer them to the SME Digital Tech Hub for assistance on more advanced needs.



##### (A) VISIT ISCA SMP CENTRE

**Eligibility Criteria**  
All SMEs

**Assistance**  
Free one-to-one business diagnosis and advisory services in areas like productivity, finance, human resources and overseas expansion

Includes advisory on digitalisation with the SMEs Go Digital programme - identifying suitable digital solutions and training based on sector-specific Industry Digital Plans (IDPs)

Capability workshops

Group-based upgrading projects for businesses in the same trade and vicinity



##### (A) STAY HEALTHY, GO DIGITAL: DIGITAL SOLUTIONS DIRECTORY

Jointly curated by IMDA and SGTech, the Directory lists solutions that SMEs need for business continuity amid COVID-19, across several key categories:

- Remote Working
- Visitor Management
- Bill and Pay Online
- Sell Online
- Others

Some of these solutions are free, some are supported by PSG, some come with limited time offers by the solution providers.

The "Stay Healthy, Go Digital" landing page also has other relevant resources for SMEs: training resources, explanation of other government assistance, e.g. E-invoicing Registration Grant.



##### (B) PRODUCTIVITY SOLUTIONS GRANT (PSG)

**Eligibility Criteria**  
Registered and operating in Singapore

Purchase/lease/subscription of the IT solutions or equipment must be used in Singapore

Selected solutions only: An SME with minimum 30% local shareholding; AND Company's Group annual sales turnover less than \$100 million, OR less than 200 employees

**Assistance**  
Maximum of 80% grant for pre-approved solutions under the SMEs Go Digital programme (80% support is valid till 31 Dec 2020, 70% thereafter)

Refer to sector-specific IDPs for a step-by-step guide on the sector-specific digital solutions and training that meet your needs

Select PSG-supported solutions based on the needs identified in the IDPs



##### (C) ENTERPRISE DEVELOPMENT GRANT (EDG)

**Eligibility Criteria**  
Registered and operating in Singapore

Minimum of 30% local shareholding

Be in a financially viable position to start and complete the project

**Assistance**  
Maximum of 80% grant on qualifying project costs namely third party consultancy fees, software and equipment, and internal manpower cost

For enterprises that are most severely impacted by COVID-19, the maximum support level may be raised to 90% on a case-by-case basis



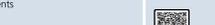
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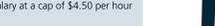
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