**Annex – Scenarios on Skills Allowance outcome under the CTC Grant**

**Scenarios based on worker job roles (not related to the company visit)**

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| **Scenario 1: Recurrent Skills Allowance for workers whose role will undergo BOTH transformation and training as part of the company’s CTC Grant project**  Mr Tan, a Customer Service Associate, will be directly impacted by his company’s CTC Grant transformation project. This will change the nature of his role, as he is now required to learn new technological tools to leverage AI and digitalisation to improve his work productivity. To prepare for the transition, Mr Tan will undergo training to assume the redesigned job role that focuses on higher-value work.  In this scenario, Mr Tan’s company has committed to providing him with at least one of the following worker outcomes under the CTC Grant: (i) Wage Increase (based on basic salary), and/or (ii) RecurrentSkills Allowance, and/or (iii) Career Development Plan. |
| **Scenario 2: One-time Skills Allowance for workers whose role is not transformed but require training to support the company’s CTC Grant project**  Mdm Nurul, a Marketing Manager, is indirectly impacted by her company’s CTC Grant transformation project focusing on the Finance department. Although her role will not be redesigned, she is required to upskill by learning the new financial software programme to support the project rollout, as she will need to handle budgeting using the new programme.  In this scenario, Mdm Nurul’s company has committed to providing her with at least one of the following worker outcomes: (i) Wage Increase (based on basic salary), and/or (ii) One-time Skills Allowance, and/or (iii) Career Development Plan. |

Difference between recurrent skills allowance[[1]](#footnote-2) and one-time skills allowance:

* For workers whose job roles will be transformed, the company can commit to providing the workers with a recurrent skills allowance;
* For workers whose job roles are not transformed but need to be upskilled to support the rollout of the transformation project, the company can provide a one-time skills allowance to the affected workers.

1. [↑](#footnote-ref-2)