

Fact Sheet on SkillsFuture Mentors Programme

Overview

SkillsFuture Mentors programme is a SkillsFuture initiative that aims to enhance SMEs' capabilities in learning & development. It will further strengthen SMEs' value proposition as employers of choice offering good career development and growth opportunities. A budget of \$45 million has been set aside to build up a pool of 400 mentors to assist 2,000 SMEs over the next three years.

Qualified mentors are interviewed and selected by a panel comprising representatives from SPRING Singapore, industry and IHLs. Selected mentors will then undergo an orientation course conducted by Republic Polytechnic.

SPRING will facilitate the matching process between the SkillsFuture Mentor and interested SMEs. The SkillsFuture Mentors will then be deployed to the SMEs on a nine-month mentorship to help implement measures to deepen the skills of the workforce and upgrade their training capability.

Funding Support

SPRING Singapore will provide 100% funding support to the participating SMEs for the next three years.

Role of SkillsFuture Mentor

The SkillsFuture Mentor helps to:

- Diagnose gaps in Learning & Development and share these with the company;
- Review and enhance the internship training plan for interns and OJT blueprints for employees to achieve effective learning outcomes; and
- Monitor and coach supervisors/managers' delivery of training and provide feedback on areas for improvement.

Criteria for participation

a) For SMEs

- Fulfil the SME Criteria
 - At least 30% local shareholding
 - Group Annual Sales of not more than S\$100 million OR company's Group Employment Size of not more than 200
- Have basic learning and development systems and processes in place i.e. having defined job scopes and deliverables, training plans for employees/interns, etc.
- Committed to the collaboration with SkillsFuture Mentors

b) For SkillsFuture Mentors

- Have at least eight years of industry experience
- Have at least five years of supervisory/management experience
- Experienced in learning and development

Application Process

a) For SMEs

Interested SMEs can apply directly through the SkillsFuture Mentors Programme website at www.spring.gov.sg/sfmentors.

b) For SkillsFuture Mentors

Interested candidates can submit their CV via SFmentors@spring.gov.sg. Once shortlisted, candidates will undergo a panel interview. Selected mentors have to undergo an orientation course before they are matched with the SMEs.