

Webinar on Leveraging on Grants and Support during COVID-19
Wednesday , 15 July 2020

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Singapore National Employers Federation
Responsible Employers, Sustainable Business



P-MAX

A Place-and-Train Programme for Professionals, Managers, Executives and Technicians (PMETs)

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🌐 www.p-max.sg

An initiative by: 

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P-MAX SME Eligibility Criteria


SMEs	
<ul style="list-style-type: none">✓ Be registered and incorporated in Singapore✓ Annual sales turnover (at group level) of not more than S\$100 million OR employment size (at group level) not exceeding 200 employees✓ Minimum 30% local shareholding✓ Available PMET job vacancies which offers a gross monthly salary of at least \$2,500✓ Hired a PMET within the last three months	

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PMET Eligibility Criteria



- P-Max Track**
 - ✓ Be a Singapore Citizen or Permanent Resident;
 - ✓ Possess educational qualifications that are Diploma or higher, and/or is employed or have prior work experience in a Professional, Managerial, Executive and Technician (PMET) position;
 - ✓ Have graduated or completed National Service for a period of 12 months

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- P-Max Track for SC PMET aged ≥ 50**
 - ✓ Be a Singapore Citizen
 - ✓ Age 50 years old and above

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Programme Objectives




- Assist SMEs to better recruit, train, manage and retain their newly-hired PMETs
- Enable SMEs to establish better communication channels between supervisors and staff, to adopt progressive HR practices (e.g. goals setting, performance management etc) and implementation of Age Management Practices (under P-Max track for SC PMET aged ≥ 50 only) for their newly-hired PMETs and within their SMEs.
- Help newly-hired PMETs to better acclimatise to the new SME work environment, and to encourage better PMET retention in SMEs
- Establish a culture of workplace inclusiveness with the implementation of age management practices (under P-Max track for SC PMET aged ≥ 50)



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P-MAX Programme Structure




Job Matching

- Job-seeking PMETs will be screened and matched into suitable positions in hiring SMEs by SNEF
- SMEs with newly-hired PMETs are also eligible to participate

Workshop Training

- SME representative and their newly-hired PMETs will attend the respective 1-day SME and 2-day PMET workshops




Workshop Training (P-Max track for SC PMET aged ≥ 50)

- Additional 1-day SME Age Management Workshop


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P-MAX Programme Structure



Post-Training Follow-up

- Upon completion of both workshops, SNEF will follow-up with the newly-trained PMET and their SME Rep for a period of six months



Follow-up (P-Max track for SC PMET aged ≥ 50)


- Completion of Age Management Toolkit
- Implementation of Age Friendly Practices
- Submission of Policy Statement on Age Friendly Recruitment Procedure

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Programme Structure




Assistance Grant

- Successfully complete the six-month follow-up and retain their newly-hired PMET employee(s) will then be eligible for a one-off grant of \$5,000

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Assistance Grant
(P-Max track for SC PMET aged ≥ 50)


- First time participating SMEs will receive \$10,000 assistance grant for hiring SC PMET aged ≥ 50
- SMEs previously completed P-Max/Max Talent will receive an additional \$5,000 for hiring a SC PMET aged ≥ 50




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Programme Concept



Hiring SMEs



Job-seeking PMETs

Complete Respective Workshops for

SME (1-day)	PMET (2-day)
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SMEs to retain PMET(s) and complete six-month follow up with SNEF

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Receive a one-off Assistance Grant of \$5,000 upon completion of programme

Programme Concept

(P-Max track for SC ≥ 50)

Complete Respective Workshops for

1-day SME Age Management Workshop

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SMEs to retain SC PMET (s) aged ≥ 50 and implement Age Management Practices

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Additional one-off Assistance Grant of \$5,000 for SME


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A Place-and-Train Programme
For Professionals, Managers, and Executives and Technicians (PMETs)






Programme Training Subsidy
90% WSG course fee funding

Training for PMETS and SMEs

2-day PMET Workshop (\$160.50 per PMET)	1-day SME Workshop (\$53.50 per Rep)	P-Max track SC PMET aged ≥ 50 1-day SME Age Management Workshop (\$37.45 per Rep)
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Programme Grant
One-time Assistance Grant

For eligible SMEs

\$5,000 per SME

Additional \$5,000 per SME
(P-Max track SC PMET aged ≥ 50)

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Programme Manager: An initiative by:

