

# **Updates on the Enhanced R1 Framework for the Process Sector**

# Agenda

1. Recap on the Enhanced R1 framework
2. Incentives for early adoption of the Enhanced R1 courses
3. Transition for Process WPHs to the Enhanced R1 framework
4. Introduction of the Enhanced R1 courses

# Background

- The Process sector is a key sector that supports the maintenance and construction of plants in the Energy & Chemical industry.
- The Government has been engaging the industry to review the Process sector's R1 framework to uplift the sector's workforce quality and reduce reliance on manpower.
- The Enhanced R1 framework was developed in consultation with the Process Construction & Maintenance Management Committee (PCMMC), which comprises plant owners, plant contractors and the Trade Association & Chambers (TACs), Singapore Chemical Industry Council Ltd (SCIC), and the Association of Process Industry (ASPRI).

# **Recap on the Enhanced R1 framework**

# Today, Process WPHs can obtain R1 (Higher-Skilled) status via 3 pathways

Pathway	Current R1 framework
1	<p style="text-align: center;"><b>Skills Qualifications</b>            2 x WSQ courses  <b>OR</b>            Composite Assessment for Generic Manufacturing (Process)</p> <p style="text-align: center;">+</p> <p style="text-align: center;">Fixed Monthly Salary (FMS) ≥ \$1,200</p>
2	<p style="text-align: center;"><b>Skills Qualifications</b>            2 x WSQ courses  <b>OR</b>            Composite Assessment for Generic Manufacturing (Process)</p> <p style="text-align: center;">+</p> <p style="text-align: center;">Period of Employment (POE) ≥ 3 years</p>
3	<p style="text-align: center;"><b>Market-Based Framework</b>            Period of Employment (POE) ≥ 3 years</p> <p style="text-align: center;">+</p> <p style="text-align: center;">Fixed Monthly Salary (FMS) ≥ \$1,200</p>

# The Enhanced R1 framework will be implemented no earlier than 1 January 2026, to facilitate a smooth transition for process firms

Revised Pathway	Enhanced R1 framework		
1	<p><b>Skills Qualifications (4 courses)</b></p> <ul style="list-style-type: none"> <li>• 2 x WSQ courses*</li> <li>• 1 x Level 2 Deep-Skilling course*</li> <li>• 1 x Safety course</li> </ul> <p>*All R1 WPHs will be required to undergo Proficiency Test and Refreshers (PT&amp;R) for the WSQ and Level 2 courses every 2 years to retain their R1 status.</p>	+	Fixed Monthly Salary (FMS) ≥ \$1,200
2		+	Period of Employment (POE) ≥ 4 years
3		+	Productivity Certification Framework (PCF) <sup>[1]</sup> Rating of at least Bronze

[1] The PCF is a certification framework developed by the Productivity Council which grades a company based on four categories, with different weightages: People (35%), Process (35%), Tools (20%) and Data Quality (10%).

# Recap of key changes to the R1 framework

Revised Pathway	Enhanced R1 framework		
1	<b>Skills Qualifications (4 courses)</b> <ul style="list-style-type: none"> <li>• 2 x WSQ courses</li> <li>• 1 x Level 2 Deep-Skilling course</li> <li>• 1 x Safety course</li> </ul>	+	Fixed Monthly Salary (FMS) ≥ \$1,200
2		+	Period of Employment (POE) ≥ <b>4 years</b>
3		+	<b>Productivity Certification Framework (PCF)</b> Rating of at least Bronze

- Increased from 3 years
- Introduction of the PCF pathway

- Skills Qualifications will be raised from **2 courses to 4 courses**.
- Composite Assessment for Generic Manufacturing (Process) will be an **alternative pathway to attain one WSQ skillset**.
- Introduction of **Level 2 Deep-Skilling course**.
- Introduction of **Safety course** - The Safety course is once-off and there is no refresher required.
- All R1 WPHs will be required to undergo **Proficiency Test and Refreshers (PT&R) for the WSQ courses and Level 2 Deep-Skilling course every 2 years** to retain their R1 status.

# The current R1 framework will continue to remain relevant until the implementation of the Enhanced R1 framework

**Existing R1 WPHs who have qualified under the current framework**

Allowed to retain their R1 status up till the implementation date of the Enhanced R1 framework

**Existing R2 WPHs and new WPHs**

Can qualify for R1 under the current R1 criteria

**Evaluation of WPHs according to the new framework will be mandatory upon implementation of the Enhanced R1 framework.**



# **Incentives for early adoption of the Enhanced R1 courses**

# To encourage companies to adopt the new framework, WPHs that complete the Enhanced R1 courses early will enjoy longer course validity

Scenario	R1 Course Validity
WPH completes Enhanced R1 courses <b><u>between 1 Apr 2024 and 30 Jun 2024</u></b>	<b><u>32 months</u></b> from Enhanced R1 implementation date
WPH completes Enhanced R1 courses <b><u>between 1 Jul 2024 and 30 Sep 2024</u></b>	<b><u>31 months</u></b> from Enhanced R1 implementation date
WPH completes Enhanced R1 courses <b><u>between 1 Oct 2024 and 31 Dec 2024</u></b>	<b><u>30 months</u></b> from Enhanced R1 implementation date
WPH completes Enhanced R1 courses <b><u>between 1 Jan 2025 and 31 Mar 2025</u></b>	<b><u>26 months</u></b> from Enhanced R1 implementation date
WPH completes Enhanced R1 courses <b><u>between 1 Apr 2025 and 30 Jun 2025</u></b>	<b><u>25 months</u></b> from Enhanced R1 implementation date
WPH completes Enhanced R1 courses <b><u>from 1 Jul 2025 onwards</u></b>	<b>24 months</b> from the <b>date of last course completion</b>

# **Transition for Process WPHs to the Enhanced R1 framework**

# Upon Enhanced R1 framework implementation, Process WPHs are required to complete the Enhanced R1 courses to obtain/retain R1 status

## Existing R2 WPHs and new WPHs

Existing R2 and new WPHs must complete the following courses to obtain R1 status

- 2 x 

WSQ
-----
- 1 x 

Level 2 Deep-Skilling course
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**NEW**
- 1 x 

Safety course
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**NEW**

## Existing R1 WPHs

Existing R1 WPHs must complete the following courses to retain R1 status:

- 2 x 

Level 1 Proficiency Test and Refreshers (PT&R)
------------------------------------------------

**NEW**
- 1 x 

Level 2 Deep-Skilling course
------------------------------

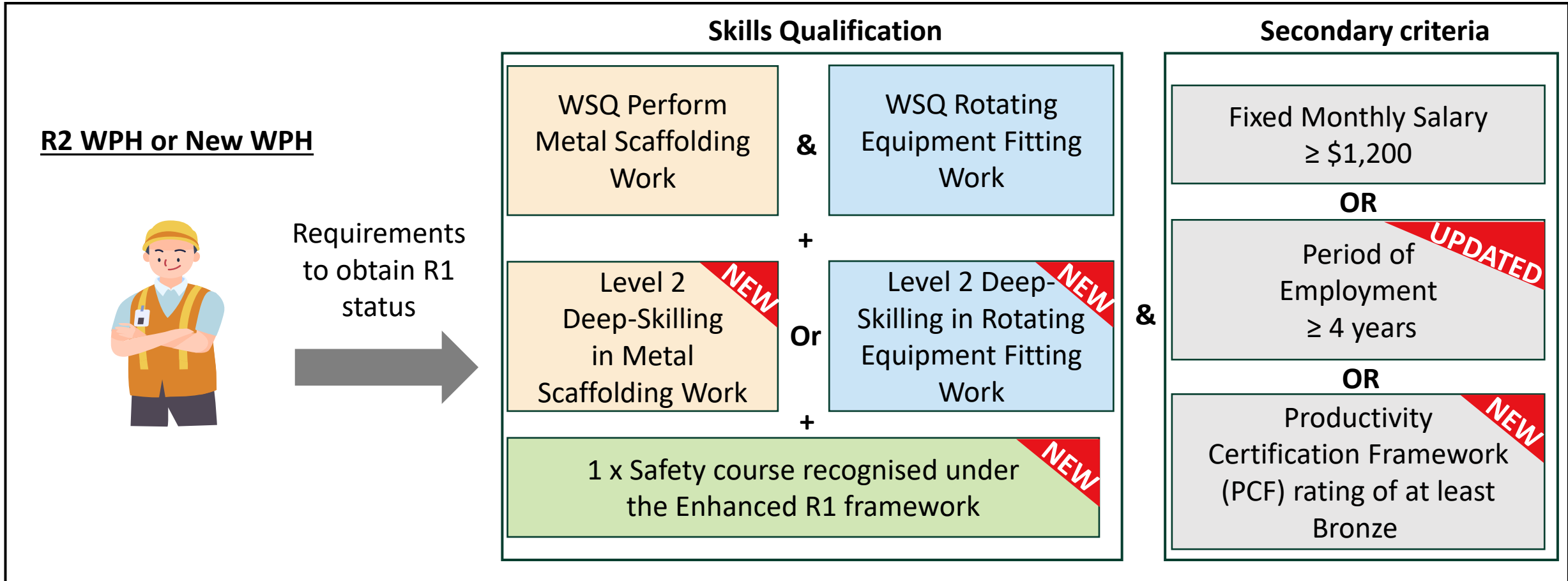
**NEW**
- 1 x 

Safety course
---------------

**NEW**

# Existing R2 and new WPHs will be subject to the new framework criteria to obtain R1 status

## Example 1:



# Existing R1 WPHs under the skills-based (non-composite) pathway should complete the PT&R that corresponds with their existing WSQ skillsets

## Example 2:

### Existing R1 WPH with 2 WSQ



- Obtained skills qualification

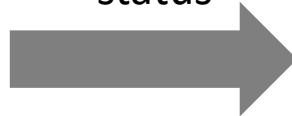
WSQ Perform Welding

+

WSQ Perform Plant Civil Work

- Earn a **fixed monthly salary of  $\geq \$1,200$**

Transition requirements to retain R1 status



### Skills Qualification

Level 1 Proficiency Test and Refreshers in Welding **NEW**

&

Level 1 Proficiency Test and Refreshers in Plant Civil Works **NEW**

+

Level 2 Deep-Skilling in Welding **NEW**

Or

Level 2 Deep-Skilling in Plant Civil Works **NEW**

+

1 x Safety course recognised under the Enhanced R1 framework **NEW**

### Secondary criteria

Fixed Monthly Salary  $\geq \$1,200$

OR

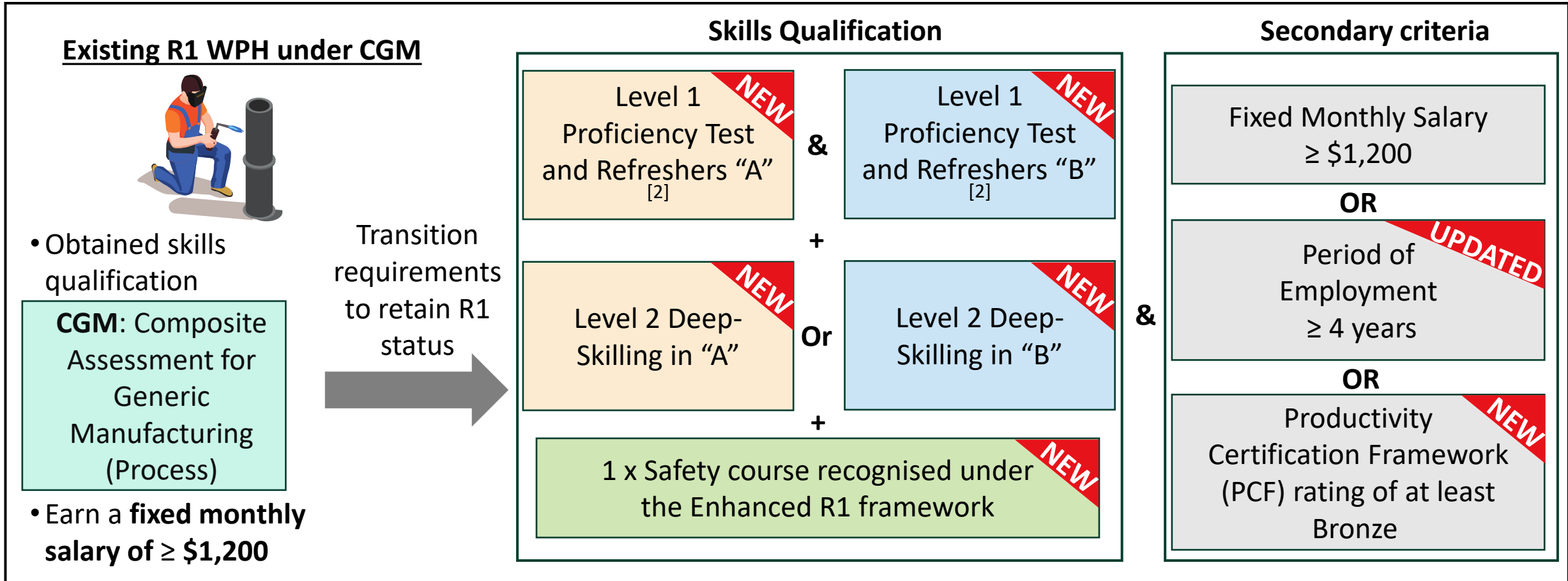
Period of Employment  $\geq 4$  years **UPDATED**

OR

Productivity Certification Framework (PCF) rating of at least Bronze **NEW**

# Existing R1 WPHs under the skills-based (composite) pathway are encouraged to register for courses relevant to their vocation

## Example 3:



<sup>[2]</sup> Company has flexibility to send WPH for the PT&R and Level 2 Deep-Skilling courses that are relevant to the workers' vocation.

# Existing R1 WPHs under the market-based pathway are also encouraged to register for courses relevant to their vocation

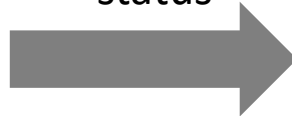
## Example 4:

### Existing R1 WPH under Salary & POE

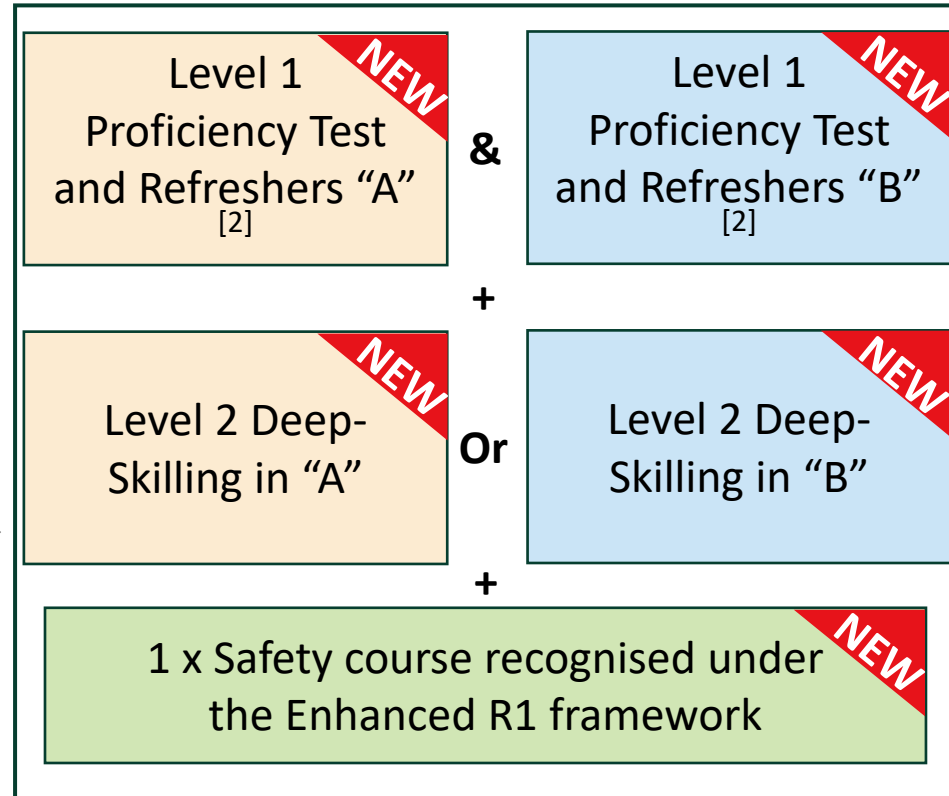


- With a Period of Employment (POE)  $\geq$  3 years in Singapore
- Earn a fixed monthly salary of  $\geq$  \$1,200

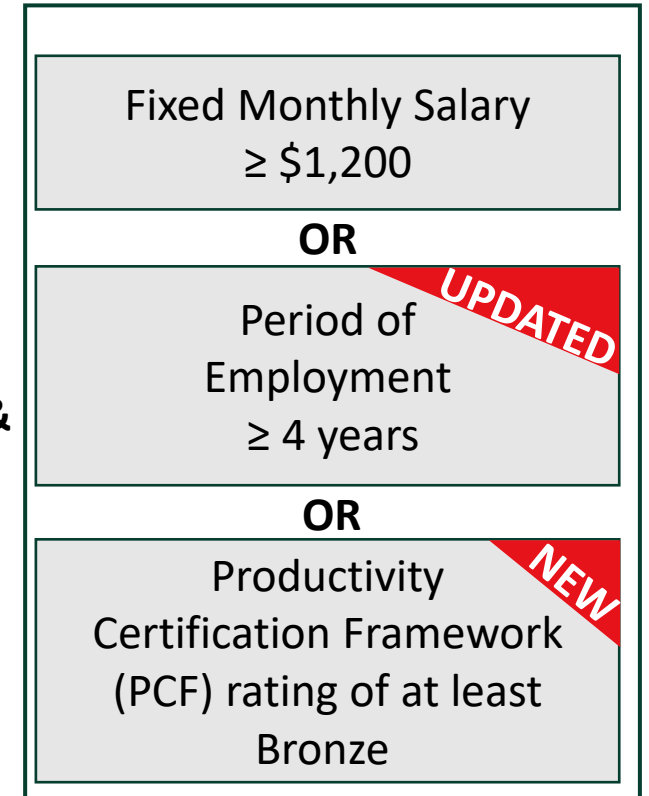
Transition requirements to retain R1 status



### Skills Qualification



### Secondary criteria



[2] Company has flexibility to send WPH for the PT&R and Level 2 Deep-Skilling courses that are relevant to the workers' vocation.



# **Introduction of the Enhanced R1 courses**

# Level 1 PT&R Courses will be progressively introduced from Mar 2024 onwards by Workplace Training Centres (WTCs)

S/N	List of ITE-COC PT&R Courses	Availability of WTCs
1.	COC in Welding Level 1	✓
2.	COC in Electrical Fitting Level 1	✓
3.	COC in Process Pipe Fitting Level 1	✓
4.	COC in Rotating Equipment Fitting Level 1	✓
5.	COC in Metal Scaffolding Level 1	<i>To Be Announced</i>
6.	COC in Blasting and Paintwork Level 1	✓
7.	COC in Thermal Insulation Work Level 1	<i>To Be Announced</i>
8.	COC in Plant Equipment Fitting Level 1	<i>To Be Announced</i>
9.	COC in Instrument Fitting Level 1	<i>To Be Announced</i>
10.	COC in Plant Civil Works Level 1	<i>To Be Announced</i>
11.	COC in Rigging & Signalling Level 1	<i>To Be Announced</i>

## Level 2 Deep-Skilling courses will be progressively introduced from Mar 2024 onwards by Workplace Training Centres (WTCs)

S/N	List of ITE-COC Deep-Skilling Course	Availability of WTCs
1.	COC in Welding Level 2	✓
2.	COC in Electrical Fitting Level 2	✓
3.	COC in Process Pipe Fitting Level 2	✓
4.	COC in Rotating Equipment Fitting Level 2	✓
5.	COC in Metal Scaffolding Level 2	<i>To Be Announced</i>
6.	COC in Blasting and Paintwork Level 2	✓
7.	COC in Thermal Insulation Work Level 2	<i>To Be Announced</i>
8.	COC in Plant Equipment Fitting Level 2	<i>To Be Announced</i>
9.	COC in Instrument Fitting Level 2	<i>To Be Announced</i>
10.	COC in Plant Civil Works Level 2	<i>To Be Announced</i>
11.	COC in Rigging & Signalling Level 2	<i>To Be Announced</i>

# Details on WTCs can be found on ITE's website

<https://www.ite.edu.sg/employers/workplace-training-centre>

The screenshot shows the ITE website's navigation menu on the left, with 'Workplace Training Centre' selected. The main content area displays a table titled 'CoC offered by WTC for the Process Industry'. The table has three columns: S/No, Course Title, and Workplace Training Centre. The table lists 8 entries, all with 'To be advised' in the Workplace Training Centre column. A red navigation bar at the bottom contains links for 'Secondary School Student', 'ITE Student', 'Parent', and 'Adult Learner'. A red arrow icon is visible in the bottom right corner of the table area.

S/No	Course Title	Workplace Training Centre
1	CoC in Welding - Level 1	To be advised
2	CoC in Welding - Level 2	To be advised
3	CoC in Electrical Fitting work - Level 1	To be advised
4	CoC in Electrical Fitting work - Level 2	To be advised
5	CoC in Process Pipe Fitting - Level 1	To be advised
6	CoC in Process Pipe Fitting - Level 2	To be advised
7	CoC in Rotating Equipment Fitting - Level 1	To be advised
8	CoC in Rotating Equipment Fitting - Level 2	To be advised

Home -> Employers -> Workplace Training Centre

# Safety courses under the Enhanced R1 framework

S/N	1 x Safety course recognized under the Enhanced R1 framework
1.	WSQ Supervise Construction Work for WSH
2.	WSQ Respond to Fire Incident in Workplace
3.	WSQ Apply Workplace Safety and Health Practices
4.	WSQ Manage Hazardous Substances
5.	WSQ Supervise Work in Confined Space Operation
6.	WSQ Supervise Workplace Safety and Health in Process Plant
7.	WSQ Perform Work at Height
8.	WSQ Manage Work at Height
9.	WSQ Operate Forklift Course
10.	WSQ Operate Boom Lift
11.	WSQ Operate Scissor Lift
12.	WSQ Supervise Metal Scaffold Erection (SMSEC)
13.	WSQ Develop a Risk Implementation Plan (bizSAFE Level-2)
14.	WSQ Develop a Workplace Safety and Health Management System Implementation Plan
15	WSQ Supervise Safe Lifting Operations

# Details on WSQ and safety courses can be found on SSG's website

<https://www.myskillsfuture.gov.sg/>

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WSQ Workplace safety and health

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Ratings

Language

Training Partner

Duration

Training Commitment

Min Qualifications

Keywords

**100 course(s) found for "WSQ Workplace Safety and health in process"**

- EFG TRAINING SERVICES PRIVATE LTD.**  
**Apply Workplace Safety and Health in Process Plant**  
Upcoming Course Date: 1 Feb 24  
★★★★★ 1119 Ratings • Less than 1 Week • Full Time and Part Time
- A-TECH HUB PTE. LTD.**  
**WSQ Apply Workplace Safety and Health in Process Plant**  
★★★★☆ 6 Ratings • Less than 1 Week • Full Time
- DV TRAINING SERVICES PTE. LTD.**  
**WSQ Apply Workplace Safety and Health in Process Plant**



In association with:



SKILLSfuture SG

Home -> Search "name of course"



**Thank You**