

## FAQs from 9 Apr 2025 Industry Townhall on Enhanced R1 Framework (caa: 10 Apr 25)

### Q1. Acronyms and its definitions

**ER1F** = Enhanced R1 Framework

**WPH** = Work Permit Holders

**FMS** = [Fixed Monthly Salary](#)

**POE** = Period of Employment (your worker's POE can be found in MOM WPOL)

**WSQ** = Singapore Workforce Skills Qualifications is a national credentialing system that trains, develops, assesses and certifies skills and competencies for the workforce. Introduction for Process WPHs to certify workers as High-skilled (R1 status) to qualify for low levy since 2017. [Higher-skilled workers for process sector](#)

**CoC** = ITE Certificate of Competency (CoC). This is the new training certification introduced in the Enhanced R1 Framework.

**PT&R** = Proficiency Test and Refreshers for ITE CoC for existing 13 skill courses for the Process sector.

**WTC** = Workplace Training Centers authorised by ITE to conduct training and testing to certify the skills competency of their own workers and/or other workers within the same industry sector leading to ITE Certificate of Competency (CoC).

**PCF** = Productivity Certification Framework developed by The Centre of Excellence for Process Industry (P.K.A, Productivity Council), jointly by Singapore Chemical Industries Council (SCIC) and ASPRI, as a benchmarking framework on productivity.

**Market-Based Pathway** = One of the 3 current pathways that combines POE of at least 3 years and FMS of at least \$1,200, to attain R1 status to enjoy low levy.

### Q2. Is 1 x WSQ + 1 x WSQ CGM considered as 2 x WSQ?

No, this combination is not considered equivalent to 2 x WSQ before 1 Jan 2026. It will be acceptable only from 1 Jan 2026 onwards.

### Q3. Can I mix 1 x CoC L1 PT&R and 1 x WSQ L1 to fulfill the skills criteria?

If your R1 worker via CGM or Market-Based pathways, mixing CoC L1 PT&R and WSQ L1 is not allowed to fulfill the Enhanced R1 requirement.

If your R1 worker via skill-based pathway, it depends on when the WSQ cert was attained. If before 1 Apr 2024, CoC L1 PT&R is required.

### Q4. Worker passed WSQ, AOP in 2025 Jun - Dec 2025, still need CoC L1 x2 in Jan to retain the R1 status?

Yes, existing R1 workers via CGM pathway, additional training are: 2x CoC L1 PT&R + 1x CoC L2

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**Q5. If our worker completed 2 WSQ after 1 Apr 2024, do i still need to send him for new CoC L1?**

No, WSQs taken after 1 Apr 2024, need no CoC L1 PT&R

**Q6. How can I know when a worker qualifies for Level 2?**

A worker must have:

- Valid SingPass and email
- Completed WSQ or CoC L1 PT&R in the same trade
- Be at least 18 years old and physically fit

Please refer to [Courses & Training Providers page](#) for the respective course curriculum details and [\\*Pre-Requisites-for-ITE-CoCs-26032024-SCIC.pdf](#)

**Q7. What combinations are accepted for continuing R1 status from 1 Jan 2026?**

After 1 Jan 2026, to continue retaining your worker's R1 status, worker must complete the below training requirements before the expiry of his R1 status (e.g. 31 Dec 2027)

- 2 x CoC L1 PT&R / 2 x WSQ L1
- 1 x CoC L2 PT&R / 1 x CoC L2

Other permutations such as the below are not accepted.

- 1 x CoC L1 PT&R
- 1 x WSQ L1
- 1 x CoC L2

**Q8. What about workers with less than 4 years' experience or unclear pathways?**

Workers with less than 4 years' experience may choose the 3<sup>rd</sup> pathway (skills + PCF).

If by "unclear" pathways, you're referring to the current market-based pathway (Salary \$1200 + Period of Employment 3 yrs). These group of workers will need to attain the below training qualifications:

- 2 x CoC L1 PT&R / 2x WSQ L1
  - 1 x CoC L2
  - 1 x Safety Course
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**Q9. If a worker has experience across industries (e.g., marine and process), does it count?**

Yes, the 4-year Period of Employment (POE) refers to the worker's accumulated working experience in Singapore, regardless of sector.

**Q10. Course Names from previous MOM ATP like Rigger Course / Signalman Course, they are all recognized by MOM to perform their role. So now with WSQ Rigger and Signaling Course, can we consider those older course titles also for them to attend the CoC?**

Yes. The prerequisites for CoC L1 PT&R for Rigger & Signalman is either

- WSQ Perform Rigger and Signalman Tasks or
- WSQ Perform Rigger and Signalman Tasks (PRST) from ATPs

For the full list please refer to [\\*Pre-Requisites-for-ITE-CoCs-26032024-SCIC.pdf](#)

**Q11. For Welders, all qualified welders will be on PRIMOS before they can perform welding job in plants. So is the WSQ Perform Welding still necessary? Or can Welders who have WSQ CGM be sufficient?**

**Can WSQ CGM be sufficient for welders already certified under PRIMOS?**

WSQ CGM (Composite Assessment for Generic Manufacturing (Process)) alone is not sufficient if WSQ Perform Welding is specifically required. Clarification may depend on specific job roles and regulatory obligations.

To attain/retain R1 status, the MOM list of eligible training courses are as stated in [Enhanced R1 Training Providers – ASPRI](#)

**Q12. Are older course titles like SIC (Manhole), WAH for Workers, or Oil/Petrochemical Supervisor Course still recognised?**

ASPRI will publish a list of accepted equivalents for WSQ safety courses on the [Enhanced R1 microsite](#).

**Q13. What does “Safety Course” refer to under the training requirement?**

Refer to the [Courses & Training Providers page](#) for the approved list of safety courses.

**Q14. When does the new Enhanced R1 Framework take effect?**

The new framework officially begins on 1 January 2026.

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**Q15. Can I use the Productivity Certification Framework (PCF) pathway now?**

No, the PCF pathway will only be valid from 1 Jan 2026 onwards.

**Q16. How to obtain Productivity Certification?**

Please drop an enquiry to [pcsect@scic.sg](mailto:pcsect@scic.sg).

**Q17. Will all training courses need to be valid at the time of R1 renewal?**

Yes, R1 renewal under the Enhanced R1 Framework is based on the validity of the full set of qualifications, not tied to the worker's WP renewal date.

**Q18. Is there a system to track training and course expiry?**

Yes, there is an industry worker credentialing system being developed to assist companies track workers' training and expiry status. More details to be shared.

**Q19. Not all the courses are updated on MOM Worker's Training Record. How does MOM know that the worker has completed all the 4 courses?**

**Are there issues if courses are not reflected in MOM's training record?**

An industry worker credentialing system being developed and will help address this by consolidating training records across platforms.

**Q20. How do I register for ITE or CoC courses?**

Please contact the individual Workforce Training Centres (WTCs) directly. Some courses require individual SingPass for registration.

**Q21. Is the registration process streamlined across all platforms?**

ASPRI acknowledges the current process may be cumbersome. Improvements are underway with ITE and other WTCs.

**Q22. Are there special prices for same trade or multi-course registration?**

Course fees are set by individual WTCs. ASPRI will publish verified prices on its website. All pricing is before GST.

**Q23. What if trained workers leave after certification?**

This is a recognized perennial industry challenge. ASPRI has raised this issue with the relevant agencies and is exploring support strategies.

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