

Industry Townhall on Enhanced R1 Updates

Accurate as of 26 Sep 2025

Agenda

Time	Agenda	By
9.00am	Opening Address by ASPRI President	Mr. Danny Chua
9.05am	Recap: <ul style="list-style-type: none">- Enhanced R1 Framework Overview- ASPRI Enhanced R1 GPT Agent- Workers Credentialing System (WCS) Updates	Mr. Kenneth Lee
9.30am	Briefing on Training Capacity	Mr. Pramesh Krishnankutty
9.35am	Address by Mr. Koh Yak Boo COE Management Committee Chair - Sector Alignment & Plant Owner Support	Mr. Koh Yak Boo
9.45am	Q&A	
10.00am	Closing Remarks & Call to Action	Mr. Wayne Yap

Enhanced R1 Framework Overview: Timeline of Events

Date	Key Announcements
26 Sep 2022	Pre-announcement of the Enhanced R1 Framework at the Productivity Improvement Forum (PIF 2022)
16 Aug 2023	Official Announcement of the Enhanced R1 Framework
2 Feb 2024	Key Regulatory Updates on the Enhanced R1 Framework
7 Mar 2024	Info-session on PCF (Productivity Certification Framework)
19 Aug 2024	Important Update: Enhanced R1 Training Registration Process
08 Nov 2024	Introduction of WTCs (Workplace Training Centres) at the PIF 2024
13 Dec 2024	MOM Circular for Enhanced R1 Framework
9 Apr 2025	Industry Townhall on Enhanced R1 Framework
25 Apr 2025	Message from ASPRI's President + Launch of Training Support Scheme
23 Jul 2025	Operational Updates on WTCs (Workplace Training Centres)

The Enhanced R1 framework will be implemented on 1 January 2026, to facilitate a smooth transition for process firms

Recap: Enhanced R1 Framework Overview

The Enhanced R1 framework will be implemented on 1 January 2026, to facilitate a smooth transition for process firms

Revised Pathway	Enhanced R1 framework		
1	<p>Skills Qualifications (4 courses)</p> <ul style="list-style-type: none"> • 2 x Level 1 WSQ courses* • 1 x Level 2 Deep-skilling course* • 1 x Safety course <p>*All R1 WPHs will be required to undergo Proficiency Test and Refreshers (PT&R) for the L1 and L2 courses every 2 years to retain their R1 status.</p>	+	Fixed Monthly Salary (FMS) \geq \$1,200
2		+	Period of Employment (POE) \geq 4 years
3		+	Productivity Certification Framework (PCF) ^[1] 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%).

Under Enhanced R1 framework, there are multiple pathways for Process WPHs to retain/obtain R1 status with newly introduced courses*

Existing R1 WPHs

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

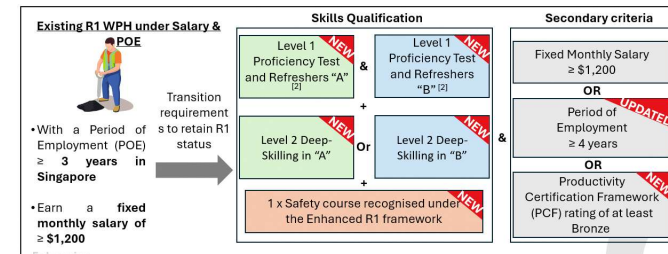
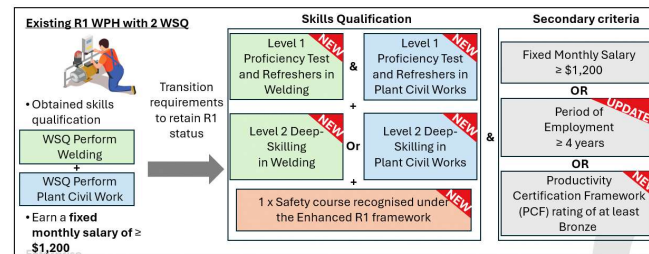
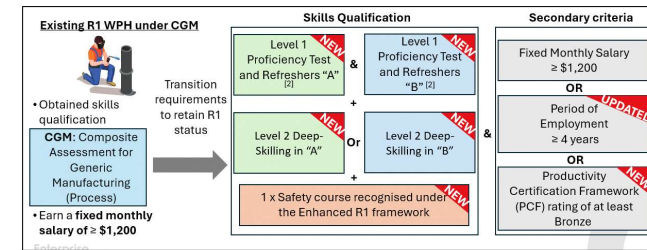
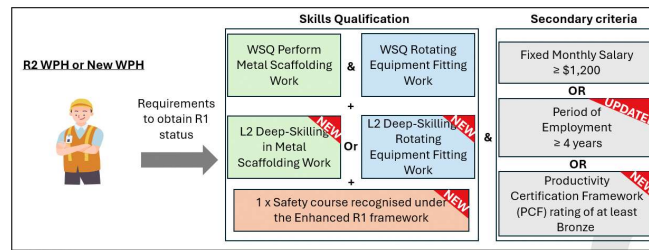
- 2 x **Level 1 Proficiency Test and Refreshers (PT&R)** **NEW**
- 1 x **Level 2 Deep-Skilling Course** **NEW**
- 1 x **Safety Course** **NEW**

Existing R2 WPHs and new WPHs

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

- 2 x **Level 1 WSQ**
- 1 x **Level 2 Deep-Skilling Course** **NEW**
- 1 x **Safety Course** **NEW**

Updated skills and courses requirement

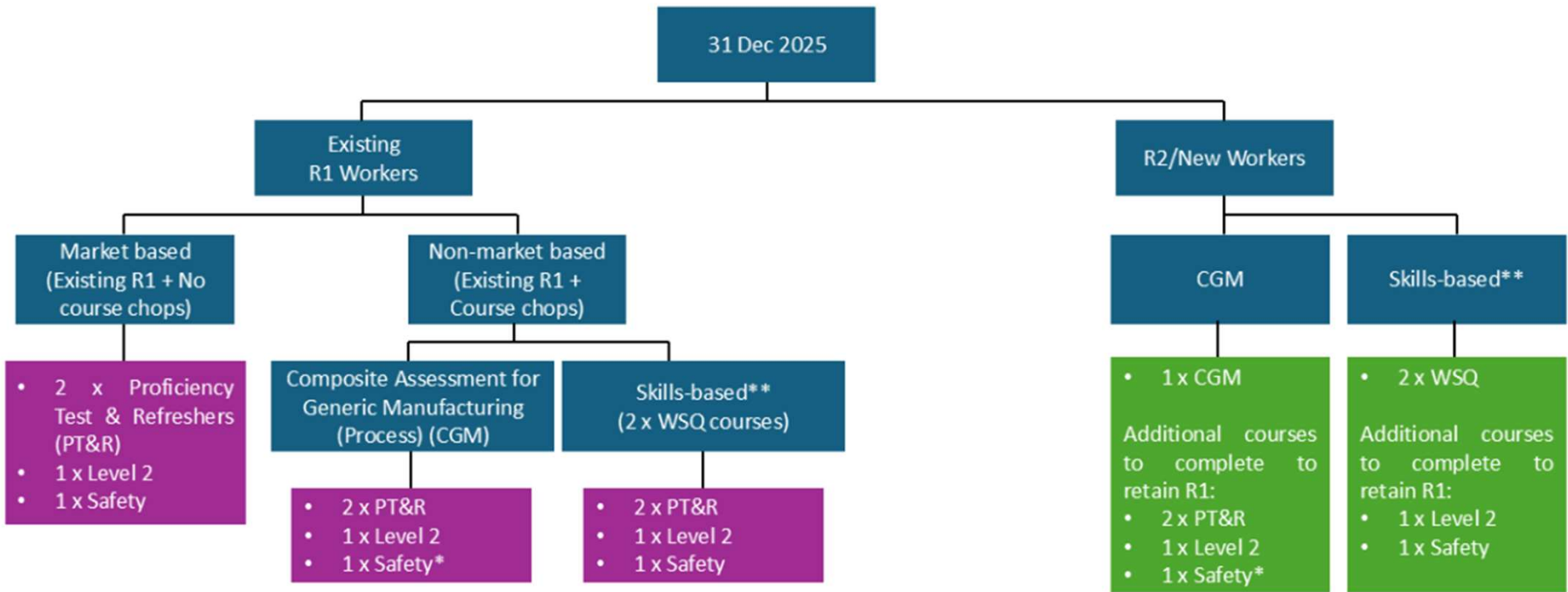


Various R1 pathways

*For full details, please refer to ASPRI Enhanced R1 Microsite: <https://aspri.com.sg/enhancedr1framework/>



Various Transition scenarios under Enhanced R1 framework



* Before 1 Jan 2026, workers under the Composite Assessment for Generic Manufacturing (Process) (CGM) route do **not** need to take 1 additional safety as safety course is embedded within the course.

** With respect to WSQ courses on the skills-based pathway, any WSQ course passed after 1 April 2024 do **not** need to take PT&R.

Note: In addition to skills qualifications, workers must meet secondary criteria to qualify for R1 status under the Enhanced R1 framework. These criteria include fixed monthly salary (FMS), period of employment (POE), or Productivity Certification Framework (PCF).

*For full details, please refer to ASPRI Enhanced R1 Microsite: <https://aspri.com.sg/enhancedr1framework/>

ASPRI Enhanced R1 GPT Agent

ASPRI



launches the Enhanced R1 GPT Agent

Your 24/7 self-help assistant on Enhanced R1 matters

- ✓ Ask questions in plain English (or 中文)
- ✓ Get instant answers on Enhanced R1 training and policy requirements
- ✓ Access support without waiting for office hours

[Access the Enhanced R1 GPT Agent Now](#)



Reminder:
This is a reference tool only.
Please confirm unique cases with ASPRI Secretariat (enhancedr1@aspri.com.sg / [6421 3204](tel:64213204)) or MOM. ASPRI is not liable for misinterpretations.

10:02 B





Enhanced R1 ChatBot (powered by A...



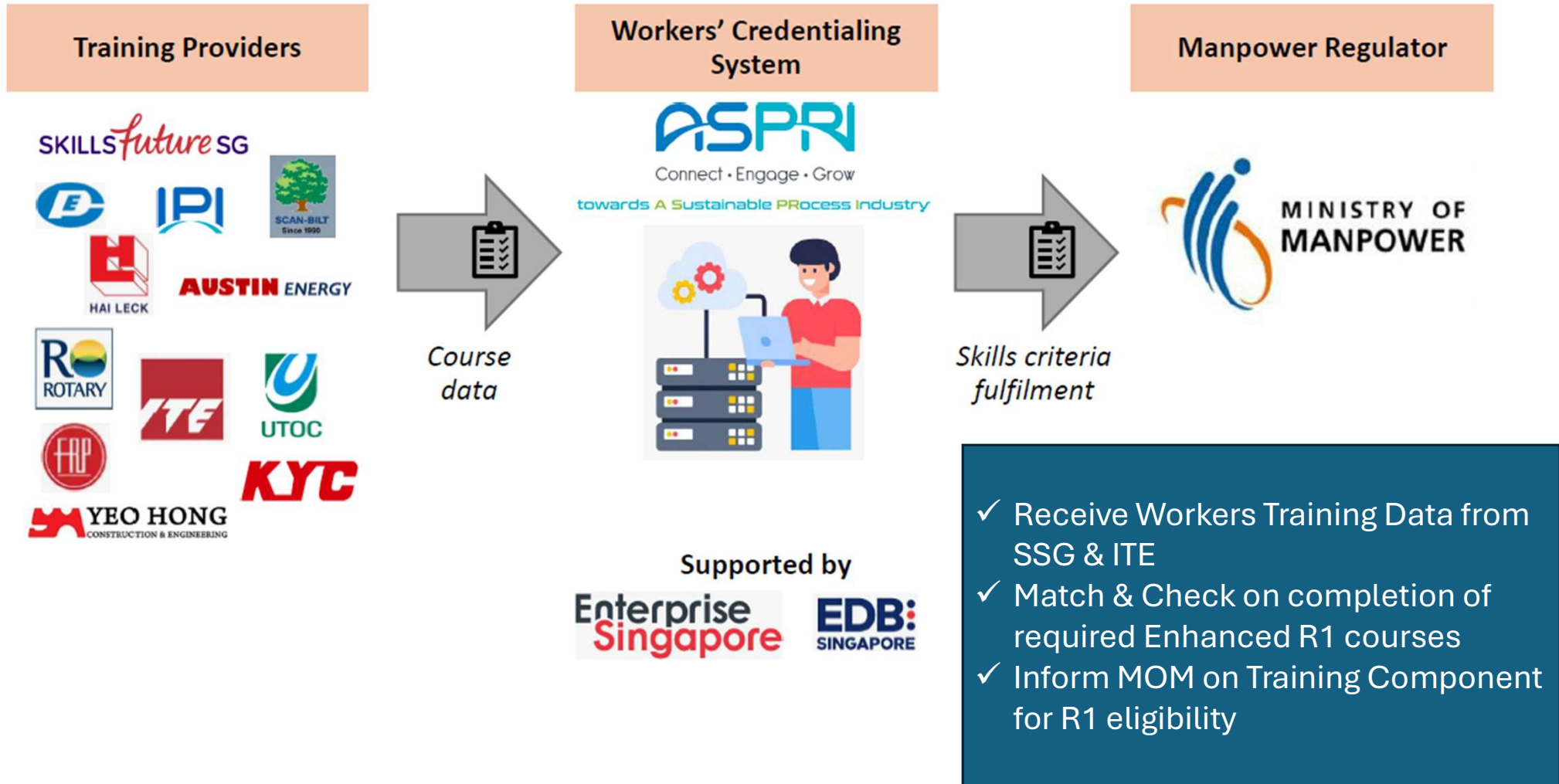
Assistant for ASPRI members on the Enhanced R1 Framework (ER1F) for the Process Sector. Provides policy clarifications, training pathways, and PCF guidance based on ASPRI/MOM/SCIC references

What happens if my worker doesn't meet R1 criteria by 2026?

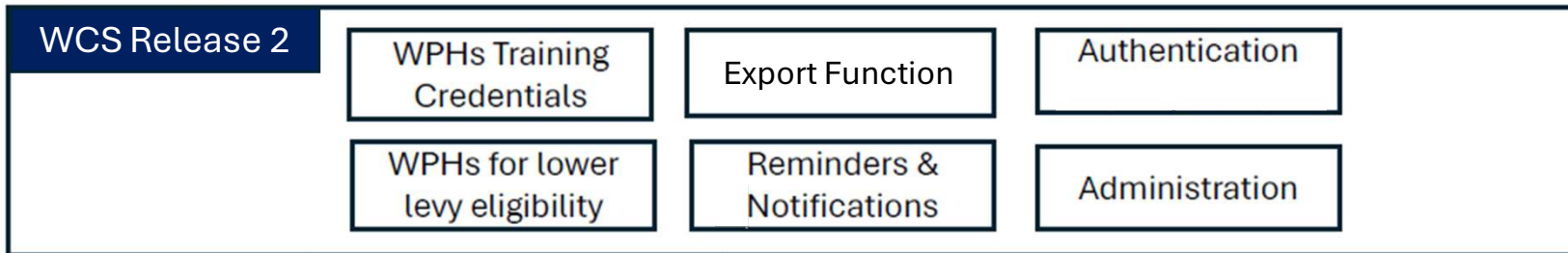
Ask anything



Workers Credentialing System (WCS)



WCS: System Overview



System Objective

To allow members to:-

- ✓ Receive notifications of WPHs whose courses are expiring in 6 months
- ✓ Log-in to a user portal to view training credentials of the UEN's WPHs
 - Up to 2 users per UEN (secure log-in)
 - View WPHs for lower levy eligibility (ER1-ready)
 - View of WPHs whose courses are expiring in 6 months
- ✓ Export Reports

WTCs Readiness: Batch-1

S/No	ITE COC Courses	ASPRI	PEC, PEI EBT*	Rotary*	Haileck *	UTOC*	Haileck -IS*	FRP & Altrad*	Yeo Hong*	Scan- bilt*	Austin*	KYC*	Hiap Seng*	WTCs	Reference Pricing (09/04/25)	
															Level-1 S\$	Level-2 S\$
1	Welding: Level 1 and 2	☑	☑	☑	☑	☑								10	300 - 380	750 - 900
2	Process Pipe Fitting: Level 1 and 2	☑	☑	☑	☑	☑							☑ L1	11	300 - 350	750 - 900
3	Electrical Fitting: Level 1 and 2		☑	☑										4	360 - 600	900 - 1200
4	Rotating Equipment: Level 1 and 2		☑	☑										4	350 - 380	750 - 900
5	Metal Scaffolding : Level 1 and 2	☑	☑		☑		☑	☑			☑	☑		14	300 - 350	750 - 900
6	Painting and Blasting: Level 1 and 2	☑	☑		☑			☑						8	300 - 350	800 - 900
7	Thermal Insulation: Level 1 and 2		☑				☑	☑			☑			8	300 - 350	750 - 900
8	Plant Equipment: Level 1 and 2					L1			☑					3	300 - 350	750 - 900
9	Instrument Fitting: Level 1 and 2		☑	☑										4	380 - 620	900 - 1580
10	Plant Civil Works: Level 1 and 2									☑				2	360 - 380	1080-1100
11	Rigging & Signalling: Level 1 and 2	☑	☑	☑ L1		☑ L1			☑			☑ L1	☑	11	300 - 350	750 - 900
Total no.of WTCs (L1+L2)		10	18	11	8	6	4	6	4	2	4	3	3	79	S\$ 300	S\$ 900

Readiness Index

Preparing for Audit

Fully Operational

WTCs: Work Place Training Centres

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

CENTER OF EXCELLENCE (COE)
for Productivity Improvement

L1: Level-1 only ☑ Level-1&2

WTCs Pipeline: Batch 2

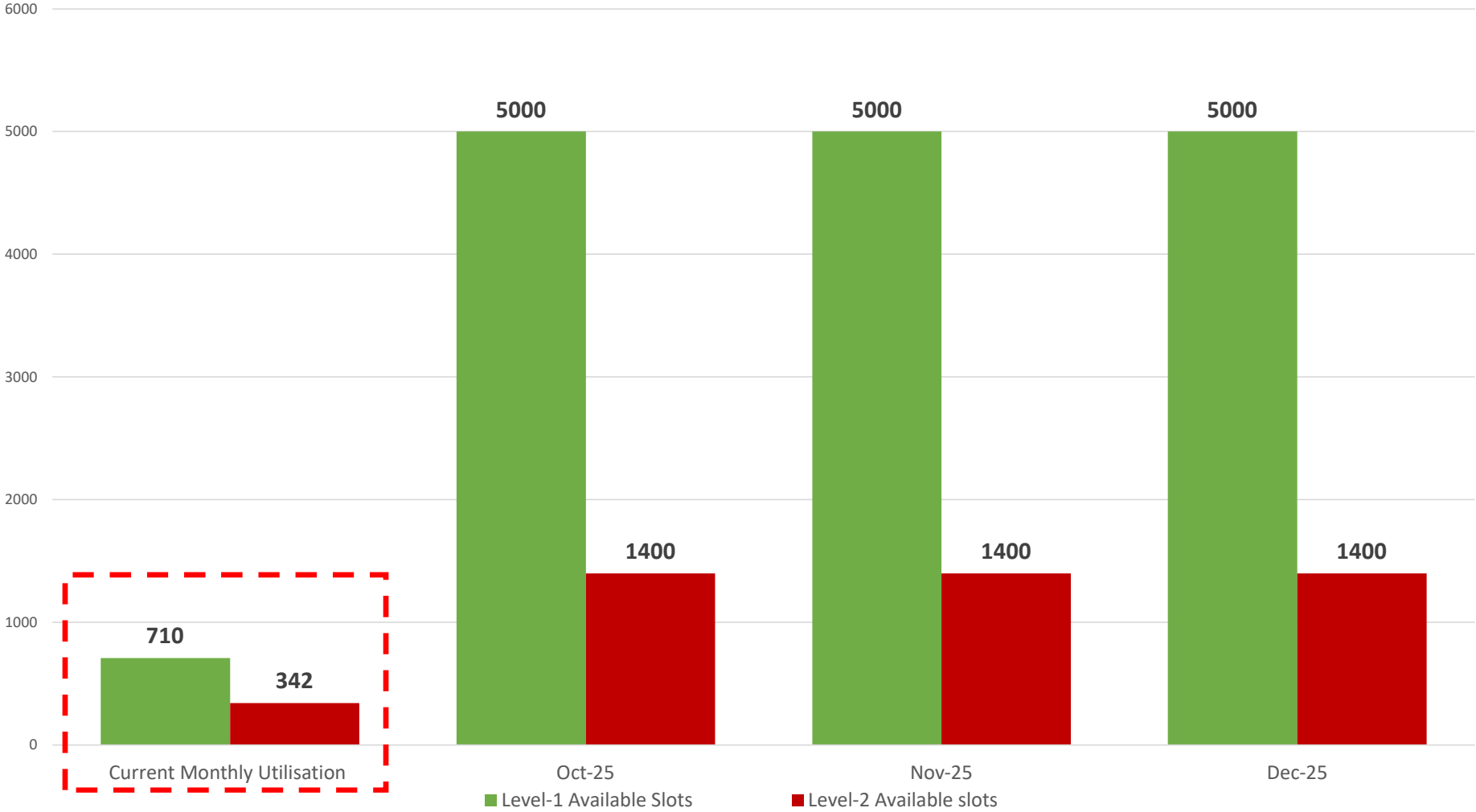
S/No	ITE COC Courses	Shing Leck*	Green Mark	Sankyu SG Ltd (JB)*	LKW Mech Eng*	Addcel Eng*	Munsiong Eng Ltd (JB)*	Vac-Tech Eng	Radiant E&I	JEL/JML	GLEC	STK Takada*	PSE Eng	UBTS	WTCs
1	Welding: Level 1 and 2														12
2	Process Pipe Fitting: Level 1 and 2														12
3	Electrical Fitting: Level 1 and 2														6
4	Rotating Equipment: Level 1 and 2			L1											5
5	Metal Scaffolding : Level 1 and 2														4
6	Painting and Blasting: Level 1 and 2														-
7	Thermal Insulation: Level 1 and 2														-
8	Plant Equipment: Level 1 and 2			L1											3
9	Instrument Fitting: Level 1 and 2														2
10	Plant Civil Works: Level 1 and 2														4
11	Rigging & Signalling: Level 1 and 2														16
	Total no.of WTCs (L1+L2)	4	8	4	6	6	8	2	4	8	2	6	2	4	64

Readiness Index	Application Stage	Preparing for Audit	Audited/scheduled for audit in SEP
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WTCs: Work Place Training Centres

Maximum Training Capacity based for Operational WTCs (Monthly)

(Oct 2025 to Dec 2025 with Batch 1 WTC)



Address by COE Management Committee Chair:

-  Sector in a highly challenging business environment
-  Cascading Impact on PCM Partners
-  Productivity improvement, a business imperative
-  Concerns with sluggish response
-  **Appeal for immediate action**



CENTER OF EXCELLENCE (COE)

for Productivity Improvement

Established via Sectoral Alliance

SCIC
SINGAPORE CHEMICAL
INDUSTRY COUNCIL



ASPRI
Connect · Engage · Grow
towards A Sustainable PProcess Industry



Submit your questions in the Zoom Q&A



Association of Process Industry (ASPRI)

Audio Video Participants 1 Chat Raise hand Share Q&A Show captions More End