

Recap: Enhanced R1 Framework Overview

The Enhanced R1 framework has been implemented since 1 January 2026

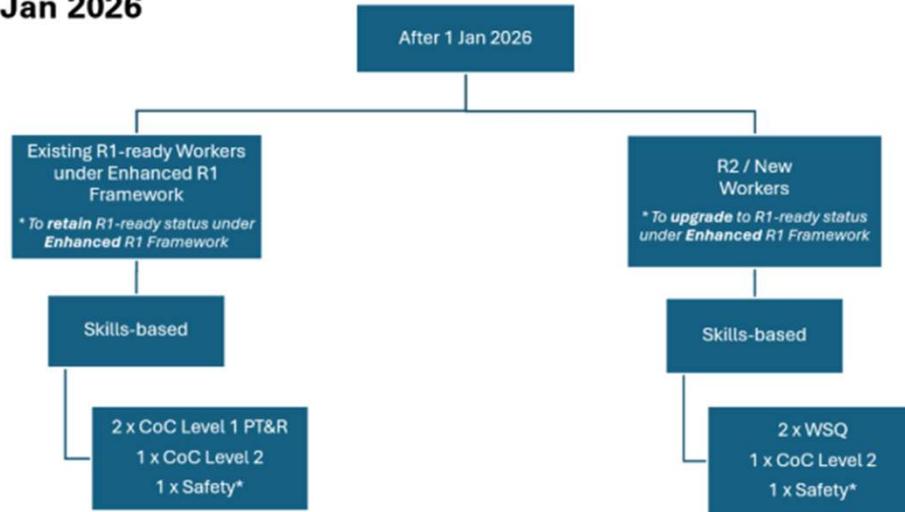
Revised Pathway	Enhanced R1 framework		
1	<p>Skills Qualifications (4 courses)</p> <ul style="list-style-type: none"> •2 x Level 1 WSQ courses* •1 x Level 2 Deep-skilling course* •1 x Safety course <p>*All R1 WPHs will be required to undergo Proficiency Test and Refreshers (PT&R) for the L1 and L2 courses 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%).

Enhanced R1 Skills Qualifications Criteria (After 01 Jan 2026)

Depending on your workers' existing skills qualifications attained, please see below for additional skills qualifications needed to meet the Enhanced R1 skills qualifications.

Enhanced R1 Framework Criteria (Skills Qualifications) - After 1 Jan 2026



Important Notes

Under the Enhanced R1 Framework, w.e.f 1 Jan 2026:

- All Skills Courses (WSQ and CoC) have a validity of **24 months** (from the course pass date)
- For **R2/New Workers**, if the validity of your skills course has expired, you may take either a brand new WSQ or an associated PT&R.
- Composite Assessment for Generic Manufacturing (CGM) will be alternative pathway to attain 1 x WSQ and 1 x Safety.
- Safety course is once-off and there is no refresher required.

Under the Enhanced R1 Framework, W.E.F. 01 Jan 2026,

1. All **skillset** courses (Level 1 WSQ/CoC, Level 2 CoC) have a **validity of 24 months from the course pass date**.
2. For courses completed before 1 January 2026, only those completed on or after 1 April 2024 are recognised as having active validity. This cut-off date was applied during the Enhanced R1 Framework transition period prior to 1 January 2026.
3. For **R2/new WPHs**, if the validity of your skills course has expired, worker may take either a brand new Level 1 WSQ or an associated CoC PT&R.
4. **CGM / Composite Assessment for Generic Manufacturing (Process)** will be an alternative pathway to attain one Level 1 WSQ skillset and one WSQ Safety
5. Safety course is once-off and there is no refresher required.
6. 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/>

Scenarios Exercise

1. Existing R1 Workers under the Enhanced R1 Framework (Assuming renewal in 2027/28)

Course to take:

- 2 x CoC L1 PT&R (Same as the ones taken before)
- 1 x CoC L2 PT&R (Deep skilling from either 1 of the CoC L1 PT&R)

Scenarios Exercise

R2/New Workers

2a) Workers with existing 2 x WSQ Skills Certification

(i) 2 x WSQ Skills Certification still valid i.e. within 24 months from the date of completion.

Courses to take:

- 1x CoC L2 (relevant to either one of the two WSQ Skills certified)
- 1x Safety Course

(ii) 2 x WSQ Skills Certification not valid i.e. more than 24 months from the date of completion.

Courses to take:

- 2x CoC L1 PT&R (relevant to the two WSQ Skills certified)
- 1x CoC L2 (relevant to either one of the two CoC L1 Skills certified)
- 1x Safety Course

(iii) 1x WSQ Skills Certificate is valid and 1x WSQ Skills Certificate is not valid i.e. 1 certificate is within 24 months from the date of completion whereas the other certificate is more than 24 months from the date of completion.

Courses to take:

(Option 1 – CoC route)

- 1x CoC L1 PT&R (relevant to the “expired” WSQ Skills)
- 1x CoC L2 (relevant to either one of the two skills certified)
- 1x Safety Course

(Option 2 – WSQ route)

- 1x WSQ Skills Course (brand new WSQ Skills Course)
- 1x CoC L2 (relevant to either one of the WSQ Skills certified)
- 1x Safety Course

Scenarios Exercise

R2/New Workers

2a) Workers with existing 2x WSQ Skills Certification

(iv) 1x WSQ CGM-AOP Certificate and 1x WSQ 2nd Skills Certificate is not valid i.e. the 2nd WSQ Skills certificate is more than 24 months from the date of completion.

Courses to take:

(Option 1 – CoC route)

- 1x CoC L1 PT&R (relevant to the “expired” WSQ Skills)
- 1x CoC L2 (relevant to the CoC L1 Skills certified)
- 1x Safety Course will be exempted

(Option 2 – WSQ route)

- 1x WSQ Skills Course (brand new WSQ Skills Course)
- 1x CoC L2 (relevant to either one of the WSQ Skills certified)
- 1x Safety Course will be exempted

(v) Both WSQ CGM-AOP Certificate and 2nd WSQ Skills Certificate are valid i.e. Both WSQ CGM-AOP and the 2nd WSQ Skills certificate are within 24 months from the date of completion.

Courses to take:

- 1x CoC L2 (relevant to the CoC L1 Skills certified)
- 1x Safety Course will be exempted

Scenarios Exercise

R2/New Workers

2b) Workers with existing 1 x WSQ Skills Certification

(i) 1 x WSQ Skills Certification still valid i.e. within 24 months from the date of completion.

Courses to take:

- 1 x WSQ Skills Certification (2nd WSQ Skills Course)
- 1 x CoC L2 (relevant to either one of the two WSQ Skills certified)
- 1 x Safety Course

(iii) 1x WSQ Skills Certificate is not valid i.e. more than 24 months from the date of completion.

Courses to take:

(Option 1)

- 2 x WSQ Skills Certification (brand new WSQ Skills Course)
- 1 x CoC L2 (relevant to either one of the WSQ skills certified)
- 1 x Safety Course

(Option 2)

- 1x WSQ Skills Course (2nd WSQ Skills Course)
- 1 x COC L1 (relevant to the expired WSQ)
- 1x CoC L2 (relevant to either one of the Level 1)
- 1x Safety Course