

## PRO-ENTERPRISE IMPACT & PARTNERSHIP AWARD

### ALLIANCE FOR ACTION ON BUSINESS COMPETITIVENESS (MANPOWER)

by

*Representatives from Sing Lun Holdings, Koda Ltd, Rolls-Royce SEA, Woh Hup (Private) Limited & Ministry of Manpower*



The Alliance for Action (AfA) on Business Competitiveness was launched in 2024 to look into how businesses can remain competitive amid an uncertain global economic environment.

Co-chaired by SBF and MTI, it brought together 18 leaders across government, business, TACs and unions, which exemplifies a forward-leaning public-private collaboration. Through deep engagements with over 100 businesses, the AfA identified pressing manpower issues and developed targeted recommendations to support business transformation, by enabling hiring of higher skilled workers. These include expanding the number of Non-Traditional Sources (NTS) and job roles under the NTS Occupation List, removing employment duration limits for Work Permit Holders, and enhancing the Manpower for Strategic Economic Priorities (M-SEP) scheme.

These proposals were accepted and implemented by the Ministry of Manpower (MOM), and subsequently announced at the Committee of Supply 2025.

The AfA introduced several innovative solutions to balance businesses' manpower needs with our infrastructure and social constraints.

- Targeted expansion of the NTS Occupation List to include select occupations, while maintaining a salary threshold to uphold a high quality bar.
- Enabling employers to retain experienced Work Permit Holders, while maintaining overall quota controls.
- Adding pathways tied to local talent development and extending M-SEP support to three years.

These changes have reduced recruitment lead times and churn for affected sectors, enhanced productivity and encouraged business participation in transformation-linked schemes such as M-SEP.

Manpower will always remain a key consideration for businesses. The AfA initiative demonstrates how strong public-private collaboration can drive pragmatic, pro-enterprise policy change, bolstering Singapore's business environment and long-term competitiveness.