

Transforming the Marine & Offshore Engineering (M&OE) Industry To Leverage New Growth Opportunities

The Ministry of Trade and Industry (MTI), Enterprise Singapore, and relevant agencies are working with industry partners to transform the M&OE industry. Amid the global energy transition, intensifying competition from regional M&OE hubs and increasingly binding domestic resource constraints, we will remain a globally competitive hub that is well-positioned to leverage new growth opportunities.

2 We will provide support for enterprise and workforce transformation, in order to uplift our local workers and help companies pivot to higher-value and resource-light activities. We will also work closely with the sector to provide near-term transitional support for companies to fulfil pre-committed orders and adapt to the new policies.

Changes to Foreign Manpower Policies

3 To encourage businesses to move away from traditional manpower-intensive operating models, we will be adjusting our foreign manpower policies for the Marine Shipyard sector. For more details, please refer to MOM's media factsheet on foreign workforce policy announcements at COS 2024.

Supporting the Sector's Transformation Efforts

4 The Government will commit an estimated \$100m over the next five years through an M&OE Support Package to support workers and companies to transition to a more productive M&OE sector. This will complement our objectives of reducing companies' foreign worker dependency and enabling companies to better attract and retain local talent. The Support Package will benefit companies and workers on the following fronts:

- a) Enterprise Transformation: Provide support for companies to adopt productivity solutions, as well as to build up new capabilities to pivot to new growth opportunities, such as those in offshore wind.

- i. Support will be offered through the existing Enterprise Development Grant and Productivity Solutions Grant. The Enterprise Development Grant (EDG) will be used to build companies new offshore wind capabilities, and catalyse innovation, while the Productivity Solutions Grant will cover mechanisation tools relevant to the sector, to aid companies' productivity.
 - ii. To increase the uptake of sector-specific productivity-boosting solutions, we will refresh the M&OE Industry Digital Plan (IDP) jointly with IMDA. The refreshed IDP will provide roadmaps to better guide companies in deepening their digital capabilities with an updated suite of baseline and advanced solutions (e.g. integrated solutions), protecting their digital assets and data, as well as upgrading their workers' digital skills to keep up with digital transformation in their workplaces.
- b) Workforce Transformation: Empower employers to build new capabilities within their workforce, strengthen the industry's talent pipeline, and uplift workers through clear career development plans, programmes, and progressive human capital practices, and.
- i. Develop a Jobs Transformation Map for the M&OE sector, to identify clear pathways for employers to transform and redesign jobs via updated job archetypes and career development plans, and for workers to acquire requisite skills to take on roles in new growth areas, such as Offshore Renewables and Decarbonisation.
 - ii. Develop a new Offshore Wind track under Workforce Singapore's Career Conversion Programme (CCP) for the M&OE sector, to build and develop local mid-career talent for offshore wind farm development and operations.
 - iii. Kickstart the Marine Digitalisation Champion Programme, which will groom in-employment individuals into Champions to spearhead digital transformation and related job redesign initiatives within their companies.
 - iv. Build a more robust talent pipeline by improving sectoral branding and onboarding more M&OE companies as industry scholarship sponsors.

c) More details will be progressively announced.

5 EnterpriseSG and ASMI, in consultation with various Government agencies, have been working together to develop an M&OE Industry Plan. The Plan will outline long-term strategies enabling our businesses to better seize green growth opportunities, groom local leaders and champions, and equip them with forward-looking and future-proof capabilities. EnterpriseSG and ASMI will be sharing the Plan with the industry in the next few months.

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