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# Initiatives in New Technology (INTECH)

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# Incentive INTECH

## 1. Objective

The objective of the INTECH programme is to establish new capabilities within companies or industries by encouraging manpower development in the application of new technologies, industrial R&D and professional know-how.

## 2. Form of assistance

### Qualifying Activities

Grant support will be provided for the following activities:

- a) Company-Specific Projects
  - Start-up training for companies moving into new areas involving desirable technologies or know-how; or
  - Setting up of industrial R&D, design or development centres, or centres of excellence. Such facilities should provide new infrastructure for the growth of future activities.
- b) Industry-Wide Projects
  - Development of new capabilities that will benefit several companies within the industry.

### Grant Quantum

- a) Company Specific Projects
  - Trainees (Fixed quantum per trainee day<sup>1</sup>)

	Overseas Training		Local Training	
	Professionals <sup>2</sup>	Technicians	Professionals <sup>2</sup>	Technicians
<b>R&amp;D</b>	S\$240/t-day	S\$180/t-day	S\$140/t-day	S\$80/t-day
<b>Start-up</b>	S\$150/t-day	S\$120/t-day	S\$70/t-day	S\$40/t-day

- Trainers (Percentage of qualifying cost for expatriate trainers conducting local training)
    - R&D Training - 70% of allowable costs<sup>3</sup>
    - Start-up Training - 50% of allowable costs<sup>3</sup>
- Support is subject to a maximum total grant of S\$10,000 per trainer per month.
- For local training projects that involve expatriate trainers, support will be granted either on a fixed quantum per trainee day basis or as a percentage of allowable costs for the expatriate trainer(s) in Singapore.

<sup>1</sup> Grant support (overseas and local) is subject to a maximum of 50% of allowable costs for start-up training and 70% of allowable cost for R&D training. Please see Annex for details on allowable costs.

<sup>2</sup> Refers to diploma holders earning more than S\$2,500 basic monthly salary, or degree holders.

<sup>3</sup> Please see Annex for details on allowable costs.

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## b) Industry-Wide Projects

For industry-wide projects, support of up to 70% of allowable costs may be given. Equipment and building costs may be supported for projects that benefit the whole industry.

## 3. Eligibility criteria

- a) The programme is open to all Singapore registered firms, companies or organisations from any sector of the economy.
- b) Trainees whose costs are defrayed by this programme should be citizens or permanent residents of Singapore. In some instances, support under this programme may be extended to expatriate staff who can transfer know-how or knowledge to Singaporeans. Expatriate staff supported should attain PR within 2 years from the completion of training.
- c) Trainees should be employees of the company or business entity receiving the INTECH grant.
- d) Non-graduates may be supported provided they are earning more than \$1,000 per month.
- e) Training must not have commenced at the time of application.
- f) Training of a short-term (less than 3 weeks) remedial nature, such as induction courses and seminars/conferences will generally not be supported.

## 4. Other conditions

### Period of Support

- a) Support per trainee should not exceed 24 months, though actual project duration is capped at 3 years.
- b) Support per trainer should not exceed 6 months.

### Bonding of trainees

- a) Trainees shall be bonded to the recipient companies according to the following matrix

Training Period Supported	Bond Period
Shorter than 3 months	6 months
3 to 6 months	12 months
Longer than 6 months	24 months

- b) The bond period shall commence from the date of completion of training.
- c) The supported activities should lead to the acquisition of skills, knowledge and competence in the respective technology/know-how by citizens or permanent residents of Singapore.
- d) Activities can take the form of structured training programmes or closely supervised work.

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## 5. How to apply

Formal applications must be made on prescribed application forms available from:

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## 6. Annex: Allowable costs

Allowable costs are as follows.

Type of Grant	Allowable Cost Items
Fixed quantum per trainee day (local)	1. Trainee Salary 2. Course Fees
Fixed quantum per trainee day (overseas)	1. Trainee Salary 2. COLA 3. Airfare 4. Course Fees
Percentage of allowable cost for expatriate trainers (Trainer Grant)	Package comprising: 1. Trainer Salary 2. COLA 3. Airfare OR 1. Course Fees

### Note :

- Trainee Salary: Salary includes employer's CPF contribution but excludes bonus and shift/OT allowances.
- Airfare: Airfares should be based on return economy rates. The maximum number of overseas trips supportable is limited to one per year per person for both trainees as well as expatriate trainers. Good justification must be provided and prior approval obtained from EDB if more than one trip per year is necessary.
- Cost of living allowance (COLA): COLA comprises expenses for accommodation + meals + road transport.
- Trainer Salary: Salary includes employer's CPF contribution, where applicable, but excludes bonus.
- Course Fees: Amount charged by external trainers. This is applicable only for training conducted by a non-related company.