

**MID-CAREER PATHWAYS PROGRAMME FREQUENTLY ASKED QUESTIONS (FAQS)
FOR MATURE MID-CAREER INDIVIDUALS
[FOR PUBLIC INFORMATION]**

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Section A: Mature Mid-Career Individual Related Questions

Mature Mid-Career Individuals Specific Questions	
1	What are the eligibility criteria for this programme?
All Singaporeans and Permanent Residents aged 40 and above are eligible to apply for the programme.	
2	Must I be unemployed to be eligible for this programme?
<p>The programme aims to support mature mid-career jobseekers, in securing attachments with host organisations. Trainees should be able to commit to the programme on a full-time basis, at the point when they start the programme.</p> <p>If you are 40 and above but are currently employed or self-employed, you can apply onto any of the approved attachment opportunities found on MyCareersFuture. Please note that you must be committed to participate in the attachment programme on a full-time basis if you are selected by the host organisation for the attachment applied for.</p> <p>Individuals who fall under one of the following categories will <u>not be permitted</u> to participate in the programme:</p> <ul style="list-style-type: none"> a. Current employees, immediate ex-employees¹, or shareholders of the organisation (or its related entities) b. Individuals who were offered an employment contract by the organisation (or had the employment offer withdrawn) c. Individuals who are related to the owners/shareholders/employees² of the participating host organisation 	
3	Can I leave the attachment after the attachment begins?
You are encouraged to stay on in the attachment until completion. However, you can leave the attachment at any point in time, if there are good reasons to do so. Please provide sufficient notice to the host organisation, as stipulated in the signed attachment agreements.	

¹ An immediate ex-employee is defined as the individual's last employment being with the applicant company for up to 6 months prior to onboarding the MID-CAREER PATHWAYS programme

² Employees in this context refer to individuals who are able to make or influence decisions to onboard and/or hire trainees. Examples include the hiring managers and HR officers.

Likewise, in the event of unforeseen circumstances or unsuitable trainee fit, your host organisation can terminate the attachment while providing sufficient notice to you, as stipulated in the attachment agreement.

4 As a trainee, if I am offered a full-time role with the host organisation while on attachment, can I accept it?

Yes, your host organisation can offer you with a full-time role while you are still undergoing the attachment. To encourage early conversion of trainees to full-time employment, we will continue to provide attachment allowance subsidies for host organisations that convert trainees who have completed at least 3 months of the attachment. Your host organisation must offer you a salary that is the same or higher than the attachment allowance post-conversion.

5 What happens upon the completion of the attachment?

Upon the completion of the attachment, trainees will cease their training at the host organisation. If the trainee's performance is deemed satisfactory during the attachment, the host organisation is required to hire the trainee upon completion of the programme with a full-time employment of at least 12 months.

6 How much will I receive as a participant on the programme?

Host organisations are to provide a monthly attachment allowance depending on the attachment requirements:

Monthly Attachment Allowance	\$1,800 - \$3,800 per month
Government Funding	70% of the attachment allowance

7 What kind of benefits (annual and sick leave etc.) can trainees get while on attachment?

Host organisations are not obliged to offer employee benefits to trainees, as there is no employer-employee relationship. However, host organisations may choose to offer non-monetary benefits, such as paid Annual leave and medical leave, on a discretionary goodwill basis, but are not allowed to offer monetary benefits.

8 If I am provided with Annual Leave as a non-monetary benefit but unable to fully utilise it during my attachment, can I opt for leave encashment instead?

Leave encashment is considered a monetary benefit under the programme criteria and is not permitted. You are encouraged to utilise all annual leave accorded by the host organisation before the end of the programme period.

9 Will there be insurance coverage during the course of the attachment?

Yes, host organisations are required to provide insurance coverage that offers reasonable protection for workplace accidents and injuries during the attachment period.

10 Who will be paying me my monthly attachment allowance?

The monthly attachment allowance will be given by the host organisation monthly for the duration of the attachment.

11 Will I be getting CPF Contributions during the course of the attachment?

Under the Mid-Career Pathways Programme, there is no employer-employee relationship. Host organisations will not make any CPF contributions during the period of the attachment.

12 Some trainees have reserivist during the course of my attachment. Are they able to claim Make-Up Pay (MUP) for attachment allowance foregone?

NSmen on attachments under the Mid-Career Pathways Programme will be able to claim for MUP during their In-Camp Training (ICT) period for attachment allowance foregone.

Individuals can submit their MUP claims via email with supporting documents (see details below). Do note that these claims will need to be done by **the individuals and not the host organisation**.

Submission of Make Up Pay for Mid-Career Programme

Individual to email MINDEF at pay@ns.sg, with the following supporting documents -

- a. Signed Mid-Career Individual Agreement
- b. Payslip reflecting the non-payment for the period of the ICT
- c. Make-up Pay Claim Form (NSmen to complete Part 1 only, Employer does not need to complete Part 3)

13 How can I apply for Mid-Career Pathways Programme positions?

Mature mid-career individuals who are keen to apply can visit MyCareersFuture.

14 How will the attachment matching, and onboarding take place under this programme?

All approved attachment vacancies will be uploaded on mycareersfuture.gov.sg, which will provide a single point for individuals to apply for such positions. Host organisations will then reach out to applicants directly based on their shortlisting and selection processes.

15 What is being done to ensure that host organisations provide meaningful attachments? Who can trainees contact if their host organisation has poor HR practices, or they have a dispute with their host organisations?

Each application by a host organisation is carefully screened by the Singapore Business Federation (SBF), which is appointed by Skills and Workforce Development Agency (SWDA) as programme partner for the Mid-Career Pathways Programme. SBF checks that the attachments are of good quality and provide meaningful opportunities for the trainees with the intention to hire the individual upon completion. SBF will also work with the host organisation to improve their proposals, such as improving the development plans for trainees.

We would encourage all trainees to step forward if there are any breaches to the programme requirements, and SWDA will not hesitate to take action against host organisations who abuse the programme.

Should trainees encounter any poor HR practices, or end up in a dispute with the host organisation, they can reach out to the Singapore Business Federation, our programme manager, with the following

Contact Number: 6797 0763

Email: sgutp_fb@sbf.org.sg

Online Form: Click [here](#)

16	Am I allowed to take on multiple attachments at one time?
You are only permitted to take on one attachment at any one point in time. If you are found to have breached this criterion, you will have to exit from the programme with immediate effect. You may be required to return the attachment allowance received.	
17	What if I am unable to secure an attachment?
If you are unsuccessful in securing an attachment, you can apply for other jobs on mycareersfuture.sg or seek assistance from SWDA's Career Connect Services , NTUC's e2i's career centres and Jobs and Skills Centres	
18	If I have previously participated in the Mid-Career Pathways Programme- Company Attachments from Aug 2020 to March 2022, will I be able to participate in this iteration?
Mature mid-career individuals who have previously participated in the SGUnited Mid-Career Pathways Programme- Company Attachments are eligible to participate in the Mid-Career Pathways Programme. However, you will not be allowed to come onboard the programme if the host organisation is the same as the earlier one approved for the attachment under the previous programme.	

Section B: For more assistance and feedback

1	Who can I contact if I have more queries on Mid-Career Pathways Programme?
If there are any further queries on Mid-Career Pathways Programme, please submit your query here .	