

Career Trial – Jobseekers Frequently Asked Questions

CATEGORY

A. General Questions	1
B. Cessation of Career Trial	4
C. For Jobseekers Career Trial Application.....	6
D. Training Allowance (TA) Claim	9
E. Retention Incentive (RI)/ Additional Retention Incentive (ARI) Claim.....	11

A. General Questions

1. What is Career Trial about?

The Career Trial is part of the suite of career services offered by Skills and Workforce Development Agency (SWDA)¹ and the Employment and Employability Institute (NTUC's e2i).

Career Trial aims to encourage jobseekers and host companies who are unsure about the job fit to go through a short-term trial before considering formal employment. It is targeted at full-time jobs paying at least \$1,500/month and part-time jobs paying at least \$750/month.

2. How can I benefit from Career Trial?

You can receive a one-time funding of the following if you are an unemployed jobseeker:

- Training Allowance that range from \$7.50/hour to \$15/hour. The quantum of the training allowance will be pegged to prevailing wages of the jobs that the jobseeker is placed in;
- Retention Incentive of \$500 at the 3-month retention mark;
- Additional Retention Incentive of \$1,000 at the 6-month retention mark for unemployed jobseekers who have been actively looking for jobs for at least 6 months prior to gaining employment upon completion of Career Trial; or for jobseekers who are Persons with Disabilities regardless of unemployment duration.

3. What is Training Allowance and Retention Incentive?

Training Allowance is an incentive offered to jobseekers to help defray

¹ Formerly known as Workforce Singapore (WSG)

Frequently Asked Questions – Career Trial (Jobseeker)

expenses incurred during the Career Trial.

Retention Incentive is an incentive offered to jobseekers who have been employed for at least 3 consecutive months after the completion of Career Trial.

4. What is the training duration of Career Trial to be eligible for funding support? Is there a minimum and maximum?

The minimum Career Trial duration is 16 hours for full-time and part-time Career Trial. The maximum duration for full-time positions is up to 480 hours whereas part-time positions is up to 240 hours (capped at 80 hours per month).

The training duration eligible for funding will be determined based on the Career Trial activities plan submitted by the host company and subjected to approval by SWDA/ NTUC's e2i.

5. How much Training Allowance can I receive under Career Trial?

You will receive a baseline Training Allowance of \$7.50/hour during the Career Trial period. If you are placed with the host company after Career Trial, SWDA/NTUC's e2i will top-up the Training Allowance to the tiers as illustrated below, where applicable if conditions are met.

These are the three (3) tiers of Training Allowance:

Tier	Minimum Monthly Salary after Career Trial
\$7.50 per hour (No top-up)	Full-Time: \$1,500 to < \$2,000 Part-Time: \$750 to < \$1,000
\$11.25 per hour (Top-up of \$3.75)	Full-Time: \$2,000 to < \$2,500 Part-Time: \$1,000 to < \$1,250
\$15 per hour (Top-up of \$7.50)	Full-Time: \$2,500 or more Part-Time: \$1,250 or more

Frequently Asked Questions – Career Trial (Jobseeker)

6. Who is eligible for Retention Incentive?

Jobseekers who fulfill the following requirements are eligible for the Retention Incentive of \$500:

- Completed the Career Trial; and
- Employed for at least 3 consecutive months after the completion of Career Trial.

7. Who is eligible for the Additional Retention Incentive?

Jobseekers who fulfill the following requirements are eligible for the Additional Retention Incentive of \$1,000:

- Unemployed jobseekers who were actively seeking employment for at least 6 months prior to gaining employment upon completion of Career Trial, or Unemployed Persons with Disabilities who were actively seeking employment, regardless of unemployment duration, and
- have completed Career Trial, and
- employed for at least 6 consecutive months after the completion of Career Trial.

8. Does the 6 months unemployment criteria for Additional Retention Incentive apply in the case of fresh graduates?

Yes, fresh graduates who have been unemployed for at least 6 months from the date of graduation will be eligible for Additional Retention Incentive.

9. What types of disabilities are considered Persons with Disabilities?

Persons with Disabilities refers to individuals with autism spectrum disorder, intellectual disability, physical impairment, hearing impairment and visual impairment. The proof of disability can be in the form of latest doctor's memorandum and/ or membership card of Social Service Agencies (SSA) providing disability services.

10. I have not been working and would like to return back to work, am I eligible for Career Trial?

Yes. Career Trial is open to jobseekers who are either unemployed or economically inactive.

B. Cessation of Career Trial

1. Why will Career Trial cease after 31 May 2025?

As part of SWDA's regular review of existing programmes and support for individuals and companies, the Career Trial programme will end after 31 May 2025 and individuals can tap on other manpower development programmes available, such as the Career Conversion Programmes (CCPs) and Mid-Career Pathways Programme.

Brief Description of CCPs and MCPP:

- CCPs provide employers with salary support of up to 90% to reskill mid-career new hires or existing employees into growth jobs roles with good longer-term prospects (Please refer to this [link](#) for more details).
- MCPP provides attachment opportunities to mature individuals aged 40 and above. The programme helps mature individuals widen their professional networks and gain industry-relevant skills and experience. Host organisations can also benefit from the wealth of experience that these mature individuals bring along. Mature trainees can be employed in a full-time role with their host organisations if they perform satisfactorily during their attachment (Please refer to this [link](#) for more details).

2. What are the cut-off dates to take note for the cessation of Career Trial?

Companies and jobseekers are to take note of the following cut-off dates for Career Trial and there will not be any further extension

- Last day for companies to send new Career Trial invites to jobseekers:
1 Apr 2025
- Last day for jobseekers to submit jobseeker application (via acceptance of Career Trial invite):
15 Apr 2025
- Last day for approved Career Trial jobseekers² to commence Career Trial for:
31 May 2025

² Or within 1 month from jobseeker application approval, whichever is earlier.

Frequently Asked Questions – Career Trial (Jobseeker)

3. What happens if I miss the cut-off dates for Career Trial application?

You will not be able to apply for Career Trial. You can tap on SWDA's other manpower development programmes, such as the Career Conversion Programmes (CCPs) and Mid-Career Pathways Programme (MCP).³

Brief Description of CCPs and MCP:

- CCPs provide employers with salary support of up to 90% to reskill mid-career new hires or existing employees into growth jobs roles with good longer-term prospects (Please refer to this [link](#) for more details).
- MCP provides attachment opportunities to mature individuals aged 40 and above. The programme helps mature individuals widen their professional networks and gain industry-relevant skills and experience. Host organisations can also benefit from the wealth of experience that these mature individuals bring along. Mature trainees can be employed in a full-time role with their host organisations if they perform satisfactorily during their attachment (Please refer to this [link](#) for more details).

4. I have received a Career Trial invite. When is the last day for me to accept it?

Career Trial invites must be accepted by you by **15 Apr 2025**, through the submission of the Career Trial jobseeker application³. Any unaccepted invites after this date will no longer be valid.

5. Can I still submit Career Trial (CT) claims after the CT programme expires on 31 May 2025?

Yes, if you commence CT by **31 May 2025** after obtaining written approval from SWDA/NTUC's e2i on your Career Trial jobseeker application. Please take note that the usual claims deadline will apply:

- Training Allowance claim: 6 months from jobseeker application approval date
- Retention Incentive claim: 9 months from Career Trial end date
- Additional Retention Incentive claim: 12 months from Career Trial end date

³ Details for submission of Career Trial jobseeker application can be found under Section C Q1

Frequently Asked Questions – Career Trial (Jobseeker)

6. If I have already been approved to onboard Career Trial (CT), will I be affected by this change?

No, you will not be affected so long as you commence your CT by **31 May 2025** or within 1 month from jobseeker application approval (whichever is earlier). The usual claims deadline will still apply:

- Training Allowance claim: 6 months from jobseeker application approval date
- Retention Incentive claim: 9 months from Career Trial end date
- Additional Retention Incentive claim: 12 months from Career Trial end date

C. For Jobseekers Career Trial Application

1. How do I apply to participate in Career Trial?

Browse Career Trial positions at <https://go.gov.sg/ct-positions>, and login with Singpass to apply.

If the host company shortlists you for the Career Trial, an email invitation would be sent to you with a URL to complete your Career Trial application via the Career Trial Portal. Jobseekers can commence Career Trial after the host company and the jobseekers have received SWDA/ NTUC's e2i's written approval via email.

2. What is MyCareersFuture.gov.sg?

MyCareersFuture.gov.sg (MCF) is a portal that aims to provide Singapore Citizens and Permanent Residents with a free job search experience that matches them to relevant jobs based on the jobseeker's skills.

For more information, please refer to FAQ for MCF:

- a. Go to <https://mycareersfuture.gov.sg/>
- b. Scroll to bottom and click on "FAQ"

Frequently Asked Questions – Career Trial (Jobseeker)

3. How can I get a higher Training Allowance under Career Trial?

You will receive a baseline Training Allowance of \$7.50/hour during the Career Trial period. If you are placed with the host company after Career Trial, SWDA/NTUC's e2i will top-up the Training Allowance to the tiers as illustrated below, where applicable if conditions are met.

These are the three (3) tiers of Training Allowance:

Tier	Minimum Monthly Salary after Career Trial
\$7.50 per hour (No top-up)	Full-Time: \$1,500 to < \$2,000 Part-Time: \$750 to < \$1,000
\$11.25 per hour (Top-up of \$3.75)	Full-Time: \$2,000 to < \$2,500 Part-Time: \$1,000 to < \$1,250
\$15 per hour (Top-up of \$7.50)	Full-Time: \$2,500 or more Part-Time: \$1,250 or more

4. How do I qualify for Career Trial?

You need to be a:

- Singaporean⁴ who has been actively seeking employment on a permanent basis prior to commencing Career Trial;
- Unemployed⁵ before commencing and during the period of Career Trial; and
- At least 16 years old, have completed full-time studies and National Service (if applicable)

5. I completed and claimed for Training Allowance/ Retention Incentive under Work Trial previously, am I still eligible for Career Trial?

No, you are not eligible for Career Trial as you have completed and claimed for Training Allowance/ Retention Incentive under Work Trial previously.

⁴ Singapore Citizen or Permanent Resident

⁵ Not under any form of employment (also includes self-employment, part-time, ad-hoc, casual/temporary work) and have not received any CPF contribution.

Frequently Asked Questions – Career Trial (Jobseeker)

6. I am a full-time student / individual enlisting into National Service, am I eligible for Career Trial?

No. To be eligible for Career Trial, jobseekers must be at least 16 years old, unemployed and actively seeking employment on a permanent basis and have completed full-time studies or completed National Service (if applicable). Full-time students or individuals enlisting into NS are not eligible.

7. I hold some shares/directorship of the Career Trial host company, am I eligible for Career Trial?

No. Jobseekers who have any financial interests with the host company would not be eligible for Career Trial with the same company.

SWDA/NTUC's e2i reserves the right to reject jobseekers who are immediate family members of the business owner(s) of the host company.

8. Can jobseekers on internship arrangement be eligible for Career Trial?

No. Jobseekers who are on internship arrangement or any form of employment arrangement are not eligible for Career Trial.

Jobseekers who are receiving training allowance or any other grants from other SWDA-funded programmes, are also not eligible for Career Trial within the same period.

9. Can I drop out from the Career Trial before completing the training?

Yes, jobseekers must inform the host company and SWDA/NTUC's e2i with the reason(s) in advance before he/she drops out from the Career Trial.

D. Training Allowance (TA) Claim

1. How do I receive Training Allowance (TA) for the completed trial duration?

For claims submitted to SWDA, you must ensure you have a PayNow account linked to your NRIC first before claims submission for claims submitted to SWDA. For claims submitted to e2i, payment will be through GIRO and PayNow set up is not required.

Your host company will submit the Training Allowance claim on your behalf via the Career Trial portal. The deadline for host companies to submit Training Allowance claims is 6 months from the jobseeker application approval date, provided you commence Career Trial by 31 May 2025 or within 1 month from jobseeker application approval (whichever is earlier).

You will receive an email notification to endorse the details of the Training Allowance claim provided by your host company. The Training Allowance claim will be processed after you have endorsed the details of the Training Allowance claim.

2. Who should I approach if I have queries about my claims?

The approving agency (SWDA or NTUC's e2i) which approved your Career Trial application will process your claims, after the host company submits the Training Allowance claim through the Career Trial portal. Refer to the "Applied With" field in the Career Trial jobseeker application for the name of approving agency.

Please contact SWDA via the Feedback Portal (<https://www.swda.gov.sg/home/about-swda/contact-us>) or NTUC's e2i (email: followup@e2i.com.sg) for assistance.

For PayNow-related queries, please contact your bank for assistance.

3. What is PayNow?

PayNow is a peer-to-peer funds transfer service available to retail customers of nine participating banks in Singapore – Bank of China, Citibank Singapore Limited, DBS Bank/POSB, HSBC, Industrial and Commercial Bank of China Limited, Maybank, OCBC Bank, Standard Chartered Bank, and UOB.

PayNow, launched on 10 July 2017 is provided free to retail customers and is available 24/7, 365 days.

Click [here](#) to find out more.

Frequently Asked Questions – Career Trial (Jobseeker)

4. Why must the payout be via PayNow? Can I opt for payment via Interbank GIRO or cheque? Why must PayNow be linked to NRIC and not just my mobile number?

In line with the Smart Nation Singapore Initiative, SWDA will tap on the PayNow infrastructure to disburse Career Trial funding to eligible applicants for their convenience.

PayNow offers an enhanced funds transfer experience. It adopts the same high security standards established by the banking industry in Singapore for funds transfer. To ensure that money is credited to the correct recipient, only PayNow accounts linked to NRICs will be used for government payments via PayNow.

5. How do I create a PayNow account linked to my NRIC?

You can create a PayNow account linked to your NRIC via:

- SMS (selected banks)
- Internet banking
- Mobile banking app

Should you have any problems, contact your bank directly. Click on the following participating banks for more details.

- [Bank of China](#)
- [Citibank Singapore Limited](#)
- [DBS Bank/POSB](#)
- [HSBC](#)
- [Industrial and Commercial Bank of China Limited](#)
- [Maybank](#)
- [OCBC Bank](#)
- [Standard Chartered Bank](#)
- [UOB](#)

6. After completion of the Career Trial, will SWDA/NTUC's e2i prompt my company to submit the Training Allowance claim on my behalf?

No, there is no reminder notification to your host company to submit your Training Allowance claims. Host companies are expected to exercise due diligence to submit the Training Allowance claims timely monthly, provided you commence Career Trial by 31 May 2025 or within 1 month from jobseeker application approval (whichever is earlier).

E. Retention Incentive (RI)/ Additional Retention Incentive (ARI) Claim

1. How can I submit a claim for the Career Trial Retention Incentive/ Additional Retention Incentive?

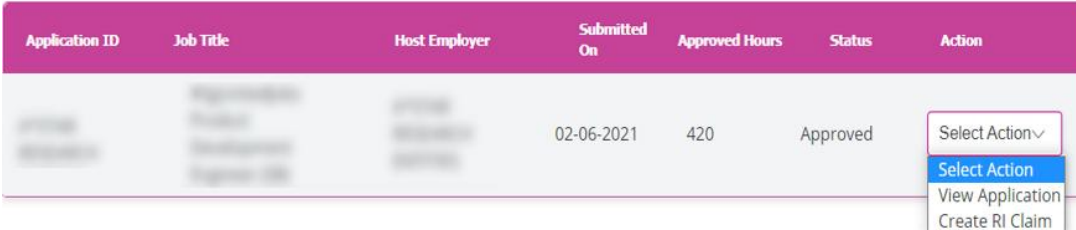
You may follow these steps:

- a. Go to Career Trial portal: <https://go.gov.sg/ct-jobseeker>
- b. Click on



and log in with Singpass.

- c. Look for your jobseeker application and click on “Create RI Claim” or “Create ARI Claim” respectively



Application ID	Job Title	Host Employer	Submitted On	Approved Hours	Status	Action
			02-06-2021	420	Approved	Select Action View Application Create RI Claim

2. Can I submit multiple Retention Incentive claims?

No, you can only submit and receive Retention Incentive once if you have met the eligibility criteria.

3. What are the deadlines to submit the Retention Incentive and Additional Retention Incentive claims?

The deadlines for jobseekers to submit Retention Incentive and Additional Retention Incentive are 9 months from the Career Trial end date and 12 months from the Career Trial end date respectively.

4. Can I claim for the Retention Incentive if I am not working in a full-time permanent position?

Yes, you can still claim for the Retention Incentive if you are employed in a permanent part-time position or with a contract of at least one (1) year after the completion of your Career Trial. You will also need to have a monthly fixed salary and CPF contributions for at least 3 consecutive months after the completion of Career Trial.

5. Can I claim for the Retention Incentive if I resigned/was terminated from the company/not retained by them for at least 3 months of employment?

No, as you did not meet the criteria to stay employed for at least 3 consecutive months after the completion of Career Trial.

Frequently Asked Questions – Career Trial (Jobseeker)

6. Can I claim for the Retention Incentive if I am not offered a job by the host company after completing the Career Trial?

You can claim for the Retention Incentive if you can find a job with another company within six (6) months from the completion date of Career Trial and stay employed for at least three (3) consecutive months.