

## CAREER TRIAL FACTSHEET

### (A) What is Career Trial?

1. Career Trial is a programme offered by Workforce Singapore (WSG) and the Employment and Employability Institute (NTUC's e2i) under the Adapt and Grow initiative to strengthen employment outcomes, through a short-term work stint with an employer.
2. To help Singaporean jobseekers try out more jobs and assess new careers, the previous Work Trial scheme has been enhanced and renamed Career Trial. The enhancements that will take place with effect from 1 April 2018 are indicated in **bold** in Table 1.

*Table 1: Funding rates for Work Trial and Career Trial for Singaporeans*

	Work Trial	Career Trial
Training Allowance for Individuals	\$7.50/hr, up to 3 months [Pay-out capped at \$1,200/month]	\$7.50 - \$15.00/hr, up to 3 months [Pay-out capped at <b>\$2,400/month</b> ]
Retention Incentive for Individuals	≥6 months retention: Additional one-off \$1,000 incentive (for unemployed SC who have been actively looking for jobs for 12 months or more)	≥6 months retention: Additional one-off \$1,000 incentive (extended to unemployed SC who have been actively looking for jobs for <b>6 months or more</b> <sup>1</sup> )
Salary Support to Employers	30% of monthly salary for up to 6 months, pay-out capped at \$3,600 per hire (for unemployed SC who have been actively looking for jobs for 12 months or more)	30% of monthly salary for up to 6 months, pay-out capped at <b>\$5,400</b> per hire (extended to unemployed SC who have been actively looking for jobs for <b>6 months or more</b> <sup>1</sup> )

<sup>1</sup> To support inclusiveness at workplaces, the additional retention incentive and salary support for employers will be extended to Persons-with-Disabilities regardless of unemployment duration.

3. Career Trial is applicable where there is a need for a trial period for the employer and jobseeker to assess job fit, considering factors such as the occupation, industry and individual profile.

## **(B) Who is eligible for Career Trial?**

### Individuals

4. All SCs who meet the following criteria can apply for the programme:
- Unemployed and have been actively seeking employment on a permanent basis prior to commencing Career Trial
  - At least 16 years old, have completed full-time studies and National Service (if applicable)

### Companies

4. All employers registered or incorporated in Singapore can apply for the programme if they meet the following criteria:
- Actively hiring for jobs paying \$1,500 or more
  - Offer employment to suitable individuals on permanent terms or on contract terms that are no less than one (1) year after completion of Career Trial

## **(C) How to apply for Career Trial?**

5. Companies and individuals who are keen to participate in Career Trial can refer to [www.wsg.gov.sg/careertrial\\_employers](http://www.wsg.gov.sg/careertrial_employers) and [www.wsg.gov.sg/careertrial\\_individuals](http://www.wsg.gov.sg/careertrial_individuals), respectively for details. Alternatively, they can also approach Careers Connect under WSG or NTUC's e2i for assistance.