

BUILDING CAREER HEALTH AND SUPPORTING THE BROAD MIDDLE

The Ministry of Manpower (MOM) introduced the Career Health SG in 2024, a nationwide initiative to empower Singaporeans to take charge of their career development and to strengthen support for employers. Through usage of the Career Health SG initiatives, workers will be empowered to make more informed training and career decisions to achieve their aspirations and develop resilient and fulfilling careers. Better access to workforce insights will also enable employers to access a wider pool of talent through skills-first hiring and investments in human capital development.

2. At COS 2025, MOM provided updates to the Career Health SG initiatives: i) the CareersFinder tool on the MyCareersFuture portal, and (ii) extension of the base tier of SkillsFuture Credit to eligible career guidance services delivered by providers endorsed by Workforce Singapore (WSG). In the coming year, the Government will continue to expand and enhance the suite of initiatives to support career planning and workforce development.

UPDATE ON CAREERSFINDER

3. CareersFinder is an integrated jobs and training recommender that uses government data on skills adjacencies and job transitions in the labour market to help jobseekers identify potential career opportunities, personalised based on their individual profiles, and recommends suitable training programmes to help them achieve their career goals.

4. More than 55,000 individuals have used the CareersFinder tool on WSG's MyCareersFuture portal as of December 2024. It was observed that users shown an increased interest in a broader range of job opportunities, applying to 40% more occupations after they used the CareersFinder tool.

5. In the coming year, the Government will continue to refine CareersFinder and expand the suite of support for workers and employers. More information on CareersFinder can be found at [Annex A](#).

SKILLSFUTURE CREDIT FOR ELIGIBLE CAREER GUIDANCE SERVICES

6. The use of the base tier of SkillsFuture Credit (SFC), which comprises the \$500 opening credit and one-off \$500 top-up that was given in 2020, has been extended to eligible career guidance services delivered by WSG and providers endorsed by WSG. These career guidance services aim to empower participants to make informed career decisions and guide them in shaping a tailored career development plan to fuel their professional growth, aligning with their strengths, values and aspirations. With career guidance services being highly personal and intensive, quality providers with credentialed career practitioners who advocate professional and ethical standards are key to building and maintaining trust in individuals seeking career guidance for their career planning and development.

7. Individuals wishing to tap their SkillsFuture Credit to receive quality career guidance may enrol with WSG or WSG-endorsed providers which include Ingeus Pte Ltd and AngusKnight Singapore Pte Ltd.

8. For more information on the eligibility criteria for providers of career guidance, please visit [here](#). The list of existing services endorsed for use of SkillsFuture Credit can be found [here](#).

About Career Health SG

Career Health SG is a national initiative in support of the SkillsFuture movement. It arose from the Forward Singapore conversations in 2023, as a concept to empower Singaporeans to achieve their career aspirations and develop resilient and fulfilling careers.

The initiative seeks to empower Singaporeans to chart long-term career pathways through career coaching and deepening one's knowledge and skills with insights on growth jobs and industries. With this, Singaporeans can take proactive steps to improve their career outcomes through training, on-the-job learning, and intentional career moves. They can also make the best use of the wide array of Government upskilling and career conversion programmes.

Career Health SG also enables our businesses to widen their access to talent. Through Career Health SG, we will equip businesses to take a skills-first approach to hiring and investing in human capital development. By offering meaningful career progression pathways, businesses will be better positioned to attract and retain talent to drive growth.

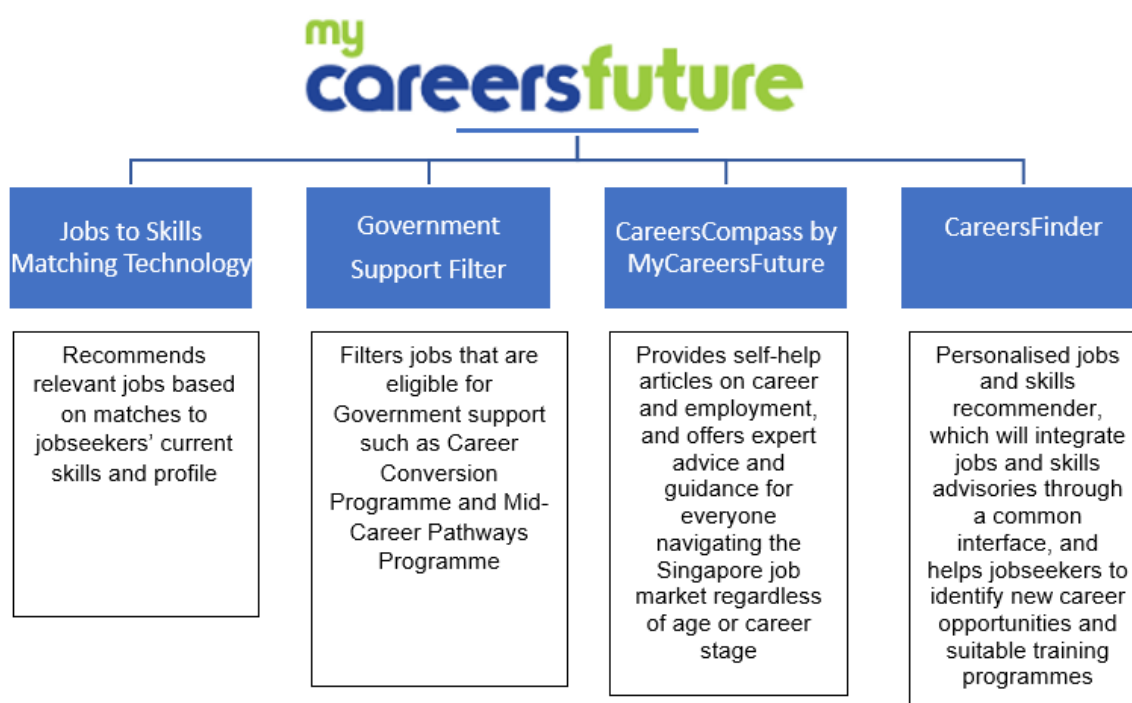
Career Health SG is about realising the potential of Singapore's most precious resource – our human capital; and through this, supporting Singapore's economic and social goals.

Career Health SG is a joint initiative by Ministry of Manpower, Workforce Singapore and SkillsFuture Singapore.

FACTSHEET ON CAREERSFINDER

CareersFinder is a feature on Workforce Singapore (WSG)'s MyCareersFuture portal to empower all individuals to take charge of their career health by allowing users to better plan their upskilling and career needs through personalised jobs and skills insights. This tool forms part of a broader effort to improve the career health of Singaporeans and was launched in July 2023.

Key Features of WSG's MyCareersFuture Portal



2 Available on WSG's MyCareersFuture portal, CareersFinder is a personalised jobs and skills recommender which provides a more seamless user experience for individuals looking to upskill or make a career switch to progress in their careers. It uses government data on skills adjacencies and job transitions in the labour market to help jobseekers identify potential career opportunities based on their individual profiles, and recommends suitable training programmes to help them achieve their respective career goals.

3 Currently, individuals looking to progress in their careers or explore a new role would need to research on the career opportunities and determine their upskilling needs and suitable training courses. CareersFinder consolidates these information and services from across MyCareersFuture and MySkillsFuture¹, to provide users with personalised jobs and skills related recommendations, generated from their responses to a series of quiz questions.

¹ MySkillsFuture: <https://www.myskillsfuture.gov.sg/>

4 The CareersFinder tool harnesses government data and artificial intelligence to provide jobseekers with more personalised jobs and skills insights to improve job matching. An example of a CareersFinder user journey is as follows:

Example of how CareersFinder Works



5 CareersFinder benefits all individuals, including:

- a) Individuals who wish to explore new career opportunities but do not know where to start;
- b) Individuals who wish to branch out into adjacent job scopes and wish to find out the required skills; and
- c) Individuals who wish to re-enter the workforce

6 Individuals who wish to use CareersFinder can do so via this link:
<https://careersfinder.mycareersfuture.gov.sg/>.

FACTSHEET ON POLARIS

About Polaris

Polaris is a suite of personalised career guidance services by Workforce Singapore (WSG) and its appointed providers, Ingeus Pte Ltd (Ingeus) and AngusKnight Singapore Pte Ltd (AKG). The suite of programmes available under Polaris are designed for employed individuals who are looking to elevate their careers through career planning. These career guidance programmes aim to empower participants to make informed career decisions and guide them in shaping a tailored career development plan to fuel their professional growth, aligning with their strengths, values and aspirations.

Who Should Apply

The programmes under Polaris are suitable for individuals who are:

- Career Change Explorers considering new opportunities
- Career Expansion Seekers pursuing knowledge and skills to embrace career expansion
- Career Crossroads Navigators at career crossroads, seeking clarity before making crucial career decisions
- Functional Specialisation Enthusiasts contemplating to hone their expertise in a specific role
- Growth Sector Adventurers seeking to ride the wave and explore alternative careers in rapidly growing sectors
- Vertical Progression Pursuers looking to move up in their career

Polaris Programmes

Employed individuals can choose from the following programmes available under Polaris, with duration ranging from two weeks to three months, as shown in the table below:

Providers	Programmes available	Duration (Estimated)	For more information
Polaris by WSG		3 months	https://go.gov.sg/register-polaris-sfc
Polaris by Ingeus	1. Career Discovery	2 weeks	https://go.gov.sg/cg-ing
	2. Skills for the Future of Work	2 months	
	3. Career Health Check and Planning	2 months	
Polaris by AKG	1. Career Navigator Lite	1.5 months	https://go.gov.sg/cg-akg

Providers	Programmes available	Duration (Estimated)	For more information
	2. Career Navigator Pro	3 months	
	3. Career Navigator AI+	3 months	

Programme Fees

Polaris by WSG is available at a nominal fee of \$90 (subject to GST). Polaris by Ingeus and Polaris by AKG are available at a nominal fee of either \$40 or \$90 (subject to GST) depending on the programme content and duration.

Applicants can use your SkillsFuture Credit to offset programme fees. For information on using SkillsFuture Credit, please approach the respective provider(s).

Eligibility Criteria

This programme is for employed Singapore Citizens and Permanent Residents