

Career Trial – Employer Frequently Asked Questions

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A. About Career Trial

1. What is Career Trial about?

The Career Trial is part of the suite of career services offered by Workforce Singapore (WSG) and the Employment and Employability Institute (NTUC's e2i).

Career Trial aims to encourage jobseekers and employers who are unsure about the job fit to go through a short-term trial before considering formal employment. To provide more opportunities for Singaporean jobseekers to try out jobs, Career Trial has been expanded, with effect from 15 May 2019 to include part-time jobs. This enhancement caters to individuals who need part-time work arrangement to return to the workforce.

With the expanded scope, Career Trial is targeted at full-time jobs paying at least \$1,500/month and part-time jobs paying at least \$750/month.

2. How can employers and jobseekers benefit from Career Trial?

Employers can tap on Career Trial to consider jobseekers for hire through a short-term trial.

Unemployed Singapore Citizen¹ jobseekers can benefit from the following:

- i. 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 offered;
- ii. Retention Incentive of \$500 at the 3-month retention mark;
- iii. Additional Retention Incentive of \$1,000 at the 6-month retention mark for unemployed Singapore Citizens who have been actively looking for jobs for at least 6 months; or for Singapore Citizens who are Persons with Disabilities regardless of unemployment duration.

Jobseekers are only entitled to a one-time Career Trial training allowance and retention incentive funding.

¹ Singapore Permanent Residents (SPR) can apply to participate in Career Trial. Eligible jobseekers (SPR) will be funded training allowance at a flat rate of \$4.50/hour. For jobseekers (SPR) who have been successfully employed after the trial and stay employed for 3 consecutive months, they will be eligible for a retention incentive of \$300.

Frequently Asked Questions – Career Trial (Employer)

3. What is Training Allowance (TA) and Retention Incentive (RI)?

TA is an incentive offered to jobseekers to help defray expenses incurred during the Career Trial.

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

4. Who is eligible for RI?

Jobseekers (Singapore Citizens) who fulfil the following requirements are eligible for the RI of \$500:

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

5. Who is eligible for the Additional Retention Incentive (ARI)?

Jobseekers (Singapore Citizens) who fulfill the following requirements are eligible for the ARI of \$1,000:

- i. Unemployed Singapore Citizens who were actively seeking employment for at least 6 months, or Unemployed Singapore Citizens Person with Disabilities who were actively seeking employment, regardless of unemployment duration, and
- ii. have completed Career Trial, and
- iii. Employed for at least 6 consecutive months after the completion of Career Trial.

6. What types of disabilities are considered Person with Disabilities?

Person 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.

7. Why has Salary Support ceased under Career Trial?

With the introduction of the Jobs Growth Incentive (JGI), eligible employers can receive wage support for their new local hires between 1 Sep 2020 and 30 Sep 2021. For more information about the JGI, please visit:

<https://www.iras.gov.sg/irashome/Schemes/Businesses/Jobs-Growth-Incentive--JGI/>

B. Host Company Career Trial Application

1. How can I apply to participate as a Host Company in Career Trial?

Go to:

<https://programmes.mycareersfuture.gov.sg/CareerTrialEmployers/ProgrammeDetails.aspx> and click on “Click Here to Apply”. You will be prompted to log in with **Singpass**.

*Note: You must be assigned with the “WSG G2B Employer Portal” e-service and the “G2B Employer” role in **Corppass** in order to apply as a Host Company for Career Trial. You can [click here](#) to find out who is your organisation's **Corppass** Admin.*

Thereafter, fill up the web application form to submit your application to participate as a Host Company in Career Trial.

2. How does my company qualify to participate in Career Trial?

Your company must be:

- a. legally registered or incorporated in Singapore, with a Unique Entity Number (UEN) registered with ACRA;
- b. actively hiring for full-time jobs paying \$1,500 or more, and/or part-time jobs paying \$750 or more; and
- c. be able to offer employment to suitable Jobseekers on permanent terms or on contract terms that are no less than one (1) year after completion of Career Trial.

This includes societies and non-profit organisations such as charities and social service agencies. Public organisations including Government, Organs of State, Ministries and Statutory Boards are not eligible for Career Trial.

3. 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 (3 months). For part-time positions, the maximum training duration is up to 80 hours per month for up to 3 months.

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

Frequently Asked Questions – Career Trial (Employer)

4. Why is there a cap of 80 hours per month for Part-Time Career Trial?

The usual hours worked per week under a part time arrangement per employed resident is approximately 20 hours per week, which totals to 80 hours per month.
Source: Ministry of Manpower (MOM)'s labour market statistical information.

5. Can I tap on Career Trial if the committed salary is below the minimum monthly salary of \$1,500 for full-time jobs or \$750 for part-time jobs?

No, your company should offer jobs with a minimum monthly salary of \$1,500 or \$750 (sum of the Jobseeker's monthly gross basic pay and any fixed monthly allowance given on a monthly basis and attracts CPF contributions) and above to be eligible for Career Trial.

6. Does my company need to offer the monthly salary as indicated during the Career Trial application to suitable Jobseekers after the Career Trial?

Employers should offer the committed salary during application.
WSG/NTUC's e2i reserve the right to suspend companies from the programme if the gross salary offered is below \$1,500(full-time job) or \$750 (part-time job).
WSG/NTUC's e2i also have the discretion to recover all funds disbursed under Career Trial from employers as WSG/NTUC's e2i may deem fit in the event that the eventual offer is lower than the monthly salary committed under Career Trial.

7. Is my company required to screen the eligibility of the Jobseekers before recruiting under Career Trial?

Host company should check with the jobseeker on their unemployment status to minimise rejected applications. WSG/NTUC's e2i will also conduct eligibility checks, after the jobseeker submits their Career Trial application through the Career Trial portal.

8. Are there appointed consultants to assist companies in their Career Trial application?

WSG/NTUC's e2i does not appoint nor endorse any service provider or consultant to help companies/individuals to apply for Career Trial. WSG/NTUC's e2i are not liable for any services rendered by any company which markets and charges consultancy fees in relation to any Career Trial application or other submission.

Please contact Workforce Singapore or NTUC's e2i for any assistance / query regarding Career Trial.

Frequently Asked Questions – Career Trial (Employer)

9. 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:

https://www.mycareersfuture.gov.sg/docs/mycareersfuture_sg_user_faqs.pdf

10. Is it a requirement to post the Career Trial position on MyCareersFuture.sg portal? Why?

Yes, it is a requirement to post the Career Trial position on MyCareersFuture.gov.sg portal as proof of active hiring, as well as the number of vacancies for the position.

Refer to these steps to create a job posting:

- a. Click on "Create job posting"
- b. Key in the information needed (job description, skills, key information and workplace details)
- c. Review job posting
- d. Click "Submit"

11. I have created a MyCareersFuture (MCF) ID, but why it is not available for selection under my Career Trial application?

Please check that your MCF posting is still valid and is tagged as either "Full-Time" or "Part-Time" (depending on your Career Trial position). You may refer to Section C (Q14 and Q15) of the following MCF guide on how you can extend the validity period of your MCF posting and edit your MCF posting:

https://www.mycareersfuture.gov.sg/docs/mycareersfuture_sg_user_faqs.pdf

12. When will my company be notified of the status of our Career Trial application?

Host companies will receive an email approval informing them of their successful application once all verifications are completed. Host companies can also login to the Career Trial portal to view the application status.

13. Does my company need to wait for the Career Trial Activities Plan to be approved by WSG/NTUC's e2i before accepting Jobseekers for the Career Trial?

Yes, Host Companies need to obtain written approval from WSG/NTUC's e2i on the Career Trial activities plan before accepting Jobseekers and commencing the Career Trial.

Frequently Asked Questions – Career Trial (Employer)

14. Do my company need to wait for the Jobseeker to be approved by WSG/NTUC's e2i before commencing them on Career Trial?

Yes, Host Companies need to receive written approval from WSG or NTUC's e2i before commencing jobseekers on Career Trial.

C. Shortlisting Jobseekers

1. How do I shortlist Jobseekers for the Career Trial?

The Jobseekers must first be marked as "Hired"¹ in MyCareersFuture.gov.sg.

The "Hired" Applicants on MyCareersFuture.gov.sg will then be listed on the Career Trial Portal

(<https://programmes.mycareersfuture.gov.sg/CareerTrialEmployers/ProgrammeDetails.aspx>) in order for you to send them the Career Trial invitation link.

2. How do I search for a specific shortlisted Jobseeker?

Go to the Career Trial Portal

(<https://programmes.mycareersfuture.gov.sg/CareerTrialEmployers/ProgrammeDetails.aspx>) and log in with **Singpass**. Click on "My Applications".

*Note: You will need to be assigned with the "WSG G2B Employer Portal" e-service and "G2B Employer" role in **Corppass**. You can [click here](#) to find out who is your organisation's **Corppass** Admin. There is a search feature located at the "Career Trial Application" section. You can search via the Jobseeker's Name or NRIC.*

3. I have faced an error when trying to send the Career Trial invite to my jobseeker, how do I proceed?

Please check that your MCF posting is tagged as either "Full-Time" or "Part-Time" (depending on your Career Trial position). You may refer to Section C (Q14 and Q15) of the following MCF guide on how you can edit your MCF posting:

https://www.mycareersfuture.gov.sg/docs/mycareersfuture_sg_user_faqs.pdf

¹ This does not mean that you have to offer employment to the Career Trial jobseeker after the completion of Career Trial. Employment should only be offered if the Career Trial jobseeker is deemed to be suitable for the job role. Host Companies are required to inform jobseekers whether he/she is offered employment, within five working days after completion of Career Trial.

Frequently Asked Questions – Career Trial (Employer)

4. Can I make edits to applications submitted by Applicants?

No, you cannot edit the details in an application form. You can only update the status of a submitted application.

D. Training Allowance Claim

1. How does my Company submit a claim for the Jobseeker's Career Trial TA?

Go to the Career Trial Portal

(<https://programmes.mycareersfuture.gov.sg/CareerTrialEmployers/ProgrammeDetails.aspx>) and log in with **Singpass**. Click on "My Applications" → "View Jobseeker Applications".

*Note: You will need to be assigned with the "WSG G2B Employer Portal" e-service and "G2B Employer" role in **Corppass**.*

You can [click here](#) to find out who is your organisation's **Corppass** Admin.

Search for the jobseeker's Application and click on the "edit" icon under the 'Actions' column to submit a TA claim.

2. Can my company submit multiple TA claims for a Jobseeker?

For jobseekers whose Career Trial duration is more than one (1) month, TA claim can be submitted on a monthly basis.

3. After completion of the Career Trial, will WSG/NTUC's e2i prompt my company to submit the Jobseekers' TA claim?

No, there is no reminder notification to submit the jobseekers' TA claim

4. Must my Career Trial jobseeker have a PayNow account to receive TA claim?

For WSG approved jobseeker applications, WSG will disburse the TA via PayNow. Hence they will need to set up their PayNow account (linked to NRIC) before claims submission.

For NTUC's e2i approved jobseeker applications, e2i will disburse the TA via GIRO. Hence PayNow set up is not required.

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5. How can jobseeker create a PayNow account linked to his/her NRIC?

Jobseeker can create a PayNow account linked to his/her NRIC via:

- 1) SMS (selected banks)
- 2) Internet banking
- 3) Mobile banking app

Should jobseekers have any problems, contact his/her 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. Will my company need to pay CPF on the TA and RI under the Career Trial for the Jobseeker?

No, there is no employer-employee relationship during the Career Trial period, hence there is no need to contribute CPF on the TA and RI. If the jobseeker is hired by your company after the completion of Career Trial, there is then an employer-employee relationship and CPF contributions must be made on the salary given to the hire.

7. If my company sends the CT Jobseeker for training on requisite courses like WSQ Basic Food Hygiene or WSQ Perform Guard and Petrol Services / WSQ Handle Security Incidents and Services, are those hours eligible for TA?

No, all training hours under any course are not claimable for TA under Career Trial.

E. Salary Support

1. For jobseekers who were approved to commence Career Trial prior to 1 May 2021, would my company which offered employment be eligible for salary support?

Employers can receive salary support based on the funding rates per new hire if all of the following are met:

- a. Employer hires a Singapore Citizen (SC) who has been unemployed and actively looking for jobs for 6 months or more;
- b. Jobseeker was approved for, and commenced Career Trial before 30 April 2021;
- c. Jobseeker has been retained in the job for at least 3 consecutive months.

2. How is Salary Support computed for the eligible jobseekers?

Employers can claim 30% of salary support for up to 6 months and capped at the following rates:

- \$900 per month or \$5,400 (for full time positions)
- \$450 per month or \$2,700 (for part time positions)

Fixed monthly salary means the sum of the jobseeker's fixed monthly salary and any fixed monthly allowance which attracts CPF contributions.

Employers must issue itemised monthly payslips to all employees, including unpaid leave, overtime pay, fixed allowances etc. Further verification such as submission of jobseeker's employment contract will be required.

The Salary Support is computed based on the gross fixed monthly salary, including any fixed allowances which attracts CPF contributions.

Frequently Asked Questions – Career Trial (Employer)

Table 1: Fixed Monthly Salary Components

Tier	Fixed Monthly Salary Components (Fixed Monthly Salary = Basic Monthly Salary + Fixed Monthly Allowances)		Excluded from Fixed Monthly Salary
	(A) Basic Monthly Salary	(B) Fixed Monthly Allowance	
Definition	Pay that does not vary from month to month, regardless of employee or company performance, and regardless of whether the employee takes medical or personal leave	Monthly allowances that do not vary from month to month e.g. fixed transport allowance and fixed phone allowance	<ul style="list-style-type: none"> a. Variable allowances b. Overtime payments, bonus, commission or annual wage supplements c. In-kind payments d. Any form of reimbursements, including for expenses incurred by employee in the course of employment e. Productivity incentive payments f. Contributions payable by the employer to any pension or provident fund, including any contributions made on the employee's behalf g. Gratuity payable on discharge, retrenchment or retirement of employee

***Note:** Employers may visit the [CPF's website](#) to check what type of payments attract CPF contributions.

Frequently Asked Questions – Career Trial (Employer)

3. How can my company claim for the Salary Support under the Career Trial, and what are the documents required for claim?

Please refer to the [Annex B](#) for more details.

F. Part-Time Career Trial

1. What is Part-Time employment?

Part-time employment is an arrangement which allows your employees to work fewer hours as compared to a full-time employee, on a regular basis. Part-time employees normally work less than 35 hours a week.

A part-time employee is one who is under a **contract of service** to work **less than 35 hours** a week.

2. What is a contract of service?

Based on MOM's guidelines, the contract of service for part-time employees must specify:

- a. Hourly basic rate of pay.
- b. Hourly gross rate of pay (the hourly basic rate plus allowances).
- c. Number of working hours per day or per week.
- d. Number of working days per week or per month.

Please refer to MOM's website for more information on part-time employment: <https://www.mom.gov.sg/employment-practices/part-time-employment#contract>

3. What are common types of Part-Time work arrangements?

- a. Shorter workdays (e.g. half-day work week)
- b. Fewer workdays (e.g. fewer workdays based on full day work hours each day)

4. What working arrangements are excluded from Part-Time Career Trial?

Part-time positions exclude temporary, casual work arrangements, and positions on compressed workweek or flexi-time schedule.

Frequently Asked Questions – Career Trial (Employer)

G. Insurance and Excluded Occupations

1. Will eligible jobseekers be covered by insurance under the Career Trial?

Yes, eligible jobseekers undergoing the Career Trial will be covered by insurance[^] paid for by WSG/NTUC's e2i except for the following occupations (refer to Exclusion List of Occupations in Annex A).

[^]The Group Personal Accident insurance provides coverage for accidental bodily injury.

2. Does the insurance provided by WSG/NTUC's e2i covers all kinds of occupations?

No. Refer to Exclusion List of Occupations in **Annex A** for the list of occupations which are excluded from the insurance under Career Trial. For these excluded occupations, the Host Employer must provide insurance coverage for the jobseekers during the period of Career Trial as WSG/NTUC's e2i does not provide the insurance coverage.

H. Others

1. Is Career Trial applicable for all hiring positions?

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 jobseeker profile.

2. Can my company vary the Career Trial duration for the job position?

Yes, host companies have the flexibility to customise the Career Trial duration between 16 hours and 480 hours i.e. up to 3 months according to the needs of the job trial, subject to WSG/NTUC's e2i approval.

3. How many Career Trial positions can my company offer under the Career Trial?

Host companies can offer up to 5 Career Trial vacancies per position, capped at 5 job positions, subject to WSG/NTUC's e2i approval.

4. How can my company update Career Trial vacancies after approved vacancies are utilised?

Go to the Career Trial Portal

(<https://programmes.mycareersfuture.gov.sg/CareerTrialEmployers/ProgrammeDetails.aspx>) and log in with **Singpass**. Click on "My Applications" → "View Jobseeker Applications".

Frequently Asked Questions – Career Trial (Employer)

Note: You will need to be assigned with the “WSG G2B Employer Portal” e-service and “G2B Employer” role in Corppass.

You can [click here](#) to find out who is your organisation's Corppass Admin.

Search for the relevant Job Position Application and click on “Vacancies Amendment” button.

5. Is there an expiry date for the approved Career Trial positions?

Yes, it is based on the validity of your MCF job posting. Each job posting is valid for up to 30 calendar days and you can repost a Closed/Expired job posting by clicking on 'View/Repost Job Post' and then 'Repost'. Each job post can only be reposted twice within a period of 6 months from the original date of job posting.

Host companies who wish to reactivate their expired Career Trial position will need to post the position on MyCareersFuture.gov.sg and submit a new Career Trial Host Company application with the MCF Job ID.

6. If my company has more than one Career Trial position, can we submit multiple Career Trial Activities to WSG / NTUC's e2i concurrently?

Yes, please submit each position as a separate Career Trial Host Company application for the position.

7. Does my company need to offer employment to the Jobseeker after the Career Trial?

Host companies should offer employment (on permanent terms or on contract terms that are no less than one (1) year) to suitable jobseekers (with monthly fixed salary and CPF contributions) or inform the jobseeker(s) if employment is not offered. Employers are required to inform the jobseeker whether he/she is to be offered employment, within five working days after completion of the Career Trial.

8. Can the probation period be considered under Career Trial?

No. Career Trial is to allow Employers who are unsure about the jobseekers' job fit to assess them before offering employment. There should be no employer-employee relationship (i.e. with a formal employment contract/letter) prior to and during the Career Trial.

9. If my company does not qualify for the Career Trial, are there any other similar programmes?

There are other existing schemes such as WSG and NTUC's e2i's Place and Train (PnT) programmes that help employers recruit locals.

The PnT programmes, including Professional Conversion Programmes, are geared to help jobseekers to re-skill themselves through structured training.

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Employers will interview and hire the potential jobseekers before commencing the training. Employers can contact WSG/NTUC's e2i for more information on the PnT programmes.

WSG's Careers Connect

Hotline: 6883 5885

Feedback Portal: <https://portal.ssg-wsg.gov.sg>

NTUC's e2i

Hotline: 6474 0606

Email: followup@e2i.com.sg

10. If my company hires a jobseeker who is suspended from SSG/WSG/e2i funding, can we still continue to hire/retain the individual?

Yes, the company may continue to hire/ retain the jobseeker who has been suspended from WSG/SSG/NTUC's e2i's programmes/funding. However, the company will not be eligible for Salary Support under Career Trial.

11. What kinds of action will lead to such suspension(s)?

There are a few reasons why jobseekers may be barred from receiving further grants from SSG/WSG/NTUC's e2i, such as jobseekers not fulfilling their programme obligations with SSG/WSG/NTUC's e2i without valid reasons, or jobseekers having exhibited improper conduct.

I. Corppass

1. What role should I be assigned in Corppass to access the Career Trial Portal?

You will need to be assigned with the "WSG G2B Employer Portal" e-service and "G2B Employer" role.

You can [click here](#) to find out who is your organisation's **Corppass** Admin.

2. What role should I be assigned in Corppass to access the MyCareersFuture.gov.sg Portal?

You will need to be assigned with the "MyCareersFuture Employer Portal" e-service and "JOB ADMIN" role.

You can [click here](#) to find out who is your organisation's **Corppass** Admin.

3. How do I remove access for a colleague who has left my Organisation?

You will need to inform your organisation's **Corppass** Admin to remove their

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access to the “WSG G2B Employer Portal” and remove the “G2B Employer” role.

You can [click here](#) to find out who is your organisation's **Corppass** Admin.

4. What is the change in the Corppass log in process?

From 11 April 2021, employers will be required to login to government digital services for business (G2B) using Singpass instead of **Corppass**. For more information, visit: <https://go.gov.sg/corporate-login>.

Corppass will continue to be the one-stop authorisation system for entities to authorise or remove their employees' access to government digital services on their behalf.

For more information on **Corppass** role assignment for SSG-WSG e-Services, please go to www.ssg-wsg.gov.sg/eservice-guides.html.

5. Where can I get further assistance for Corppass?

To find out more about the functions or seek assistance on Corppass, please go to www.ssg-wsg.gov.sg/eservice-guides.html.

Frequently Asked Questions – Career Trial (Employer)

Annex A – Exclusion List of Occupations

The below occupations are not insured under Career Trial:

S/N	Occupation	Job Description
1	Electrical Wiring Installer	<ul style="list-style-type: none"> Minor repairs on electrical wirings and electrical parts replacements. To carry out inspection of all electrical installation Change and repair lightings Troubleshooting electrical panels and control switch boards of high voltage
2	Plumber / Pipe-fitter	<ul style="list-style-type: none"> Install, repair and maintain plumbing systems and components Plan, install and service plumbing systems, fixtures, piping equipment and controls
3	Sprinkler & Fire Protection Systems Installer	<ul style="list-style-type: none"> Perform preventive/ad-hoc maintenance, facilities and building works, such as minor handyman repairs Repair and troubleshooting AV systems, mechanical and electrical systems
4	Timber Doors & Windows Installer	<ul style="list-style-type: none"> Install doors and windows Perform other installation works including laying/trucking of wire, drilling ceiling holes
5	Interior Drywall Installer	<ul style="list-style-type: none"> Trims rough edges from wallboard to maintain even joints, using knife. Assembles and installs metal framing and decorative trim for windows, doorways, and vents. Cuts openings into board for electrical outlets, windows, vents, or fixtures, using keyhole saw or other cutting tools.
6	Crane Operators (Saddle Jip)	<ul style="list-style-type: none"> To operate the assigned vehicle, e.g. hydraulic mobile/crawler crane to perform various tasks, e.g. lifting, delivery and/or deployment of materials and equipment in construction site Carry out regular preventive maintenance for the crane To operate the assigned vehicle in line with proper safety procedures and operations regulations
7	Luffing Jib Crane Operator	
8	Crawler Crane Operators	
9	Mobile Crane Operators	

Occupational Class 4 - Persons engaged in occupations with exposure to highly hazardous environment.

G2C0050 / Last updated on 18 Sep 2021.

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Please note the excluded occupations listed below are not exhaustive, some examples are:

Type of Excluded Occupation		
Fireman	Policeman	Woodworking machinist etc.
Construction site workers or unskilled workers at construction site	Armed security guard	Occupations or work involving exposure to oil rig platform and/or offshore work
Occupations or work involving fire fighters, police, military, naval or air force service and operations	Divers or occupations involving deep sea diving	Occupations or work involving wood or timber working, welding, working at heights 30 feet above ground level, underground & Handling hazardous chemical or explosive materials
Occupations or work requiring use of heavy machinery (cranes, forklifts, bulldozers and the like, vehicles requiring Class 4 license and above)	Occupations involving manual work in hazardous places (construction site, dock, hangar, oil refinery, shipyard and the like)	Ship breakers
Ship crew or workers on board vessels (stationery or offshore)	Pilots, air stewards, stewardesses or air crew	
Stevedores		

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Annex B – Salary Support Claim Form

Please submit completed Claim Form and DCA Form to WSG Feedback portal (<https://portal.ssg-wsg.gov.sg>)

I. Application Details			
Company Name			
UEN			
II. Company Contact Person Details (for clarifications on claim form)			
Name		Designation	
Email Address		Contact Number	
Please complete checklist below.			
My employee¹ had:			
a)	Completed Full-Time Career Trial <input type="checkbox"/> Part-Time Career Trial <input type="checkbox"/>		
b)	Submitted the Career Trial Retention Incentive claims <input type="checkbox"/> Additional Retention Incentive claims <input type="checkbox"/> <i>Note: For employee who had not claimed the retention incentive, company would need to submit the i) employment contract and ii) payslips for the relevant claim period. WSG may request for additional documents to verify the eligibility of claims.</i>		
c)	Been unemployed ² for at least 6 months prior to employment start date <input type="checkbox"/> (for company to be eligible for salary support funding)		
III. Claim Details of Employee (hired after Career Trial.)			
Name		NRIC	
Employment Start Date (ddmmyy)		<input type="checkbox"/> First Tranche of Salary Support (to be submitted between 4 th and 6 th month from employment start date) <input type="checkbox"/> Second Tranche of Salary Support (to be submitted between 7 th and 9 th month from employment start date)	
IV. Additional Salary details (for claim period)			
Monthly Salary	\$ _____		
Declaration of Unpaid-Leave (Please state dates. If not applicable, indicate 'N.A'.)			
Please complete the fields below for claims under Part Time- Career Trial, on hourly rated salary.			
Hourly basic salary rate	\$ ____/hr		
For salary paid on hourly rate: Please indicate total number of working hours (excluding overtime) for the claim period, based on complete months <i>E.g. Employment start date 20 June 2019. To provide salary details till 20 Dec 2019.</i>	1st Month		
	2nd Month		
	3rd Month		
	4th Month		
	5th Month		
	6th Month		

¹ Singapore Citizen only

² Not under any form of employment (also includes part-time/casual/temporary jobs), **and** have not received any CPF working contribution

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Annex C – Sample Career Trial Activities Plans

The activities aim to help companies to have a good assessment of job seekers' fit to job requirements. Companies are welcomed to customise the activities to meet their operation needs.

Retail Assistant	Details
Outline of Career Trial Objectives	<ul style="list-style-type: none"> Understand the working environment and day-to-day operations of the retail industry
Week 1	Details of Activities / Tasks
	<u>Orientation</u> <ul style="list-style-type: none"> Understand the company structure, brand and work environment in the retail sector Brief on responsibilities and expectations of a retail assistant Brief on company's service standards and etiquette Brief on products and current promotions
	<u>Store Operations</u> <ul style="list-style-type: none"> Perform store opening & closing, housekeeping duties Understand merchandise display
	<u>Customer Engagement</u> <ul style="list-style-type: none"> Attend to customers Handle enquiries and feedback Upsell to customers
	<u>Cashiering</u> <ul style="list-style-type: none"> Understand different modes of payment Pack goods into paper bags
	<u>Inventory Management</u> <ul style="list-style-type: none"> Receive goods and stock control Understand inventory storage and replenishment processes
	<u>Others</u> <ul style="list-style-type: none"> <i>Please indicate other activities & tasks that are not listed above</i>
	Total Duration

Frequently Asked Questions – Career Trial (Employer)

Sales & Marketing Executive / Manager	Details
Outline of Career Trial Objectives	<ul style="list-style-type: none"> To understand the day-to-day job requirements, as well as learn some basic skills required of a sales and marketing professional To adapt and work well in a fluid and collaborative environment, as well as be able to work under pressure within tight timelines
Week 1	<p>Details of Activities / Tasks</p> <p>Company Orientation</p> <ul style="list-style-type: none"> - Introduction of the ICT industry - Overview of the company's vision, suite of products and services, organisational structure and work culture <p>Drive Marketing Campaigns (Offline and/or Online)</p> <ul style="list-style-type: none"> - Generate design concepts and ideas for marketing campaigns and communication materials - Select suitable offline, traditional or digital platforms, as well as plan contents and activities in support of marketing campaigns - Monitor marketing activities effectiveness, analyse efforts and acquire insights
Week 2	<p>Implement Communication Plans and PR Activities</p> <ul style="list-style-type: none"> - Develop communication materials - Implement crisis management action plans - Review external communication platforms and channels - Implement PR activities - Comply with social, ethical, legal and regulatory parameters and guidelines for PR activities and social media platforms
Week 3	<p>Create Sales Strategies and Opportunities</p> <ul style="list-style-type: none"> - Analyse data and intel on competitor landscape and customer demand to identify sales opportunities - Develop sales strategies to align with market segmentation, competitor analysis and overall corporate strategies - Propose and manage sales channels and network expansion plans - Participate in industry events
Week 4	<p>Acquire and Manage Sales Accounts, Liaise with Technical Teams</p> <ul style="list-style-type: none"> - Identify client's needs and recommend products and services to match their needs

Frequently Asked Questions – Career Trial (Employer)

	<ul style="list-style-type: none">- Prepare and present sales proposals to clients- Handle clients' enquiries- Provide pre-sales technical expertise to account teams and customers for managed services and networking opportunities- Conduct negotiation of sales agreements- Follow up with clients to close sales- Develop measures to enhance client retention and loyalty- Communicate clients' feedback and market sentiments to internal stakeholders to enhance products and services- Provide guidance to technical authors by reviewing, editing and optimizing documents
Week 5	Budget Management <ul style="list-style-type: none">- Monitor expenses and adhere to budget allocations- Administer acquisition and payment processes- Engage in cost-saving efforts
Total Duration	208 hours

