

MID-CAREER PATHWAYS PROGRAMME FACTSHEET FOR HOST ORGANISATIONS [FOR PUBLIC INFORMATION]

About Mid-Career Pathways Programme

The Mid-Career Pathways Programme is a full-time attachment programme which supports mature mid-career individuals aged 40 and above, to widen their professional networks and gain meaningful industry-relevant skills and experience. The attachments last between four to six months.

Mature individuals bring with them a wealth of work experience, which host organisations can benefit from by allowing them to undergo training through attachment opportunities.

Funding Rates for Mid-Career Pathways Programme

Trainees will receive a training allowance of up to \$3,800 per month for the duration of the attachment. The approved monthly training allowance may vary depending on the scope of the attachment proposed by the host organisation. The Government co-funds the training allowance with the host organisation.

Monthly Training Allowance	\$1,800 to \$3,800
Government Funding	70% of the training allowance

To encourage early conversion of trainees to full-time employees, host organisations will continue to receive training allowance subsidies from WSG for the converted trainees, if the trainee has completed at least three months of the attachment.

Eligibility Criteria

All host organisations must fulfil the following criteria to qualify for the Mid-Career Pathways Programme:

- a. Host organisation must be registered or incorporated in Singapore¹;
- b. Offer attachments ranging from four to six months
- c. Provide clear attachment description(s) and development plan(s) that would provide mature mid-career individuals with meaningful developmental opportunities during the attachment period, subject to approval by the appointed programme manager.
- d. Co-fund 30% of the training allowance for the duration of the attachment
- e. Have the available headcount(s) to hire and must commit to converting the trainee(s) into full-time employment (permanent or contract position of at least 12 months) by the end of the attachment, if their performance is satisfactory.
- f. Able to pay the mature mid-career individual with same or higher fixed monthly salary² compared to the training allowance upon early or post-attachment conversion

The Mid-Career Pathways Programme is open to all Singaporeans and Permanent Residents, aged 40 and above.

Host organisations are **not permitted** to onboard individuals who fall within the following criteria:

¹ This includes Small and Medium-sized Enterprises (SMEs), Multi-national Corporations (MNCs), Trade Associations and Chambers (TACs), Non-governmental organisation (NGOs) and Non-Profit organisations.

² Fixed monthly salary includes basic monthly salary and fixed monthly allowances and does not include employer's CPF contribution.

- a. Current employees, immediate ex-employees³, or shareholders of the organisation (or its related entities)
- b. Individuals who were already offered an employment contract by the organisation (or had the employment offer withdrawn)
- c. Individuals who are related to the owners/shareholders/employees⁴ of the participating host organisation

How to Apply

Interested organisations may apply onto the programme [here](#):



³ 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.

⁴ Employees in this context refer to individuals who can make or influence decisions to onboard and/or hire trainees. Examples include the hiring managers and HR officers.