

**SGUNITED SKILLS PROGRAMME /
SGUNITED MID-CAREER PATHWAYS PROGRAMME - COMPANY TRAINING
PUBLIC FAQs**

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A. General Questions

SGUnited Skills Programme

1. When does the SGUnited Skills Programme start? How long is the programme expected to run?

Courses under the SGUnited Skills Programme commenced from early Jul 2020, with new courses opening for enrolment through to Mar 2021. As announced during Budget 2021, the SGUnited Skills Programme will be extended for another year to Mar 2022, and the courses have to commence by 31 Mar 2022. We target to support 20,000 jobseekers through the programme.

2. What is the difference between the SGUnited Skills Programme and SGUnited Mid-Career Pathways Programme - Company Training?

Both the SGUnited Skills Programme and SGUnited Mid-Career Pathways Programme - Company Training are full-time training programmes. The training is conducted in a modular format so that participants have the flexibility to exit the programme once they find jobs.

The SGUnited Skills Programme comprises certifiable courses developed and delivered primarily by Continuing Education Training (CET) Centres, including Institutes of Higher Learning (i.e. the universities, polytechnics and ITE).

On the other hand, courses under the SGUnited Mid-Career Pathways Programme - Company Training are developed and delivered primarily by companies. Participating companies comprise market-leading companies in selected sectors.

3. How does the SGUnited Skills Programme differ from the SGUnited Traineeship and SGUnited Mid-Career Pathways Programme - Company Attachments launched by WSG?

The SGUnited Skills Programme comprises full-time reskilling and upskilling courses delivered by CET Centres (including the Institutes of Higher Learning). These courses are designed to help trainees acquire industry-relevant skills that can improve their employability. Trainees will receive a monthly training allowance for the duration of their training to cover their basic expenses. They will also receive career advisory and employment assistance in their search for relevant jobs that will utilise their newly acquired skills.

In contrast, the traineeships under the SGUnited Traineeship and SGUnited Mid-Career Pathways Programme - Company Attachments are hosted by employers and will help fresh graduates and mid-career individuals gain meaningful work experience as well as boost their employability for future job opportunities. Host employers and the Government will co-fund the training allowance paid to trainees.

4. What are the bridging modules under the SGUnited Skills Programme and how long do they last? How do trainees know if they would have to take them?

Trainees who need additional support in building up their foundational competencies (e.g. in workplace literacy, numeracy, and digital literacy) may be referred to take on bridging modules covering these skills as part of the SGUnited Skills Programme. These modules could last up to three months, depending on the competency levels of the trainees. Individuals can approach the SGUnited Skills Programme training providers for more information.

5. Why is the programme duration so long?

The SGUnited Skills Programme is intended to help trainees acquire industry-relevant skills and enhance their employability to take on job roles in the sector as the economy recovers. Trainees obtain industry-recognised certifications as part of the programme, such as WSQ full qualifications, Post-Diploma or Professional Certificates from the IHLs. While the programme may last between six to 12 months, the training will be conducted in a modular format so that participants can have the flexibility to exit the programme once they find jobs.

Course duration for new intakes of SGUnited Skills Programme from April 2021 will be condensed to enable job seekers to be channelled more quickly towards new employment opportunities as the economy gradually recovers, while ensuring that training quality is not compromised.

6. How will the SGUnited Skills courses be conducted?

The training modality varies according to the different courses, and generally includes a combination of in-person training, online learning and/or project work with companies. In view of the COVID-19 situation, SkillsFuture Singapore (SSG) has advised training providers that online learning should remain the default delivery mode wherever feasible, during this period.

SGUnited Mid-Career Pathways Programme - Company Training

7. When do the SGUnited Mid-Career Pathways Programme - Company Training start? How long is the programme expected to run?

Courses under the SGUnited Mid-Career Pathways Programme – Company Training commenced from mid-Aug 2020, with new courses opening for enrolment through to Mar 2021. As announced during Budget 2021, the SGUnited Mid-Career Pathways Programme – Company Training will be extended for another year to Mar 2022, and the courses have to commence by 31 Mar 2022. We target to support 10,000 jobseekers through the programme.

8. How does the SGUnited Mid-Career Pathways Programme - Company Training differ from the SGUnited Traineeship and SGUnited Mid-Career Pathways Programme - Company Attachments launched by WSG?

The SGUnited Mid-Career Pathways Programme - Company Training comprises full-time reskilling and upskilling courses delivered by market leaders and reputable companies. These courses are designed to help trainees acquire industry-relevant skills that can improve their employability. Trainees will receive a monthly training allowance for the duration of their training to cover their basic expenses. They will also receive career advisory and employment assistance in their search for relevant jobs that will utilise their newly acquired skills.

In contrast, the traineeships under the SGUnited Traineeship and SGUnited Mid-Career Pathways Programme - Company Attachments are hosted by employers and will help fresh graduates and mid-career individuals gain meaningful work experience as well as boost their employability for future job opportunities. Host employers and the Government will co-fund the training allowance paid to trainees.

9. Are there bridging modules on foundational competencies under the SGUnited Mid-Career Pathways Programme - Company Training like the SGUnited Skills Programme?

There will not be bridging modules on foundational competencies provided as trainees are expected to have the foundational competencies (e.g. in workplace literacy, numeracy, and digital literacy) before embarking on the SGUnited Mid-Career Pathways Programme - Company Training.

10. Why is the programme duration so long? Are there SGUnited Mid-Career Pathways Programme - Company Training courses which are offered on shorter duration?

The SGUnited Mid-Career Pathways Programme - Company Training is intended to help trainees acquire industry-relevant skills and enhance their employability to take on job roles in the sector as the economy recovers. While the programme may last between six to 12 months, the training will be conducted in a modular format so that participants can have the flexibility to exit the programme when they find jobs.

Course duration for new intakes of SGUnited Mid-Career Pathways Programme – Company Training from April 2021 will be condensed to enable job seekers to be channelled more quickly towards new employment opportunities as the economy gradually recovers, while ensuring that training quality is not compromised.

SGUnited Skills Programme and SGUnited Mid-Career Pathways Programme - Company Training

11. How does the SGUnited Skills Programme and SGUnited Mid-Career Pathways Programme - Company Training differ from the Career Transition Programmes under SkillsFuture Mid-Career Support Package?

The SGUnited Skills Programme, SGUnited Mid-Career Pathways Programme - Company Training and Career Transition Programmes (CTPs) are training programmes based on a Train-and-Place modality i.e. individuals enrol in a training programme, which will help with their job search. However, the programmes differ in their duration and funding support.

The SGUnited Skills Programme and SGUnited Mid-Career Pathways Programme - Company Training are full-time reskilling courses intended for mid-career jobseekers¹ impacted by the economic consequences of COVID-19. In view of the full-time training commitment, trainees receive a monthly training allowance to cover their basic expenses. The course fee is also highly subsidised, ranging from a nett fee of \$500 for a 6-month programme to \$1,000 for a 12-month programme, with fees pro-rated accordingly for durations in between.

The CTP targets mid-career individuals **aged 40 to 60** to help them remain employable and access good jobs. Like the SGUnited Skills Programme and SGUnited Mid-Career Pathways Programme - Company Training, they cater to trainees who are seeking to reskill themselves to take on new or enhanced job opportunities. CTPs are of shorter duration and can be on part-time basis, and there is no training allowance provided. Course fees are also subsidised, albeit to a lower level than SGUnited Skills Programme and SGUnited Mid-Career Pathways Programme - Company Training. The CTPs are available for enrolment with effect from Oct 2020.

The additional SkillsFuture Credit of \$500 under the SkillsFuture Mid-Career Support Package for individuals aged 40 to 60 can be used for SGUnited Skills Programme, SGUnited Mid-Career Pathways Programme - Company Training and CTP.

12. Will the SGUnited Skills Programme/ SGUnited Mid-Career Pathways Programme - Company Training come with job placements?

As the SGUnited Skills Programme/ SGUnited Mid-Career Pathways Programme - Company Training operates on a Train-and-Place model, training providers will provide career advisory and employment assistance to help trainees in their job search in relevant sectors. However, there is no guarantee of a job placement and trainees would need to be open to the job opportunities available. The programme is also

¹ This is defined as individuals who fall outside the eligibility for the SGUnited Traineeships. This means that it would exclude Singapore Citizens and Singapore Permanent Residents who:

- a) Graduated or are graduating in Calendar Year 2019 / 2020 from ITEs, Polytechnics, Universities, and other educational institutions (e.g. private universities and overseas institutions); or
- b) Graduated earlier from above institutions and completed National Service in 2019 or 2020.

conducted in a modular format which allows trainees the flexibility to leave the programme should they gain employment before the end of the full programme.

B. Programme Fees – SGUnited Skills Programme and SGUnited Mid-Career Pathways Programme - Company Training

13. Do trainees have to pay for the programmes? If yes, how much?

The nett fee after Government subsidy ranges from \$500 for a 6-month course to \$1,000 for a 12-month course, with fees pro-rated accordingly for durations in between. Course fees have been kept affordable as the programme is targeted at mid-career jobseekers impacted by the economic consequences of COVID-19. In most cases, Government subsidies for such courses will cover more than 95% of the course fees. Trainees can offset the nett course fees using their SkillsFuture Credit, including the top-ups announced in the 2020 Unity Budget.

14. Do trainees pay the full amount of nett fees upfront or at the end of the programme?

The nett fees are to be paid upfront.

15. Do trainees get a refund on nett fees due to dropping out of the course half-way?

Trainees will be refunded the nett fees paid for the unconsumed modules if they drop out of the course half-way. A module that is partially completed is considered consumed.

16. Is the nett course fee for the courses inclusive of GST?

Yes.

C. Programme Eligibility – SGUnited Skills Programme and SGUnited Mid-Career Pathways Programme - Company Training

17. Are the programmes open to permanent residents?

Yes, both programmes are open to Singapore Citizens and Singapore Permanent Residents who meet the eligibility criteria. It is intended for mid-career jobseekers impacted by the economic consequences of COVID-19.

The eligibility criteria are individuals who fall outside the eligibility for the SGUnited Traineeships. This means that it would exclude Singapore Citizens and Singapore Permanent Residents who:

- a) Graduated or are graduating in Calendar Year 2019 / 2020 from ITEs, Polytechnics, Universities, and other educational institutions (e.g. private universities and overseas institutions); or
- b) Graduated earlier from above institutions and completed National Service in 2019 or 2020.

18. How do you define fresh graduates? Why are fresh graduates not eligible for the programmes?

Fresh graduates are defined as Singapore Citizens and Singapore Permanent Residents who:

- a) Graduated or are graduating in Calendar Year 2019 / 2020 from ITEs, Polytechnics, Universities, and other educational institutions (e.g. private universities and overseas institutions); or
- b) Graduated earlier from above institutions and completed National Service in 2019 or 2020.

Fresh graduate jobseekers are encouraged to consider the jobs and traineeship opportunities available under the SGUnited Jobs & Skills Package, as these initiatives allow fresh graduates the opportunity to apply their skills in job-specific roles. In particular, the SGUnited Traineeship positions are reserved for those who graduated or completed their full-time National Service in 2020 or 2019.

Singapore Citizens and Singapore Permanent Residents fresh graduates from the Autonomous Universities, polytechnics and ITE who wish to upskill should consider the free CET modules offered by the Institutes of Higher Learning, of which some modules can be stacked into micro-credentials.

The SGUnited Skills Programme and the SGUnited Mid-Career Pathways Programme - Company Training are designed to cater to mid-career jobseekers who require support.

19. Can individuals who are fresh graduates and have working experience be eligible for the programmes?

Fresh graduates with significant prior working experience can be considered under appeal for the programmes.

20. Will trainees have to possess certain academic qualifications to sign up for the programmes?

Trainees will be assessed by the training provider on their suitability for the selected courses prior to enrolment. Academic qualifications are but one of several assessment criteria.

21. Will existing trainees under other programmes be allowed to join the programmes?

As they are full-time training programmes, existing trainees and jobseekers should not apply for the programme if they are unable to commit to full-time training over the six to 12-month training duration.

22. Will trainees be allowed to be on part-time employment or seek short-term contractual work while on SGUnited Skills Programme or SGUnited Mid-Career Pathways Programme – Company Training?

The programmes do not place any constraints on trainees' activities outside of training hours, including taking on part-time employment, as long as trainees continue to fulfil all training commitments which include minimum attendance requirements and the passing of assessments.

23. Will trainees, who drop out of the programme midway, be penalised or required to refund the course fee subsidy?

The programmes allow trainees to exit without penalty if they are successfully placed into a job or have secured a job on their own accord while undergoing training. However, trainees who exit the programme without a valid reason may be asked to return the course fee subsidy that they have received.

24. Will trainees be allowed to switch SGUS/SGUP-CT courses within the same training provider or across programmes with different training providers midway through the course? (Programmes refer to SGUnited Mid-Career Pathways Programme – Company Attachment, SGUnited Mid-Career Pathways Programme – Company Training or SGUnited Skills Programme)?

Trainees are encouraged to continue with their current programmes. The programmes allow early exit without penalty only if trainees are successfully placed into a job or have secured a job on their own accord while undergoing training. Switching to other programmes does not constitute as job placement, and trainees may be asked to return the course fee subsidy that they had received.

In addition, in order to provide opportunities for as many Singaporeans and Permanent Residents as possible, individuals can only enrol in the SGUnited Skills Programme or SGUnited Mid-Career Pathways Programme – Company Training once.

25. Will trainees who have found employment midway through the course be able to continue with the course?

Trainees should inform the training provider on any changes in employment status while undergoing training. Their training providers will assess and advise them on their suitability to continue with the course.

26. Will trainees who fail the programme be required to refund the course fee subsidy?

Similar to existing requirements for other training grants administered by SSG, trainees must fulfill minimum attendance requirements and pass the assessments to qualify for course fee subsidies. Trainees who are unable to meet these requirements may be asked to return the course fee subsidies that they have received.

27. Will SSG allow trainees, who did not manage to find a job after completing a course, take up another course under the SGUnited Skills Programme or SGUnited Mid-Career Pathways Programme - Company Training?

In order to provide opportunities for as many Singaporeans and Permanent Residents as possible, individuals can only enrol in the SGUnited Skills Programme or SGUnited Mid-Career Pathways Programme - Company Training once. SSG may review this position in line with the economic conditions.

Individuals are strongly encouraged to select the courses based on career development needs with the aim of securing gainful employment. Individuals who require advice on the relevant skills training to undertake may sign up for one-to-one Skills and Training Advisory sessions via MySkillsFuture.gov.sg or this link <https://go.gov.sg/registration-sta>.

D. Supported Courses

SGUnited Skills Programme

28. Where can prospective trainees find the list of SGUnited Skills training courses available? How can they apply for the courses?

The list of courses offered under the SGUnited Skills Programme and their respective training providers are published in the MySkillsFuture portal (myskillsfuture.gov.sg). Interested participants can view the SGUnited Skills courses by browsing the course directory via <https://www.myskillsfuture.gov.sg/content/portal/en/training-exchange/course-landing.html> and clicking on the “SGUnited Skills” keyword below

the search bar. Interested participants can apply directly to the training providers. More courses and training places will be added over time.



SGUnited Mid-Career Pathways Programme - Company Training

29. Where can prospective trainees find the list of SGUnited Mid-Career Pathways Programme - Company Training courses available? How can they apply for the courses?

The list of courses offered under the SGUnited Mid-Career Pathways Programme - Company Training and their respective training companies are published in the MySkillsFuture portal (myskillsfuture.gov.sg). Interested participants can browse the SGUnited Mid-Career Pathways Programme - Company Training courses via <https://www.myskillsfuture.gov.sg/content/portal/en/training-exchange/course-landing.html> and clicking on the “SGUnited Mid-Career Pathways Programme” keyword below the search bar. Interested participants can apply directly to the training providers. More courses and training places will be added over time.



30. How are the companies under the SGUnited Mid-Career Pathways Programme - Company Training selected and how does SSG assess if these companies are qualified to conduct training?

Companies appointed as SGUnited Mid-Career Pathways Programme - Company Training providers are market-leading and reputable firms in their respective sectors. These companies are cognisant of the industry-relevant skills that are in-demand in their sectors, and are assessed to have the capability to conduct training in those skill areas. The training may be fully or substantially hosted and delivered by the SGUnited Mid-Career Pathways Programme - Company Training companies. These companies may enlist partners to co-deliver parts of the courses in the programme.

SGUnited Skills Programme and SGUnited Mid-Career Pathways Programme - Company Training

31. Which sectors have the programmes been rolled out in and which programmes will be expanded?

SGUnited Skills courses are offered in sectors that can provide job opportunities as the economy recovers.

Sectors with good hiring opportunities such as ICT, Professional Services, Manufacturing and Construction have been identified. We will continue to expand the capacity for courses leading to good hiring opportunities, to increase trainees' chances of securing a job after training.

32. Who can trainees contact if they need advice on suitable courses to take?

In addition to self-help resources available on MySkillsFuture portal, trainees can receive deeper understanding of the industry insights and training opportunities via various SGUnited Jobs and Skills events and webinars. Individuals who require personalised skills and training advisory can sign up for one-to-one consultation sessions with SSG Skills Ambassadors in this link <https://go.gov.sg/registration-sta>.

33. What are the supporting documents required to be submitted by the trainees?

As part of the application, trainees will be required to furnish their personal particulars and contact details, as well as any document requested by the training provider for assessing the trainee's suitability for the respective course.

34. As a training provider, can I register to deliver SGUnited Skills/ SGUnited Mid-Career Pathways Programme - Company Training courses?

Training providers that are interested to deliver courses in either of the programmes can indicate their interest to SSG for consideration via www.ssg.gov.sg/feedback.

E. Training Allowance – SGUnited Skills Programme and SGUnited Mid-Career Pathways Programme - Company Training

35. How is the training allowance determined?

The training allowance under the SGUnited Skills Programme and SGUnited Mid-Career Pathways Programme - Company Training is intended to help cover basic expenses incurred by the trainees over the duration of training. The rates of other schemes that provide income relief support, such as the COVID-19 Recovery Grant (CRG), COVID-19 Support Grant (CSG) and the Self-Employed Person Income Relief Scheme (SIRS), were considered in determining the training allowance amount. The quantum is higher than under the CRG, CSG and SIRS in recognition of the training commitment involved.

36. Why is the training allowance higher for the SGUnited Mid-Career Pathways Programme - Company Training than the SGUnited Skills Programme?

The higher training allowance under the SGUnited Mid-Career Pathways Programme - Company Training takes into account the deeper involvement from trainees to work on specific industry projects as part of the course.

37. Why is the training allowance higher for the SGUnited Mid-Career Pathways Programme - Company Attachments than the SGUnited Mid-Career Pathways Programme - Company Training?

The difference in training allowance takes into account the different traineeship experience and demands under both programmes. Trainees under the SGUnited Mid-Career Pathways Programme - Company Attachments perform work for the employer as part of the attachment. Therefore, similar to the SGUnited Traineeship for fresh graduates, the training allowance is benchmarked against relevant job roles as well as the profile of the employee. The employer also co-pays a portion of the training allowance.

In comparison, the SGUnited Mid-Career Pathways Programme - Company Training is a full-time training programme conducted by the companies, and trainees do not perform work directly for the employer. Therefore, the training allowance is intended to cover basic subsistence expenses to allow the trainees to focus on the training. There is also no employer co-payment of the training allowance.

38. How do trainees apply for the training allowance? What are the supporting documents needed?

Trainees can apply for the training allowance with the training provider offering the SGUnited Skills Programme/ SGUnited Mid-Career Pathways Programme - Company Training courses, as part of the enrolment process. The training provider will help to submit the completed training allowance application to SSG on the trainees' behalf. Trainees should consult their respective training providers to understand the course requirements, and conditions for receiving the training allowance.

39. Will trainees be eligible for training allowance if they do not complete the programmes?

Trainees will only be eligible for training allowance for the months in which they attend training and meet the minimum attendance requirement. The training allowance will be discontinued once the trainee leaves the programme, including early exit due to job placement.

There is no proration of the training allowance for trainees who leave after completing a partial month of training.

40. When and how will trainees receive their monthly training allowance?

Trainees will receive their training allowance within a week from the 7th of each month via PayNow. Trainees will need to have a PayNow account linked to their NRIC. Prior to payment, training providers will also need to verify that the trainees have fulfilled the minimum attendance requirement for each month.

For courses that commence in the middle of the calendar month, the training allowance for the first and last calendar months of the course will be allocated as follows:

Course Start Date	Training allowance for first calendar month	Training allowance for last calendar month
1 st to 15 th of month	Full-month training allowance	No training allowance as full-month training allowance was paid out in the first calendar month
<i>Example: 6-month course from 10 Aug 2020 to 9 Feb 2021</i>	<i>Full-month training allowance will be paid for six months from Aug 2020 to Jan 2021</i>	<i>No training allowance for the tail end of course in Feb 2021. Total six months of training allowance paid out</i>
16 th to 31 st of month*	Half-month training allowance	Half-month training allowance

<p><i>Example: 6-month course from 20 Aug 2020 to 19 Feb 2021</i></p>	<p><i>Half-month training allowance will be paid for Aug 2020.</i></p> <p><i>Full-month training allowance will be paid for five months of Sep 2020 to Jan 2021.</i></p>	<p><i>Half-month training allowance will be paid for tail end of course in Feb 2021.</i></p> <p><i>Total six months of training allowance paid out.</i></p>
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* For trainees who are recipients of the COVID-19 Recovery Grant (CRG), COVID-19 Support Grant (CSG) or the Self-Employed Person Income Relief Scheme (SIRS), and whose courses start from the 16th to 31st of the month, the first half-month training allowance will be paid together with the last half-month training allowance at the end of the course. The total training allowance for the first half-month and last half-month will be the adjusted training allowance amount after taking into consideration the support under CRG/CSG/SIRS during the first half-month, and will be paid only if trainee fulfills minimum attendance requirement for both the first half-month and last half-month of training.

41. Are recipients of the COVID-19 Recovery Grant (CRG) allowed to take part in the SGUnited Mid-Career Pathways Programme-Company Training and SGUnited Skills programme?

Recipients of the COVID-19 Recovery Grant (CRG) can participate in the SGUnited Skills Programme or the SGUnited Mid-Career Pathways Programme - Company Training to enhance their employability, and they will continue to receive their pay-outs under the CRG. However, upon course commencement, the total amount (CRG pay-outs plus training allowance) that trainees receive will be \$1,200 [for SGUnited Skills Programme], or \$1,500 [for SGUnited Mid-Career Pathways Programme - Company Training]. This is in line with the monthly training allowance provided under SGUnited Skills Programme (\$1,200) and SGUnited Mid-Career Pathways Programme - Company Training (\$1,500). After their COVID-19 Recovery Grant support period ends, they will receive the full monthly training allowance of \$1,200 [for SGUnited Skills Programme] or \$1,500 [for SGUnited Mid-Career Pathways Programme - Company Training].

42. Will trainees on the SGUnited Skills Programme or SGUnited Mid-Career Pathways Programme - Company Training be eligible to apply for CRG?

Individuals who are already on either programme will not be eligible for CRG.

43. Will trainees on the SGUnited Skills Programme or SGUnited Mid-Career Pathways Programme - Company Training be eligible for the hourly training allowance under the NTUC Training Fund (SEPs) (*previously known as Self-Employed Person Training Support Scheme*) and Workfare Skills Support Scheme for the courses taken under the programme?

As monthly training allowances are already provided to trainees under the SGUnited Skills Programme or SGUnited Mid-Career Pathways Programme - Company Training, they will not be eligible for the hourly training allowance under the NTUC Training Fund (SEPs) nor the Workfare Skills Support Scheme (WSS).