

CAREER TRIAL FACTSHEET

Last updated on 15 Jan 2025



CAREER TRIAL

WHAT IT IS



Career Trial (CT) aims to encourage jobseekers and host companies who are unsure about the job fit to go through a short-term trial before considering formal employment. It is targeted at full-time jobs paying at least \$1,500/month and part-time jobs paying at least \$750/month.

ELIGIBILITY



Host Company

- Registered or incorporated in Singapore with UEN
- Have hiring needs and offer full-time jobs paying at least \$1,500/month and/or part-time jobs paying at least \$750/month
- Offer employment to suitable jobseekers on permanent terms or on contract terms that are no less than one year after completion of Career Trial

Jobseeker

- Singaporean¹ who has been actively seeking employment on a permanent basis prior to commencing Career Trial;
- Unemployed² before commencing and during the period of Career Trial; and
- At least 16 years old, have completed full-time studies and National Service (if applicable)

¹ Singapore Citizen or Permanent Resident

² Not under any form of employment (also includes self-employment, part-time, ad-hoc, casual/temporary work) and have not received any CPF contribution.

CAREER TRIAL

FUNDING



Training Allowance for Jobseekers	Trial Period
\$7.50 to \$15/hour	Full-time positions: Up to 480 hours Part-time positions: Up to 240 hours (capped at 80 hours/month)

Retention Incentive for Jobseekers:

- 3 months retention or more: \$500
- 6 months retention or more: Additional \$1,000 for LTU or PWDs

Career Trial will end after 31 May 2025

Please take note of the following cut-off dates for CT:

15 Feb 2025

- Last day for companies to apply for new CT positions

15 Apr 2025

- Last day for jobseekers to submit jobseeker applications (via acceptance of CT invite*)

1 Apr 2025

- Last day for companies to send new CT invites* to jobseekers (for approved CT positions)

31 May 2025

- Last day for approved CT jobseekers to commence CT[^]

* Please check that your MyCareersFuture (MCF) posting is still valid as the validity of the approved Career Trial position is based on the validity of the tagged MCF job posting.

[^] Or within 1 month from jobseeker application approval, whichever is earlier.

Career Trial will end after 31 May 2025

Please take note that the usual claims deadline will apply (provided that the approved CT jobseeker commences CT by 31 May 2025^):

- Training Allowance claim(s)*: 6 months from jobseeker application approval date
- Retention Incentive claim: 9 months from CT end date
- Additional Retention Incentive claim*: 12 months from CT end date

* There will be no reminder notification. Host company/individual should exercise due diligence to submit the claims on time.

^ Or within 1 month from jobseeker application approval, whichever is earlier.

USER JOURNEY FOR HOST COMPANY

1. Apply for new CT position




2. Post CT position on MCF portal




3a. Select jobseekers for CT on MCF portal and interview



3b. Send CT invitation to jobseekers



4. Jobseekers acknowledge and submit CT application



5. CT must commence by 31 May 2025[^]


[^] Or within 1 month from jobseeker application approval, whichever is earlier.



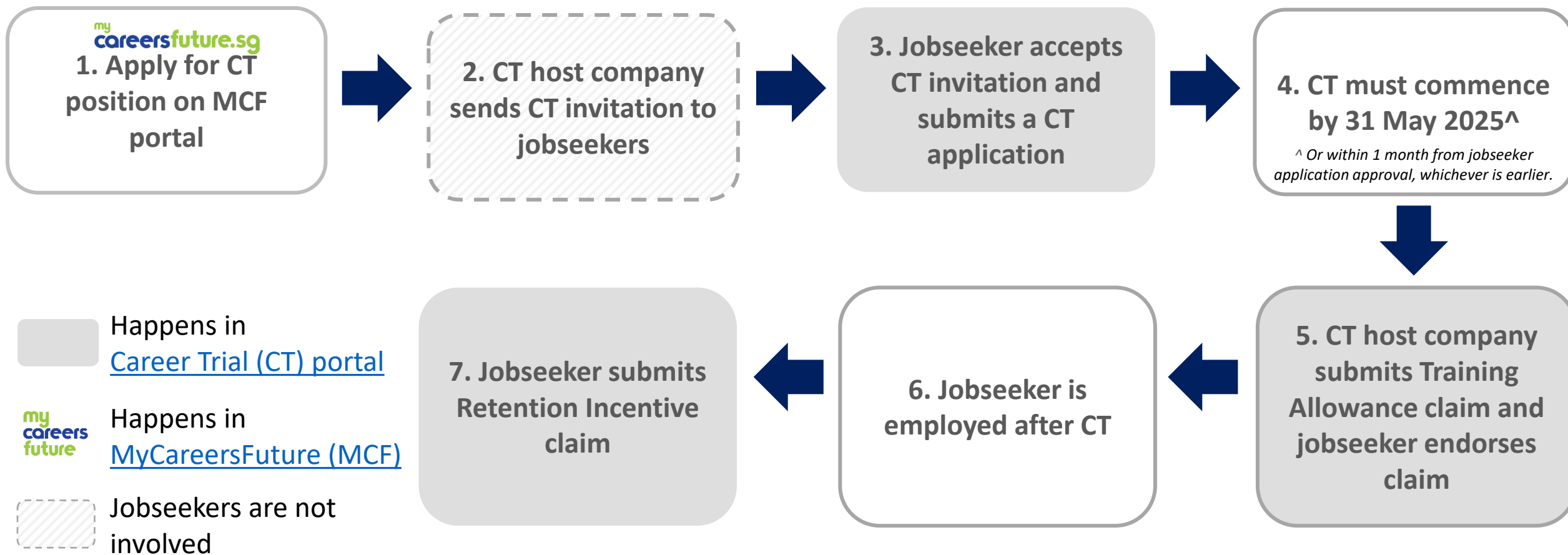
6. Submit Training Allowance claim

Happens in [Career Trial \(CT\) portal](#)

 Happens in [MyCareersFuture \(MCF\)](#)

 Employers are not involved

USER JOURNEY FOR JOBSEEKER



Training Allowance (TA)

- The minimum CT duration is 16 hours for full-time and part-time Career Trial. The maximum duration for full-time positions is up to 480 hours whereas part-time positions is up to 240 hours (capped at 80 hours per month).
- Jobseekers will receive a baseline TA of \$7.50/hour during the CT period.
- If jobseeker is placed with the host company after Career Trial, WSG/NTUC's e2i will top-up the TA to the tiers as illustrated below, where applicable if conditions are met.

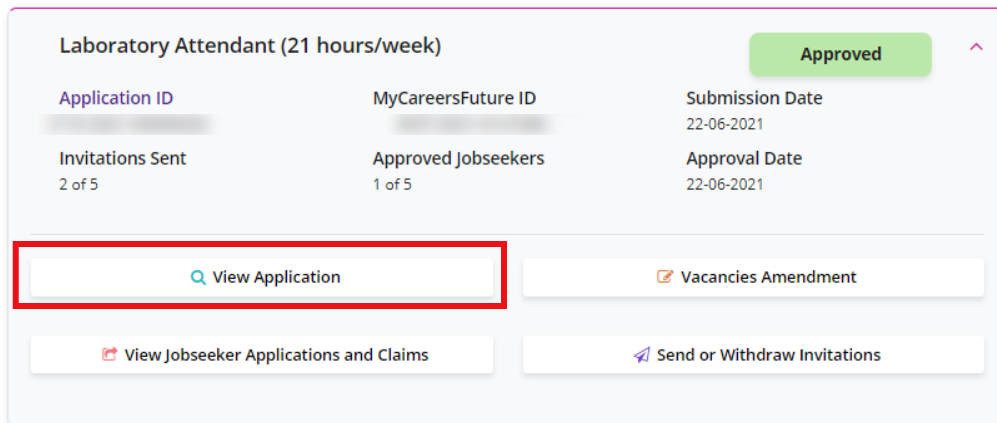
Training Allowance Tiers	Minimum Monthly Salary after Career Trial (for Part-Time)	Minimum Monthly Salary after Career Trial (for Full-Time)
\$11.25 per hour (Top-up of \$3.75 per hour)	\$1,000 to < \$1,250	\$2,000 to < \$2,500
\$15 per hour (Top-up of \$7.50 per hour)	\$1,250 or more	\$2,500 or more

Retention Incentive (RI)

Unemployment Duration	RI after 3 months retention	Additional RI after 6 months retention
Unemployed and actively looking for jobs for <u>less than 6 months</u>	\$500	Not Applicable
Unemployed and actively looking for jobs for <u>at least 6 months</u> OR PWDs regardless of unemployment duration	\$500	\$1,000

Career Trial (Important Notes)

- Upon approval of the company’s Career Trial position, companies must check the number of Career Trial hours and vacancies approved (as companies may not be allocated the applied hours and vacancies in full):
 - Go to [CT portal](#)
 - Click on “My Applications” and login via Singpass
 - Look for the relevant position and click on “View Application”



Laboratory Attendant (21 hours/week) Approved ^

Application ID	MyCareersFuture ID	Submission Date
		22-06-2021
Invitations Sent	Approved Jobseekers	Approval Date
2 of 5	1 of 5	22-06-2021

[View Application](#) [Vacancies Amendment](#)

[View Jobseeker Applications and Claims](#) [Send or Withdraw Invitations](#)

- Look under “Total Hours Approved” and “Vacancies Approved”

Total Hours Applied *	Vacancies Applied *
140	3
Total Hours Approved	Vacancies Approved
88	2

Career Trial (Important Notes)

- The jobseeker's Career Trial duration must be within the "Total Hours Approved". If companies decide to trial the jobseeker beyond the "Total Hours Approved", the company will be liable to compensate the jobseekers directly for the hours beyond "Total Hours Approved".
- Before commencement of Career Trial for jobseeker, the company must obtain WSG/NTUC's e2i's written approval to commence the jobseeker on Career Trial:

From: SSG-WSG Support <donotreply@ssg-wsg.gov.sg>

To: <Jobseeker's email address> <Host company's email address>

Subject: Successful Career Trial Jobseeker Application <Jobseeker Application ID> - <Company Name> - <Job Title>

Dear <Jobseeker Name> and <Host Company Name>,

We are pleased to inform that your Career Trial application - <Jobseeker Application Job ID> - <Company Name> - <Job Title> has been approved. Please ensure that you commence Career Trial within one month from the date of this approval notification.

- Before commencing and during the period of Career Trial, jobseekers cannot be in any form of employment (which includes self-employment, part-time, ad-hoc, casual/temporary work) and cannot be under any form of employment contract and receiving CPF contributions.

Career Trial (Important Notes)

- WSG and NTUC's e2i does not endorse and is not liable for any services rendered by any company which markets and charges consultancy fees in relation to any Career Trial application or other submissions. Companies and jobseekers may approach WSG or NTUC's e2i for direct assistance for Career Trial submissions:

	Workforce Singapore (WSG)	Employment and Employability Institute (NTUC's e2i)
Tel	6883 5885	6474 0606
Feedback portal / Email	https://service-portal.skillsfuture.gov.sg/s/feedback/	followup@e2i.com.sg

