

Power Your Workforce with  
Experienced  
Mid-Career Talent

Mid-Career Pathways  
Programme (MCPP)

DIVERSIFY YOUR WORKFORCE WITH  
MATURE MID-CAREER INDIVIDUALS'



# Mid-Career Pathways Programme

## Agenda

- What is Mid-Career Pathways Programme (MCPP)?
- Host Organisation's Eligibility & Journey.
- Mid-Career Individual's Eligibility & Journey.
- Success Stories.
- Panel of Service Providers.
- Tips for Applications.

# Mid-Career Pathways Programme

Enables companies to access experienced, motivated mid-career talent ( $\geq 40$  yrs) through a structured, government-supported attachment, reducing hiring risk while strengthening workforce capability. It is designed for businesses seeking to build a sustainable talent pipeline, manage manpower costs, and hire with confidence.

## Host Organisation benefits:



Tap on the experience of mature mid-career individuals

70% of training allowance funded by Government for the duration of attachment

Continued funding support for individuals converted early to full-time employment

## Individuals benefits:



Widen your professional network and gain industry-relevant skills and experience

Receive up to \$3,800 per month in training allowance

Conversion to full-time employment if performance is deemed satisfactory

# Mid-Career Pathways Programme

## Host Organisation – Eligibility



Registered  
or incorporated organisations  
in Singapore\*



Have available  
headcount to hire



Must commit to  
convert individual to  
full-time employment,  
if performance is satisfactory



Able to pay same  
or higher salaries  
upon conversion



Offer attachments  
ranging from  
four to six months



Able to provide clear  
attachment description  
and development plan

# Host Organisation – Programme Journey



Host Organisations submit its application via SBF's online Application Portal



Upon Approval, from the issuance of the Funding Agreement (FA), Host Organisations are given 30 calendar days to complete and submit the **Letter of Acceptance (LOA)** to SBF



After Letter of Acceptance, Host Organisations shall post their attachment vacancies on **MyCareersFuture portal (MCF)**



Host Organisations select suitable individuals and update applicant status on MCF and submit the following via SBF's online portal:

- Individual(s)' details
- Attachment arrangements



Funding for attachment allowance to be disbursed by SBF on a **quarterly basis only**

Note: Claims will be processed only after proper submission of Development Plan, Survey and proof of attachment allowance payments made to the Individual(s).

Host Organisations to **convert individual(s) into a full-time role**<sup>^</sup> and update all necessary documents to SBF

<sup>^</sup>If performance of the individual is assessed to be satisfactory during the attachment period.

# Mid-Career Pathways Programme

## Illustration

**Approved monthly stipend will depend on the role, and will be benchmarked to 90% of the median gross wages of equivalent full-time job roles**

|   |                   |
|---|-------------------|
| Monthly Attachment Allowance (Range)                      | \$1,800 - \$3,800 |
| Government Funding (70% of approved attachment allowance) | \$1,260 - \$2,660 |

| S/no. | Attachment Offered           | Number of Mid-Career Individuals | Monthly Stipend per Mid-Career Individual | Funding under Mid-Career Pathways Programme |                            |
|-------|------------------------------|----------------------------------|---|---|----------------------------|
|       |                              |                                  |   | Company Outlay per pax (30%)                | Govt Funding per pax (70%) |
| 1     | Business Development Manager | 1                                | \$3,000                                   | \$900                                       | \$2,100                    |
| 2     | Data Analyst                 | 1                                | \$3,800                                   | \$1,140                                     | \$2,660                    |
|       |                              | Total                            | \$6,800                                   | \$2,040                                     | \$4,760                    |

For a 6-month Attachment, company will receive a government funding of \$28,560

# Mid-Career Pathways Programme

## Mid-Career Individual – Eligibility



Singaporeans and Permanent Residents,  
**aged 40 and above**  
(based on the calendar year)



Must be able to commit to a **full-time attachment** with the Host Organisation



The individual **must not be a current or recent ex-employee or shareholder** of the organisation (or related companies)

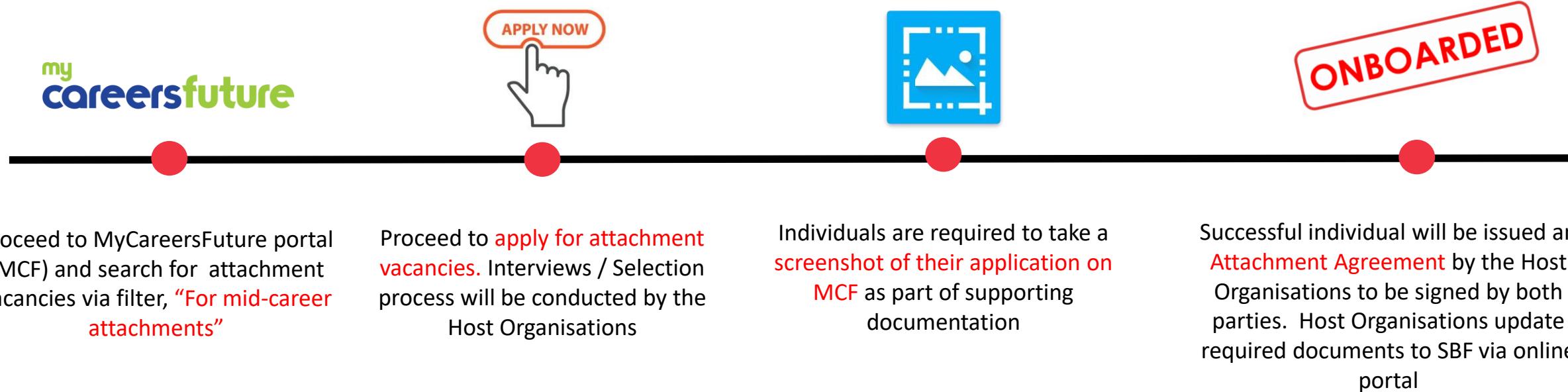


The individual **should not have been offered** a job or had a job offer withdrawn by the organisation



The individual **must not have previously done a traineeship or attachment with the same Host Organisation** under the SGUnited Traineeship/Mid-Career Pathway programmes

# Mid-Career Individual – Application Journey



# Mid-Career Pathways Programme

## Success Stories (1/2)



*“The trainees that we onboarded through the Mid-Career Pathways Programme were **mature and motivated individuals** who were actively looking for or were receptive towards a career switch. Unlike fresh graduates, they already **had years of work experience, strong discipline, and workplace maturity**. This made it much easier to train them and integrate them into our team. Some of them also **brought valuable transferable skills from their previous jobs, which allowed our company to levy on their strengths and even consider new ways of improving our operations.**”*

*“During the programme, **we welcomed 6 new individuals onboard the programme, of which 3 were successfully converted.**”*

**Fukuyama Engineering & Construction**  
Desmond Toh, Director

# Mid-Career Pathways Programme

## Success Stories (2/2)

*“The programme enabled us to tap into a pool of motivated, mature jobseekers eager to transition into the digital sector. The 6-month apprenticeship allowed us to assess both technical fit and growth mindset before fulltime conversion.”*

*“To date, we have successfully onboarded 7 individuals through the programme under the Data Scientist role, all of whom completed a 6-month apprenticeship. We are pleased to share that all 7 were subsequently converted to full-time employment based on their performance and growth potential.”*



CLAAS2SAAS PTE LTD  
(f.k.a EDUCLAAS GLOBAL PTE. LTD.)  
Leslie Loh, CEO

# Mid-Career Pathways Programme

## Panel of Service Providers (1/2)

*Application to the programme is free!*

SBF has appointed Mid-Career Pathways Programme Service Providers that can provide a fee-based service to assist companies in applying for the Mid-Career Pathways Programme.

### **Service Providers:**

- AccountStaff (A Stone Forest Company)
- Agape Connecting People
- Worklife Solutions Pte Ltd

*For the full list of services offered, please visit SBF's portal.*

# Mid-Career Pathways Programme

## Panel of Service Providers (2/2)

*Application to the programme is free!*

- There is no obligation for companies to use the Mid-Career Pathways Programme Service Provider in completing the application.
- Employing the services of the Mid-Career Pathways Programme Service Providers are at the sole discretion of the applying company.
- Any associated services fees in employing those services are to be fully borne by the applying company and the fees are not claimable under the Mid-Career Pathways Programme.

# Mid-Career Pathways Programme

## Tips for Application

- **Company name** and UEN as per **ACRA**.
- **ACRA** **within** six (6) months from the date of application.
- **CPF ROP and/or Foreign Worker (FW)** **no later** than two (2) months from the date of application.
- **Point of contact (POC)** applying for this programme must be **full-time** employee **and overseeing** the programme.
- **Email address of POC** must be verifiable with supporting email correspondence containing **details of POC's email address, POC's name, Company name / UEN**.
- **Download** the **latest version** of the templates.

# Mid-Career Pathways Programme

## Sample of Online Application Form



### Mid-Career Pathways Programme Application



Organisation Information Supporting Documents Submission

To find out more about the Mid-Career Pathways Programme, click [here](#).

#### **STEP 1: Please read INSTRUCTIONS below BEFORE filling up the application form.**

1. The application form consists of 3 pages. An estimated time of 15-20 minutes is required to complete the application form.
2. Please download the following files for submission accordingly:
  - Attachment Details ([Attachment\\_File\\_122024](#))  
Please click on "Download" on the top left of the page
  - Development Plan ([Development\\_Plan\\_2025](#))  
Please click on "Download" on the top left of the page
  - ACRA Biz File (no later than 6 months from date of application)
    - For attachment details and development plan, only xlsx/xls Excel formats are allowed
    - For ACRA Biz file, only PDF format are allowed.
    - Maximum file size per document is 2 MB
3. For **workforce size verification**, prepare the CPF ROP 90 (**≤ 2 months old**) for fulltime (Singaporean/SPR) and/or foreign workers list. Do consolidate into 1 PDF file to be uploaded.
4. Prepare supporting documents to verify Point of Contact (POC)/Senior management in the application:
  - ACRA Biz File
  - Email correspondence from Gov agencies, financial house eg banks, telco/public utilities and vendors/suppliers
    - Name card

(Supporting documents **MUST** reflect POC/Senior management's name, email address and registered business name for this application.)
5. Prepare **trainer CV(s)** and indicated their full name and designation in the Development Plan.
6. If required, whitelist the submitted email address(es) for this application so that you are able to receive emails and notifications from Mid-Career Pathways Programme: [rsgup\\_app@sbf.org.sg](mailto:rsgup_app@sbf.org.sg)
7. For all generic mailboxes (e.g. Outlook, Gmail, Yahoo, Hotmail), please check your **JUNK folder** for emails from SBF.

# Mid-Career Pathways Programme

## How to Apply

Mid-Career Pathways Programme  
Application  
QR Code



# Mid-Career Pathways Programme

## Sample of E-Brochure

**MID-CAREER PATHWAYS PROGRAMME  
(HOST ORGANISATIONS)**

**UNCOVER A WEALTH OF KNOWLEDGE AND EXPERIENCE**

**DIVERSIFY YOUR WORKFORCE WITH MATURE MID-CAREER INDIVIDUALS<sup>1</sup>**



**Wsg** Workforce Singapore

1 Singaporeans and Permanent Residents, aged 40 and above.

### ABOUT MID-CAREER PATHWAYS PROGRAMME

The **Mid-Career Pathways Programme** is a full-time attachment programme for mature mid-career individuals **aged 40 and above**. Suitable applicants will be attached to a host organisation where they can gain meaningful industry-relevant skills and experience. In return, host organisations can benefit from the wealth of experience these individuals bring. Upon completion of the attachment, the host organisation should convert individuals whose performances are assessed to be satisfactory, into full time employees.

### WHAT ARE THE BENEFITS?



Tap on the experience of mature mid-career individuals



70% of training allowance funded by Government for the duration of attachment



Continued funding support for trainees converted early to full-time employment<sup>2</sup>

### FUNDING DETAILS

Trainees under the programme will receive a training allowance of **up to \$3,800 a month** during the attachment. This allowance will be co-funded by the government and may vary based on the scope of the attachment proposed by the host organisation.

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

### ELIGIBILITY CRITERIA



Registered or incorporated organisations in Singapore<sup>3</sup>



Have available headcount to hire



Must commit to convert trainee to full-time employment, if performance is satisfactory



Able to pay same or higher salaries upon conversion



Offer attachments ranging from four to six months



Able to provide clear attachment description and development plan

### HOW TO APPLY?



Scan to submit your application or visit [go.gov.sg/mcpp-apply](http://go.gov.sg/mcpp-apply)

### FOR MORE INFORMATION



Scan for more information or visit [go.gov.sg/mcpp-info](http://go.gov.sg/mcpp-info)



Workforce Singapore  
1 Paya Lebar Link #08-08  
PLQ 2 Paya Lebar Quarter  
Singapore 408533

6883 5885  
[wsg.gov.sg](http://wsg.gov.sg)

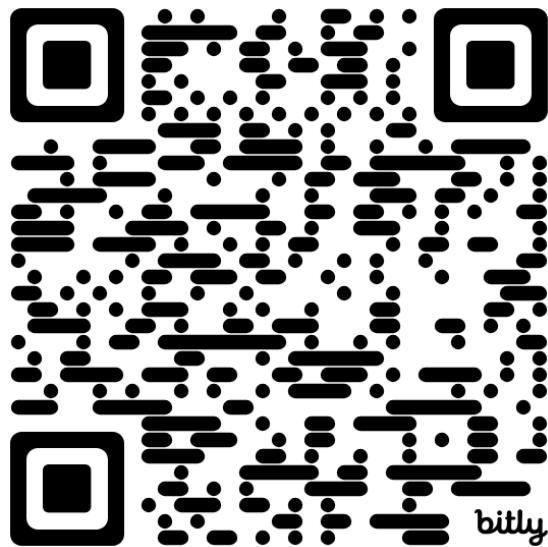
Printed in January 2024

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

# Mid-Career Pathways Programme

## MCPP E-Brochure

Mid-Career Pathways Programme  
Brochure  
QR Code



# Mid-Career Pathways Programme

## Who To Contact?



6797 0763



[sgutp\\_cs@sbf.org.sg](mailto:sgutp_cs@sbf.org.sg)

SBF.

# Thank You!