

**Annex A**

**About the FinTech Talent Programme  
- First Attach-and-Train Career Conversion Programme in FinTech Industry**

Against the backdrop of the rise in demand for FinTech talent, particularly for quality assurance specialists, Workforce Singapore (WSG) rolled out the FinTech Talent Programme (FTP), an Attach-and-Train Career Conversion Programme (CCP). This programme is administered by Singapore FinTech Association (SFA) and provides mid-career individuals the opportunity to attend industry-curated structured training, followed by attachment with leading FinTech organisations to gain on-the-job experience to pivot into a career in technology within the FinTech sector.

2 The FTP comprises of two components:

- **Structured Training** – This involves classroom training designed in collaboration with Ngee Ann Polytechnic and is aligned to the Skills Framework (“SFw”) for Infocomm Technology developed by the SkillsFuture Singapore (“SSG”), and Infocomm Media Development Agency. This module-based classroom training equips candidates with the required industry-relevant skills and prepares them for the process of attaining industry certifications.
- **On-the-Job Training** – This involves companies providing on-the-job training to allow candidates to acquire and apply the skills set out under the SFw for technology areas that they are being trained for.

3 In addition to WSG, the programme also receives support from Infocomm Media Development Authority (IMDA), Monetary Authority of Singapore (MAS) and participating Fintech organisations. The training partner for the programme is Ngee Ann Polytechnic (NP).

4 Shortlisted applicants will undergo relevant screening, an assessment test and interviews with host companies. Successful candidates will undergo nine months of structured and on-the-job training (with structured training front-loaded during the first three months), to take on the role of a Software Quality Assurance Engineer. During the nine months, trainees will receive a monthly training allowance of \$4,000. Trainees need to self-sponsor the course fees of the structured training, which is subsidised by SSG. The estimated cost of the course fees after applicable subsidies is between \$2,165.90 to \$5,799.60. Course fees are payable before enrolment into the programme.

5 Under the FTP, participants need to fulfil the following pre-requisites:

- Qualification in Science, Technology, Engineering or Math (STEM) fields minimally at diploma level; or
- STEM-related working experience, courses, or certifications

6 Eligible candidates have until 24 February 2023 to apply for the FTP. Selected candidates from this run will be onboarded from 1 May 2023 onwards. For more information about the programme, please visit: <http://go.fintechcareers.sg/wsg>

## Funding Support

Funding to Employers	Rate
Training Allowance (by WSG)	70% of the trainee's monthly training allowance for the training duration.
Course Fee Subsidy (by SSG)	Up to 90% of total course fees

## Eligibility Criteria

### Individuals

Locals who meet the following criteria may apply for the programme:

- Must be a Singapore Citizen (SC) or Permanent Resident (PR) aged 21 years and above
- Must have graduated or completed NS, whichever is later, at least two years at the point of application
- Must not have prior work experience in Software Quality Assurance
- Must not be withheld/suspended/disqualified from receiving funding from SSG/WSG before confirmation of acceptance into the programme and at the point of grant disbursement
- Must not be currently participating in other CCPs, enrolled in the Institute of Banking and Finance's Technology in Finance Immersion Programme (TFIP), IMDA's Company Led Training Programme (CLT) or IMDA's TeSA Mid-Career Advance Programme (TMCA)
- Possess qualification in Science, Technology, Engineering or Math (STEM) fields minimally at diploma level; or STEM-related working experience, courses, or certifications

Beyond the general eligibility criteria for the CCP, applicants should also **not** be:

- Shareholders<sup>1</sup> of the participating company or its related entities
- Immediate ex-employees of the participating company or its related entities
- Related to the owners<sup>2</sup> of the participating company

### Employers

All participating companies must fulfil the following criteria:

- Registered or incorporated in Singapore
- Offer full-time attachment positions directly related to identified Attach-and-Train CCP job occupation
- Commit to Attach-and-Train CCP training arrangements
- Be committed to work with WSG or its appointed partner on programme administrative requirements

<sup>1</sup> Does not apply to publicly traded shares in listed companies.

<sup>2</sup> For non-publicly listed companies, refer to individuals with shareholding per ACRA profile.