



***EMBARGOED UNTIL 15 MAY 2015, 10AM***

## **MEDIA FACT SHEET**

### **ENHANCING EFFORTS TO RECRUIT, TRAIN AND RETAIN STAFF FOR THE COMMUNITY CARE SECTOR**

#### **Background**

Over the next two decades, Singapore's population will age more rapidly with almost a three-fold increase in the number of seniors aged 65 and above. We will need more manpower to support the increased healthcare and social care services for the growing number of seniors.

The Community Care sector comprises diverse services offered by community hospitals, nursing homes, senior care centres, home care and hospices. It is a sunrise sector that offers good job opportunities for locals who wish to pursue a meaningful career and contribute to the community.

To attract, develop and retain local community support care workers (including Healthcare Assistants (HCA), Senior Care Associates (SCA) and Therapy Aides (TA), the Agency for Integrated Care (AIC) will be piloting four new manpower development initiatives with effect from 1 June 2015.

#### **Four New Initiatives**

##### **1. Community Care Discovery Programme (CCDP)**

AIC has designed a 'Community Care Discovery Programme (CCDP)' that offers potential job-seekers an opportunity to experience the Community Care sector and gain a better understanding of the diverse roles of community support care workers. They will spend three days with a community care provider to observe how care is provided to our seniors and understand the different roles within the care team. Trainees who complete the discovery programme will receive an allowance of \$5/hour or \$120 in total, to defray transport, meals and other expenses. The attachment can be done full-time or part-time. For interested job-seekers, they can approach the community care providers directly, or they can call 1800-650-6060.

##### **2. Regional Community Care Recruitment Fairs**

To help Singaporeans find Community Care jobs near their homes, AIC will organise recruitment fairs, to raise awareness of the care jobs in the local communities.

There will be five regional Community Care job fairs in FY2015. The first job fair for community care and social care positions (Caring for the Community @ North) will be held in partnership with the Ministry of Social and Family Development and the Workforce Development Agency, on 19 May 2015 (Tuesday) at Nee Soon Central near the Yishun MRT station. It will see participation from 12 community care providers such as NTUC Health, St Luke's Eldercare, Yishun Community Hospital, All Saints Home (Yishun), and Villa Francis Home for the Aged.

The upcoming regional job fairs are as follows:

<b>Regional Job Fairs</b>	<b>Date</b>
1. Caring for the Community @ North Nee Soon Central (near Yishun MRT)	Tuesday, 19 May 2015
2. Southwest region	July 2015
3. Northeast region	September 2015
4. Southeast region	January 2016
5. Northeast region	March 2016

AIC will also be organising learning visits and industry previews for residents living nearby to help potential employees better understand the work in the sector. At these visits, the community care providers will also share on their organisations, philosophy of care, and the services they provide.

### **3. Traineeship programme for new Senior Care Associates, Health Attendants and Therapy Aides**

The AIC Learning Institute (AIC-LI) will introduce a five-day traineeship programme for new Senior Care Associates (SCA), Health Attendants (HA) and Therapy Aides (TA) to equip them with the necessary skills. It is open to those who are new to the sector without any prior experience in healthcare, as well as recent entrants to the sector.

The programme will be implemented in two ways: (i) Place and Train; and (ii) Train and Place. Under Place and Train, eligible community care providers can sign up their new hires for the traineeship programme.

Similarly, under the Train and Place approach, job-seekers who are interested in support care jobs in the community care sector can attend the same training programme and they will be matched to a suitable community care employer. The course fees for the training will be co-funded by MOH and the employing institution.

The traineeship comprises 40 hours of classroom training by AIC-LI and 160 hours of On-the-Job Training (OJT) to be conducted by the assigned community care provider. For trainees under Train and Place programme, an allowance of \$6 per hour during the classroom training, will be reimbursed upon successful employment in the community care sector.

Interested trainees can call 1800-650-6060.

#### **4. Attraction and Retention Incentive Scheme**

##### **Welcome-to-Community Care (WTCC) bonus**

To retain good local support care staff, permanent employees who join eligible community care institutions from 1 June 2015 will receive a Welcome-to-Community Care (WTCC) bonus if they complete one year of service.

The bonus is equivalent to an additional month of their basic salary and it will be paid out in two stages. A full-time employee will receive 30% of the bonus after three months of employment, and the remaining 70% after 12 months of service. A part-time employee will receive a pro-rated bonus based on their monthly salary, on the condition that they fulfil 260 hours within six months. To qualify, the employee must be new to the sector, i.e. not be a direct employee of any community care organisation within the last 12 months.

##### **Summary**

Community care is a meaningful vocation. The four new initiatives are aimed at strengthening the attraction, training and retention of community support care workers. They will be piloted for one year from 1 June 2015 to 31 May 2016 with eligible community care providers. AIC will review their effectiveness based on the take-up after the pilot.

For media enquiries, please contact:

Janet Ling (Ms)  
Assistant Manager  
Corporate & Marketing Communications  
Agency for Integrated Care (AIC)  
DID: 6632-1101  
Mobile: 9665-5964  
Email: [janet.ling@aic.sg](mailto:janet.ling@aic.sg)