

Finance Associate Management Scheme (FAMS)

Frequently Asked Questions (FAQs)

ELIGIBILITY – APPLICANTS	
1	My firm is not a financial institution (FI) but is a FinTech firm or is a firm closely related to the financial sector. Does my firm qualify for funding?
	Eligibility will be considered on a case-by-case basis. Please email fams@ibf.org.sg for more info.
ELIGIBILITY – PROGRAMME PARTICIPANTS	
2	Can the firm hire non-Singapore Citizens (SCs) into the programme?
	Yes. However, only SCs who are recent graduates (within 24 months after graduation) or cross-sector converttees qualify for FAMS funding. Non-SC hires will not count towards fulfilling the hiring commitment nor receive funding support under FAMS.
ELIGIBILITY – PROGRAMME DESIGN	
3	Why does overseas rotation require to be minimally 3 months to qualify for additional funding?
	<p>A longer period of overseas rotation provides more meaningful exposure as the hires can develop international capabilities working more closely with foreign colleagues and on overseas projects.</p> <p>While programmes with overseas rotation less than 3 months will not be awarded with additional funding, such programmes will be considered more favourably to qualify for co-funding of local salary.</p>
4	Why and how does hiring shortfall and attrition rate affect my firm's future application for FAMS?
	<p>Programmes funded under FAMS previously will <u>not</u> be considered if there was substantial hiring shortfall or high attrition rate in the most recent cohort that completed the programme. Applicant is required to address weaknesses or gaps in the programme and/or hiring projections to be considered for funding.</p> <ul style="list-style-type: none">• <u>Hiring shortfall</u> refers to the number of incremental SC hires that the FI did not manage to hire, relative to the total number of incremental SC hires that it had committed to hire, as set out in the Letter of Offer. E.g., If the incremental SC hires committed by the FI and set out in the Letter of Offer is 10, and the FI eventually hired 8, the hiring shortfall is $10 - 8 = 2$, or 20%.• <u>Attrition rate</u> refers to the number of SC hires that did not complete the programme, relative to the total number of SC hires. E.g., If the total number of SC hires for the programme is 20, and only 15 SC hires completed the programme, the attrition rate is 5, or 25%. <p>This is to encourage applicants to (i) project hiring more accurately so as to prevent the opportunity loss from FAMS funding being set aside for the programme but not utilised eventually – which could have been awarded to support other programmes or projects, and (ii) improve the quality of the programme to retain staff.</p>

	<p>This assessment will be done based on the latest cohort that has completed the same programme. E.g., For a programme seeking funding in 2025, if the 2024 hires have yet to complete the programme, the application for hiring in 2025 will be assessed based on the substantial hiring shortfall or attrition on the 2023 cohort, that has completed the programme.</p>														
FUNDING SUPPORT – FUNDING PARAMETERS															
5	Why is funding provided only for incremental hires, instead of all hires?														
	<p>Prior to 2016, FAMS funding was provided for every incremental SC hire above the hiring baseline (i.e., the average number of SC hires of the same programme in the preceding 5 years). Since then, funding was extended to all SCs hired to sustain the hiring of fresh graduates amid the waning hiring outlook and poor labour market conditions, especially during the Covid-19 pandemic period. The concession for all SC hires to be funded has expired in 2023.</p> <p>Given the generous FAMS funding in the past few years, more firms have established talent development programmes, and employment growth is expected to be positive in the coming years. Hence currently, only programmes that plan to hire and train beyond the average of what the firm had done in the past 5 years (i.e., incremental hires), will be incentivised by FAMS funding.</p>														
6	How will incremental hires be calculated?														
	<p>The number of incremental hires is calculated based on the number of committed Singaporean (SC) hires for the year, less the average number of SC hired over the past 5 years.</p> <p>To illustrate:</p> <table border="1" data-bbox="284 1267 1388 1485"> <thead> <tr> <th>Year</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>Hiring Baseline (rounded down to the nearest whole number)</th> </tr> </thead> <tbody> <tr> <td>No. of SC hires</td> <td>3</td> <td>5</td> <td>0</td> <td>10</td> <td>10</td> <td>5 (rounded down from 5.6)</td> </tr> </tbody> </table> <p>MAS will only provide funding for hiring beyond 5 SCs. If the applicant intends to hire 15 SCs, funding will be provided for 10 SCs.</p> <p>For existing programmes that have less than 5 years of track record, the average number of SCs hired will be based on the number of years since the launch of the programme (e.g., If the programme only ran for 3 years, the hiring baseline will be based on the average of the 3 years).</p>	Year	2019	2020	2021	2022	2023	Hiring Baseline (rounded down to the nearest whole number)	No. of SC hires	3	5	0	10	10	5 (rounded down from 5.6)
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7	Are Singaporean citizen (SC) hires who resigned or are terminated prior to the end of the programme eligible for FAMS funding?														
	<p>Only SC hires that complete at least 90% of the programme duration are eligible for funding.</p> <p>Those who resigned or are terminated without completing at least 90% of the programme duration will not receive funding.</p>														

	<p>This is so that funding is targeted and used to achieve meaningful training outcomes for SCs such that the SC hires are sufficiently trained and equipped for future roles in the relevant areas.</p>
8	<p>If a Singaporean citizen (SC) hire resigns or is terminated from the programme, can the firm hire a new SC to replace him/her?</p>
	<p>Only SCs that complete 90% of the programme duration are eligible for funding.</p> <p>Funding will be pro-rated if the SC does not complete the full programme duration, but has minimally completed 90% of the programme.</p> <p>While the firm may hire replacements, the replacement hire will only qualify for funding if he/she completes at least 90% of the programme within the funding period.</p>
9	<p>What happens if my firm is unable to meet the hiring commitment for the programme which has been approved?</p>
	<p>If the firm is unable to meet the hiring commitment at the end of the committed period, you would be required to explain the hiring shortfall, and funding will be adjusted accordingly based on actual number of hires.</p> <p>Please note that substantial hiring shortfalls may affect future applications for the same programme.</p>
10	<p>If the firm did not meet the hiring commitment for the year, is it possible to defer the remaining commitment to the next year?</p>
	<p>No. The hiring shortfall in the year cannot be deferred to the next year.</p> <p>Please note that substantial hiring shortfalls may affect future applications for the same programme.</p>
11	<p>If I hire above the number of Singaporean citizens (SCs) committed in the approved application, will these additional hires be funded?</p>
	<p>You may indicate the actual hiring details in the firm's claim submission at the end of the funding period. Funding for additional hires is subject to review and approval, and subject to FAMS budget availability.</p>
FUNDING SUPPORT – FUNDING CAP	
12	<p>Why is there a funding cap, and at group level?</p>
	<p>Given the limited budget, this will ensure that funding is distributed across as many FI groups as possible, so that more firms and individuals can benefit from the support.</p>

APPLICATION	
13	Why does the firm now have to apply for FAMS annually for each cohort of hires, instead of committing the number of hires over 3 years?
	<p>This will allow applicants to make more accurate hiring commitments, based on firms' annual headcount planning cycles.</p> <p>In the past, when headcount commitments were made over a 3-year period, firms often had to seek approval to adjust their commitments based on changes to their hiring needs and the job market. This presented an operational burden.</p> <p>This change also allows MAS to effect policy changes to FAMS more nimbly, taking into consideration changes in FIs' talent needs and outlook of the job market.</p>
14	My firm used to be able to apply for FAMS any time of the year. Why is there now a need for an application window period?
	<p>This is to ensure that funding is channelled towards supporting the most impactful, high-quality programmes within the limited FAMS budget.</p>
15	What are the details required for application?
	<p>Please refer to the sample application form under the "Resource" section of the FAMS' webpage here, and ensure that you have all the information ready before filling up the application form.</p>
16	If the programme's FAMS funding is expiring, can the FI reapply for FAMS?
	<p>Yes. Firms may submit applications for each cohort during the application window period.</p>
17	Can my programme commence before the funding is approved? When can we expect approval to be given?
	<p>Funding approvals can be expected about 3 months after the annual application window closes.</p> <p>We encourage applicants to commence programmes in the second half of the year. However, should there be urgency to commence the programme prior to funding approval, applicants will bear the risks of non-funding should the application not be approved eventually.</p>