

Finance Associate Management Scheme (FAMS)

Frequently Asked Questions

1. How do I know if my company qualifies for FAMS?

To qualify, the applicant must be (a) a Singapore-based Financial Institution (FI) that is regulated by MAS (licensed or exempted from licensing by MAS), or (b) an industry association who may act as an aggregator for financial institutions.

2. My company is a FinTech/closely related to Financial Services industry. How can I qualify for FAMS?

You are currently not eligible for FAMS. However, we are open to considering entities that are significantly involved in supporting financial sector activities, on a case-by-case basis. If your Management Associate programme meets the criteria and your firm is able to show the ability to implement it effectively, please contact fams@ibf.org.sg for more information.

3. Are there qualifying criteria for programmes supported under FAMS?

Eligible programmes should comprise 3 elements: (i) rotations – this can be intra-department or inter-department rotation; (ii) mentorships; and (iii) structured training (i.e. classroom training, leadership training, e-learning), which are core to a Management Associate programme.

4. Can my company hire Permanent Residents (PRs) or Foreign Workers (FWs) for the Management Associate programme?

Qualifying hires under FAMS must be Singapore citizens who are fresh graduates (within 12 months after graduation) or cross-sector convertees. Your company may hire PRs or FWs as Management Associates, but these hires will not count towards fulfilling hiring commitment or receive funding support under FAMS.

5. How is the hiring baseline calculated?

Hiring baseline is determined using the average number of Singapore citizens hired into the programme over the last 5 years.

FI A's Management Associate (MA) Program

Year	2015	2016	2017	2018	2019	Average
No. of Singaporean MAs	12	13	12	10	13	12

Hence, the baseline number of Singapore citizens is 12. The FI will have to commit to hiring at least 36 (3 x 12) Singapore citizens over the next 3 years.

For existing programmes that have less than 5 years of track record, the average number of Singapore citizens 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 average number will be based on the average of the 3 years)

For newly launched programmes, the FI will have to commit to hiring a minimum of 3 Singaporean MAs over the next 3 years.

6. How should the 3-year hiring commitment be fulfilled?

Example: FI B has committed to hiring 9 Singapore citizens over the next 3 years. They managed to hire 3 in the first year, but were only able to hire 2 in the second year. They would still be able to meet their total hiring commitment of 9 if they hire 4 in the third year. This gives the FIs more flexibility in terms of their annual hiring number, to meet the overall hiring commitment at the end of 3 years.

If FI B is able to hire above the hiring commitment of 9, the additional headcount will be eligible for funding under FAMS.

In the event that the FI is unable to fulfil their hiring commitment, IBF would have the right to recover either parts or all of the monies disbursed to the FI, or adjust the funding amount available to the FI.

7. Will the enhanced salary support of S\$2,000/month apply to the previously committed FAMS hiring by my company for the years 2020 and 2021?

The enhanced grant amount of S\$2,000/month only applies to successful FAMS applications that are submitted from 8 April 2020 to 31 December 2021. For approved applications submitted before 8 April 2020, the company will continue to receive S\$1,000/month per eligible headcount committed or 30% of the salary of graduates/month per eligible headcount committed, based on the original funding support.

For successful FAMS applications between 8 April 2020 and 31 December 2021, there will be no change to the following:

- Funding support of S\$5,000/month or part thereof that will be provided for the duration of the overseas attachment/posting (if applicable) for every Singapore citizen; and
- Funding amount is capped at 2 years per intake per programme.

8. If my company hires employees for FAMS in the year 2021 for a 2-year MA programme, will the S\$2,000/month grant be applicable to the whole 2-year programme, up to the year 2022?

Yes, for fresh graduates or cross-sector convertees hired into a qualifying Management Associate programme in the year 2021, the company will receive S\$2,000/month for every eligible headcount committed over a 2-year period. Please note that as the funding amount is capped at 2 years, any duration of the programme beyond a 2-year period will not be funded.

9. FIs are required to commit to hiring eligible candidates over a period of 3 years. If my company applies for FAMS in 2020, does the enhanced salary support of \$2000/month apply to all eligible candidates hired over the 3 years, from 2020 to 2022?

No. The enhanced salary support of \$2,000/month will apply to eligible hires in 2020 and 2021. For hires in 2022, the funding level will resume to the original amount of S\$1,000/month for each eligible hire.

10. What is the difference between FAMS and SG United Traineeships?

SGUnited Traineeships Programme (SGUT) is an internship programme launched under the Resilience Budget to create traineeship opportunities for local fresh graduates entering the workforce in 2020 to

develop their skills with host employers ahead of full-time employment at a later stage. Funding support under SGUT will be available for up to 12 months.

FAMS supports financial institutions in hiring Singaporean fresh graduates or cross-sector convertees into structured Management Associate programmes, for up to 2 years.

Please visit <https://www.wsg.gov.sg/SGUnited> for more information on SGUT.

11. What happens if FI/hire chooses to terminate the contract?

As stated in the Status Report and Claim Form, FIs will be required to report, on an annual basis, the performance of the Singapore citizen hires groomed under FAMS.

In the event of poor performance, the FI would have the right to terminate the contract with the hire. In the event where termination is initiated by the hire, the FI would not be penalised. Such cases of early termination must be highlighted to IBF, with reasons clearly provided.

However, should the FI terminate the contract with the hire for reasons other than poor performance, IBF would have the right to recover either parts or all of the monies disbursed to the FI, or adjust the funding amount available to the FI. We will leave it to the respective FIs if they want to impose a fee or bond on the new hire.

12. How do I apply for FAMS?

Please write in to fams@ibf.org.sg and we will provide you with the application form.

Each programme application will be assessed on a case-by-case basis. Each legal entity should submit one application for each programme. Applications should be submitted **at least two months before** the commencement of the programme.

13. Who can I contact for more information?

Visit IBF's website for more information or write in to fams@ibf.org.sg.