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MORE MID-CAREER SWITCHERS CHOOSING THE COMMUNITY CARE SECTOR

More than 700 applications were received for the Senior Management Associate Scheme (SMAS) in February 2017, double that of last year. 27 associates joined the scheme, up from 7 a year ago. Over 90% of the new associates are degree holders and they will be bringing their rich and diverse working experiences from industries such as education, finance and logistics to their new employers.

2. Started in 2016 and administered by the Agency for Integrated Care (AIC), SMAS supports PMETs (Professionals, Managers, Executives and Technicians) looking to make a mid-career switch to join the Community Care sector. Due to strong interest in the scheme, AIC will be organising the next round of SMAS recruitment from 11 August to 10 September 2017.

3. “SMAS was started to recruit leadership talents for the Community Care sector, a sunrise industry. Prior to SMAS, recruitment initiatives focused on attracting and developing care professionals and support staff. Aside from healthcare professionals, we also recognise the important role those in administrative and ancillary positions play in driving the sector’s development. With SMAS, we hope to support our partners in grooming the next tier of leaders in these fields who will help shape how our seniors will age well at home and in the community,” shared Ms Teo Sio Hoon, Chief of AIC’s Intermediate and Long-Term Care Manpower Development and Resourcing Division.

4. SMAS comprises an induction programme for associates to gain a better overview of the Community Care sector and ease them in their transition into the sector. Through the programme, associates will get to hear and learn from sector leaders and

build networks with their peers. They will also have short attachments to Community Care organisations to experience and gain different perspectives of the multi-faceted sector.

5. SMAS has been positively received by Community Care organisations. AWWA Pte Ltd was among them, having successfully recruited five managers through the scheme in the past two runs. “We participated in the second round of SMAS following our success in the first, where we hired two managers. Ms Go Shir Khim, an administration and operations assistant manager, is one of the three associates who joined AWWA this year. Like the associates before her, Shir Khim has keen interest in eldercare and we look forward to the new perspectives she will bring to the organisation,” said Mr Keith Lee, Director, AWWA Health and Senior Care.

6. More organisations are also coming on board the scheme. 20 organisations took part in February's recruitment, a 25% increase from last year. Lee Ah Mooi Old Age Home was among those joining the scheme for the first time this year. “Our nursing home has recently expanded to a second home, and we need to hire people with experience in non-clinical positions such as operations and partnerships. Besides giving people an insight to jobs in the Community Care sector, SMAS opens up a window for the sector's organisations to hire such talents. It also provides associates with the relevant training to understand the sector better. There are advantages to hiring someone from a different industry. For example, it brings in different perspectives on how processes can be implemented in the nursing home,” said Mr Then Kim Yuan who is the nursing home's Administrator.

7. Those interested to join the scheme can check out the SMAS positions available as part of AIC's online career fair organised from 11 August to 10 September 2017. More than 30 managerial positions are offered as part of SMAS. In addition to the SMAS positions, there will be more than 400 other job opportunities across 25 Community Care organisations. To find out more, visit www.stjobs.sg/communitycare.

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Media Contact and Enquiries

Amanda Yan
Executive, Corporate & Marketing Communications
Agency for Integrated Care
Tel: 6632 1230/ 9005 3718
Email: amanda.yan@aic.sg

About the Agency for Integrated Care

The Agency for Integrated Care (AIC) seeks to create a vibrant Care Community enabling people to live well and age gracefully. AIC coordinates and facilitates efforts in care integration to achieve the best care outcomes for our clients. We do this by empowering them with health and social care information and arranging for their care when they are discharged from hospitals. We enable stakeholders to raise the quality of care, and also enhance collaboration by working with health and social care providers to increase services to support the ageing population. Our work in the community brings care services and information closer to those in need. For more information, please visit www.aic.sg.