



# Go where you can keep growing

**NTUC FIRST CAMPUS SPONSORED  
TRAINEESHIP PROGRAMME**

**Queenie Chan**  
ENGLISH TEACHER



# Where Your Love for Children Meets

## Your Passion in Life

### Embark on a career like no other with NTUC First Campus (NFC).

At NFC, you will play an active role in our social mission of giving children of working families equal access to quality education and care services. You will also enjoy the opportunity of tailoring your own professional and personal growth to greater, more fulfilling heights, as we work together towards our vision of being a thought and practice leader in early childhood development and care in Singapore.



# Grow With Us

The NFC Trainee Programme has a primary mission of nurturing a community of educators to care for and inspire every child to a brighter future. As a trainee teacher, you will be given opportunities to go beyond what you've learnt in school, and gain a wider, cross-disciplinary exposure to the world of early childhood education.



### Experiential Exposure

Widen your professional exposure through research, projects, and sponsored learning opportunities.



### Explore Diverse Career Paths

As a part of the NFC family, you can look forward to variety and versatility in your career path in an award-winning community. A flexible network allows you to determine your own career progression.



### Mentoring Support

In addition to on-the-job learning, there will be regular engagement with our senior professionals so you can learn from them first-hand and be guided in achieving your goals.



### Social Contribution

In line with our vision of making a positive difference in the communities we serve, you will have the opportunity of going beyond our school environment to level the playing field for less privileged families.



### Holistic Well-Being

We believe in supporting you to be your best self so that you can achieve your goals. To this end, we offer a range of welfare benefits, lifestyle perks and holistic well-being programmes that meet your physical, mental and emotional needs.



# Key Features of NFC-Sponsored Traineeship Programmes



**Full Course  
Fee Sponsorship**



**Earn a  
Competitive Salary of  
\$2,000 – \$3,200**

per month while  
you are on course.



**Comprehensive  
Benefits**

Enjoy comprehensive  
healthcare benefits as well as  
leave entitlements for exams  
and family care.



**Centrally-located  
Campus**

Attend classes during your  
working hours at our  
centrally-located campus.



**Guaranteed Placement at over  
145 Centres across Singapore**

Upon completing the course, immediately  
progress to become a full-fledged  
teacher with guaranteed placement in  
our anchor operator brand, My First Skool  
or Little Skool-House.

# Our Learning Environments



SCAN FOR A  
VIRTUAL TOUR



**INFANT  
PLAY AREA**



**DRAMATIC  
LEARNING CENTRE**



**READING  
CORNER**



**MUSIC  
ROOM**



**OUTDOOR  
PLAY AREA**

# The Role of Our Teachers



## Infant Care Teachers

Our Infant Care Teachers work with infants and toddlers between the ages of 2 and 18 months old. At this age, relationships form the primary context for learning and growth, where young children develop emotional security and acquire cognitive development through strong and secure bonds with their caregivers.

### DUTIES

- Nurture children through daily interactions and routines to meet the physical, cognitive and psychosocial needs of our infants and toddlers.
- Carry out routines such as feeding, toileting and showering.
- Provide a safe and secure environment for young children to explore and express themselves.
- Work with other teachers to develop individualised activities to facilitate young children's learning of sensory, motor and self-help skills to prepare them for preschool and beyond.



## Childcare Teachers

Our Childcare Teachers work with children between the ages of 18 months and 6 years old to shape well-rounded individuals and inculcate in them a joy for learning.

### DUTIES

- Plan developmental milestones and academic goals for children.
- Partner with Mother Tongue Teachers to deliver the bilingual curriculum and provide holistic care, including facilitating mealtimes, toileting and showering.
- Engage with families and caregivers to keep them up to date on the children's progress, achievements and needs.

### WORKING HOURS

- First shift** 7am to 4.30pm
- Last shift** 9.30am to 7pm
- Saturdays** 7am to 2pm  
(once every four weeks)



# Jumpstart Your Career

in Early Childhood Care and Education (ECCE)

With passion and the right attitude, no prior experience in ECCE is required. At NFC, we'll help you leverage your current skillsets and experience while you develop your career and grow with us.

## Passion for Teaching

Keen interest in nurturing young lives and making a difference.



## Creativity

Possess a rich imagination and a fun personality.



## Organisational Skills

Able to prioritise, multi-task and keep track of timelines.



## Communication Skills

Able to deliver information effectively and clearly.



## Presentation Skills

Able to engage with an audience, team members and most importantly, children.



## Collaboration Skills

Able to form bonds that promote a close-knit and positive learning environment.



Scan to find out more about the Skills Framework for Early Childhood Care and Education

# Am I the *Right Fit?*



Do you enjoy working with young children aged 2 months to 6 years and nurturing curiosity in them?



Are you passionate about helping young children develop holistically?



Are you open to take on shift work on a full-time basis?



Are you willing to travel up to an hour to your allocated place of work?



Are you willing to engage and build relationships with parents, guardians and other family members to encourage the holistic development of children?

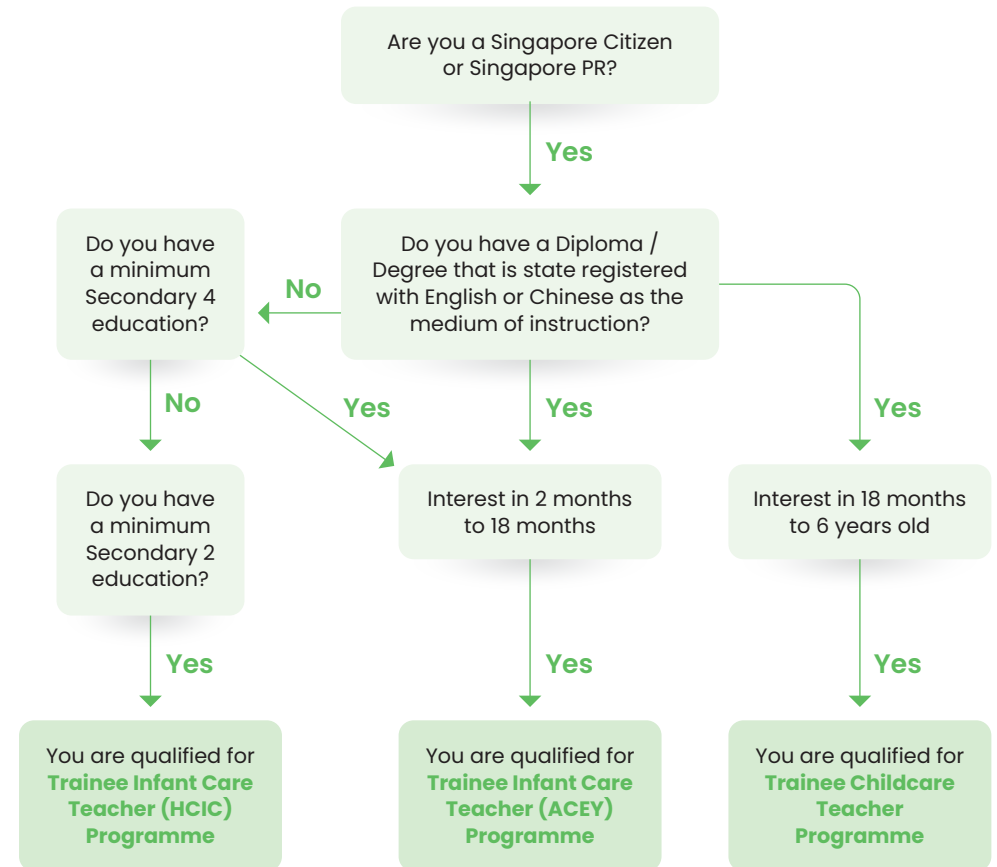


Apart from teaching, are you ready to build bonds with children through routine care that includes mealtimes, showering and toileting?



If you answered 'Yes' to all the questions, you will fit right in!

# Do I Qualify for NFC Sponsorship?



Note: If you're not eligible for any of the programmes above, feel free to explore our non-teaching positions at the centre.

# The NFC Trainee Programme *Difference* ☆

When you embark on your career with us, you will be sponsored to attain the relevant professional qualifications and be mentored to achieve your goals, while being part of an award-winning system. You'll also gain invaluable on-the-job experience at one of the largest childcare centre networks in Singapore.

The NFC Trainee Programme comes with a bond, but it assures you of a job placement upon graduation. You'll be starting your journey in the ECCE sector on the right foot, focusing right away on inspiring children to a brighter future.



## Trainee Infant Care Teacher (TICT) Programme English / Chinese Language

| Qualification to Be Obtained                | Higher Certificate in Infant Care (HCIC)   | Advanced Certificate in Early Years (ACEY)   |
|---|--|--|
| Probation Period                            | 3 months   | 3 months   |
| Course Duration                             | 5 months   | 8 months   |
| Immediate Progression<br><b>1 Year Bond</b> | Full-fledged Assistant / Infant Care Teacher (English / Chinese Language) at My First Skool or Little Skool-House  | Full-fledged Infant Care Teacher (English / Chinese Language) at My First Skool or Little Skool-House  |
| Course Structure                            | <p><b>On-the-job Training</b></p> <p>Mon – Fri mornings + 1 Saturday* at the allocated centre</p> <p><b>Classroom Training</b></p> <p>Mon – Fri afternoons</p> | <p><b>On-the-job Training</b></p> <p>2 weekdays + 1 Saturday* at the allocated centre</p> <p><b>Classroom Training</b></p> <p>3 weekdays</p> <p><b>OR</b></p> <p><small>APPLICABLE TO ENGLISH TICT ONLY</small></p> <p><b>On-the-job Training</b></p> <p>Mon – Fri mornings + 1 Saturday* at the allocated centre</p> <p><b>Classroom Training</b></p> <p>Mon – Fri afternoons</p> |

\*One Saturday every 4 weeks



| Trainee Childcare Teacher Programme<br>English / Chinese Language |  |  |   |   |
|---|--|--|---|---|
| Qualification to Be Obtained                                      | <b>Diploma in Early Childhood Care &amp; Education – Teaching (Conversion)</b>   | <b>Diploma in Early Childhood Care &amp; Education – Teaching</b>  | <b>Diploma in Early Childhood Care &amp; Education – Teaching (Conversion)</b>                          |   |
| Language  | English Language   | Chinese Language   | Chinese Language  | Chinese Language  |
| Probation Period  | 3 months   |  |   |   |
| Course Duration   | 13 months  | 18 months  | 13 months   | 9 months  |
| Immediate Progression & Bond                                      | Full-fledged <b>English Language</b> Teacher at My First Skool or Little Skool-House <b>1 year bond</b>                                      | Full-fledged <b>Chinese Language</b> Teacher at My First Skool or Little Skool-House <b>1.5 year bond</b>  | Full-fledged <b>Chinese Language</b> Teacher at My First Skool or Little Skool-House <b>1 year bond</b> | Full-fledged <b>Chinese Language</b> Teacher at My First Skool or Little Skool-House <b>1.5 year bond</b> |
| Course Structure  | <p><b>On-the-job Training</b></p> <p>2 weekdays + 1 Saturday* at the allocated centre</p> <p><b>Classroom Training</b></p> <p>3 weekdays</p> | <p><b>On-the-job Training</b></p> <p>Mon – Fri mornings + 1 Saturday* at the allocated centre</p> <p><b>Classroom Training</b></p> <p>Mon – Fri afternoons</p> | <p><b>Classroom Training</b></p> <p>Mon – Fri Full Day</p>  |   |
| *One Saturday every 4 weeks                                       |  |  |   |   |

# Unlocking Potential With a Career Switch

When Zoe Chan traded in her position as a cabin crew member for one in early childhood education at NFC, she found more than just a job. She found a calling. After attaining a Bachelor of Education in Early Childhood, she went on to pursue an Advanced Diploma in Early Childhood Leadership to prepare for her current role as a Principal.

## What motivated you to make the switch?

I have fond memories of interacting with children during my tertiary internship at a sports company. It made me realise this is my passion. I made the switch believing that each child is different, and a joyful early learning experience is important to the holistic development and well-being of each child.

## What insights have you gained over the years?

The importance of the early childhood field, and the vital role that educators play in influencing and leaving an indelible imprint on the minds of the children.

## What is the most rewarding aspect of being a preschool teacher?

Watching the growth of the children under your care is the most rewarding experience that only an educator will understand.



**Zoe Chan**  
PRINCIPAL  
MY FIRST SKOOL

# Three Key Attributes for *Success*

## Be Proactive

Always be ready to learn and take pride in personal and professional growth and development.



## Be Positive

Be happy, be strong and believe there is good in every single day.

## Be Receptive

Be open-minded and willing to accept new ideas or suggestions shared by your leaders and colleagues.



The joy of teaching is immeasurable and witnessing the diversity of growth in young children is ever rewarding. The NFC-sponsored trainee programme has allowed me to confidently settle into this sector with relevant content knowledge. With the company's support, I have gained the experience of developing programmes and encouraging lifelong learning in others as well as in myself.

**Zoe Chan**  
PRINCIPAL  
MY FIRST SKOOL

# How to *Apply*

Check that you **Meet the Entry Criteria** for the programme of your choice



STEP 2

**Shortlisted Candidates** will be invited to attend an interview.



STEP 4

STEP 1



Select your **Programme of Choice**

STEP 3



**Submit Your Application**

online at  
[ntucfirstcampus.com/careers](https://ntucfirstcampus.com/careers)



STEP 5



**All Successful Candidates**

are required to:

- Pass a medical examination before commencing employment
- Provide two names of consenting individuals who will act as sureties for the duration of the programme





## Our awards



 **NTUC First Campus Co-operative Limited**  
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