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PCP for Internal Auditors (PCP IA) Frequently Asked Questions

Table of Contents

S/N	Content
A	General Questions
B	For PMETs
C	For Employers

S/N	Questions and Answers
A. General Questions	
1.	What is the objective of the PCP for Internal Auditors? The PCP for Internal Auditors seeks to reskill local (Singapore Citizens & Permanent Residents) mid-career switchers and displaced professionals to enable them to embark on a new career in Internal Audit related job functions.
2.	Why is the PCP for Internal Auditors a Place-and-Train Programme? The PCP IA operates on a Place-and-Train mode, whereby trainees are to secure a job with an organisation in Internal Audit function before they embark on their training. This ensures that trainees gather prior workplace experience and have the opportunity to apply what they have learnt in the course, as well as to prepare trainees to be job ready upon completion of the programme.
3.	Will the courses be full-time or part-time? Where will it be conducted? The courses, comprising a total of 11 modules, would be on a full time basis for up to 20 days across a period of 6 months. The programme includes classroom training and On-the-Job-Training components. This means that the trainees would spend their working hours either at work or attending lessons with the Institute of Internal Auditors (IIA) Singapore.
4.	What are some of the sectors where PCPs have been rolled out? PCPs are available in many different sectors, such as Creative Industries, Healthcare, Infocomm Technology and International Trading. For more information, please go to www.ssg-wsg.gov.sg/programmes-and-initiatives.html .

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B. For Professionals, Managers, Executives and Technicians (PMETs)																											
5.	<p>How do PCPs work and how can PMETs benefit from it?</p> <p>The PCP enables a PMET to switch career by facilitating the PMET’s job placement into a hiring company and going through a structured on-the-job training programme to acquire the necessary skills for the new job.</p> <p>To further lower the cost to employers and encourage them to be open to mid-career switchers without the requisite experience or skills, WSG will provide course fee subsidies and salary support for the period of PCP (up to 6 months).</p>																										
6.	<p>Is there funding support?</p> <p>Yes, there are 2 support components:</p> <ul style="list-style-type: none"> a. Course Fee b. Training Allowance – This will be provided for the 6-month PCP period. This is to defray the salary expenses borne by the participating companies. <p>Funding is only applicable to employers who hire Singapore Citizens and Permanent Residents under this PCP.</p> <p><i>*More details are provided under “How can the trainee be eligible for the funding support?”</i></p>																										
7.	<p>How can the trainee be eligible for the funding support?</p> <p>To be eligible for the funding support, the trainee must:</p> <ul style="list-style-type: none"> • A Singaporean Citizen or Permanent Resident who have graduated at least 2 years; • Have no relevant internal audit experience; • Newly hired by firms in internal audit functions. 																										
8.	<p>Upon completion of the training, what qualification/title can the trainee get?</p> <p>Upon completion of all 11 modules, they will receive a Certificate of Completion issued by IIA. Trainees will be required to complete these 11 modules during the programme:</p> <table border="1" data-bbox="296 1509 1445 1953"> <thead> <tr> <th data-bbox="296 1509 874 1543">Modules</th> <th data-bbox="874 1509 1445 1543">Duration (days)</th> </tr> </thead> <tbody> <tr> <td data-bbox="296 1543 874 1576">Beginning Auditor Tools & Techniques</td> <td data-bbox="874 1543 1445 1576">3</td> </tr> <tr> <td data-bbox="296 1576 874 1610">Audit Report Writing</td> <td data-bbox="874 1576 1445 1610">2</td> </tr> <tr> <td data-bbox="296 1610 874 1644">Interviewing skills for auditors</td> <td data-bbox="874 1610 1445 1644">1</td> </tr> <tr> <td data-bbox="296 1644 874 1677">Persuasion skills for auditors</td> <td data-bbox="874 1644 1445 1677">1</td> </tr> <tr> <td data-bbox="296 1677 874 1711">Client & Business Environment</td> <td data-bbox="874 1677 1445 1711">1</td> </tr> <tr> <td data-bbox="296 1711 874 1744">Auditor-in-charge Tools & Techniques</td> <td data-bbox="874 1711 1445 1744">3</td> </tr> <tr> <td data-bbox="296 1744 874 1800">Beyond the Basics: Essential Skills and Practices</td> <td data-bbox="874 1744 1445 1800">2</td> </tr> <tr> <td data-bbox="296 1800 874 1834">Data Analytics</td> <td data-bbox="874 1800 1445 1834">1</td> </tr> <tr> <td data-bbox="296 1834 874 1868">Managing Difficult Auditees</td> <td data-bbox="874 1834 1445 1868">2</td> </tr> <tr> <td data-bbox="296 1868 874 1901">Audit Manager Tools & Techniques</td> <td data-bbox="874 1868 1445 1901">3</td> </tr> <tr> <td data-bbox="296 1901 874 1935">Critical Thinking in IA</td> <td data-bbox="874 1901 1445 1935">1</td> </tr> <tr> <td data-bbox="296 1935 874 1953">Total</td> <td data-bbox="874 1935 1445 1953">20</td> </tr> </tbody> </table>	Modules	Duration (days)	Beginning Auditor Tools & Techniques	3	Audit Report Writing	2	Interviewing skills for auditors	1	Persuasion skills for auditors	1	Client & Business Environment	1	Auditor-in-charge Tools & Techniques	3	Beyond the Basics: Essential Skills and Practices	2	Data Analytics	1	Managing Difficult Auditees	2	Audit Manager Tools & Techniques	3	Critical Thinking in IA	1	Total	20
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CONFIDENTIAL

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9.	<p>Is there a bond for the programme? What if the trainee quits the programme halfway?</p> <p>Trainees may be required to sign a bond with their sponsoring employers before embarking on the programme, subject to the respective companies' human resources guidelines and regulations. If the trainee quits the programme midway through the programme, he may be liable to pay the liquidated damages which may comprise the full course fees, salary support and any other costs incurred by WSG, IIA and/or the participating employer.</p>
10.	<p>What if the trainee does not get a job offer from a participating PCP company?</p> <p>To qualify for funding support under the PCP IA, the trainee needs to be successfully matched and placed with a PCP-participating organisation. Individuals who wish to apply for jobs offered by employers in this PCP can contact IIA at pcp@iaa.org.sg.</p>
11.	<p>How does the trainee apply for the Programme and when is the closing date?</p> <p>As the programme works on a Place-and-Train mode, trainees are to secure a job with an organisation in Internal Audit Functions before they embark on their training. The company will enrol the applicant and make the necessary arrangement. IIA will liaise directly with the participating companies' HR personnel.</p> <p>The upcoming enrolment will open in first half of 2018 for the course intake that will commence thereafter.</p> <p>WSG and IIA are also concurrently reaching out to relevant companies to post Internal Auditing related jobs that qualify under this PCP, on Jobsbank for interested individuals to apply.</p>
12.	<p>Is it compulsory to attach documents to the trainee's application?</p> <p>Yes, the following documents will be required for registration:</p> <ol style="list-style-type: none">1. NRIC (front & back) for Singapore Citizen and Permanent Resident2. Copy of transcripts, certificates of educational qualifications and Curriculum Vitae
13.	<p>When will the trainee know of the results and who will contact him?</p> <p>If the applicant is offered a position with one of the participating companies, the company will enrol the applicant and make the necessary arrangement. WSG will liaise directly with the participating companies' HR personnel.</p>

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14.	<p>I am a new hire in an Internal Audit function. How do I apply for the programme?</p> <p>Inform your HR representative (employers) to contact the programme manager, IIA at pcp@iaa.org.sg. IIA will liaise directly with the participating companies HR personnel. Do note that the PCP is targeted at non-entry level jobs, such as Senior Internal Auditor / Internal Audit Assistant Manager, to be considered on a case by case basis.</p>
15.	<p>How can a potential applicant find out more information on PCP IA and who can he contact?</p> <p>For PCP related enquires, please contact the programme manager, IIA at pcp@iaa.org.sg.</p>

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C. For Employers	
16.	What are the benefits of PCPs? The programme enables employers to tap on additional sources of manpower. Subsidies for salary support will be provided to the employers, to encourage them to hire PMETs who are interested to be reskilled into a new job role.
17.	What are the eligibility criteria for Employers? Participating companies must fulfill the following criteria: <ul style="list-style-type: none">• Involved in internal audit functions.• Issue a valid employment contract for at least 6 months• Be able to provide structured OJT for the candidate
18.	What type of funding support is available for PCPs? The following standard funding support is provided: <ul style="list-style-type: none">• Course fee grant of up to 70%^• Salary support of 70%* of PMET's monthly salary, capped at \$4,000 per month ^Enhanced course fee for Singapore Citizens (SC) PMETs aged \geq 40 years, or SC / SPR sponsored by SMEs : up to 90% course fee funding *Enhanced salary support for Singapore Citizens (SC) PMETs aged \geq 40 years or actively seeking employment for \geq 6 months: up to 90% of monthly salary, capped at \$6,000 per month.
19.	Why is there enhanced funding for PCPs? The enhanced salary support of up to 90% of monthly salary (capped at \$6,000) is provided to employers, to strengthen support for mature and long term unemployed PMETs, and to facilitate the hiring of more mid-career PMETs into industries with good prospects.
20.	How can an employer find out more information on PCP for Internal Audit Professionals and who can he contact? Employer can send enquiry to pcp@iaa.org.sg .