

## FACTSHEET ON PROFESSIONAL CONVERSION PROGRAMMES

### 1) What are PCPs?

**Professional Conversion Programmes (PCPs)** are career conversion programmes targeted at Professionals, Managers, Executives and Technicians (PMETs) mid-career switchers, to undergo skills conversion and move into new occupations or sectors that have good prospects and opportunities for progression.

### 2) Types of PCPs:

- **Place-and-Train:** PMET is hired by a participating employer before undergoing training to take on new job role
- **Attach-and-Train<sup>1</sup>:** PMET is provided with training and work attachments, in advance of job placement, through industry partners in growth sectors with good future job opportunities
- **Redeployment:** PMET at risk of redundancy is retained by existing employers and provided with training to take on new job roles within the same company

The types of training that PMETs have to undergo under the PCPs are broadly summarised in Table 1.

*Table 1: Types of PCP Training*

Occupation Conversion	Broad Types of PCP Training	PCP Duration
New occupation in a different sector	<ul style="list-style-type: none"> <li>– External Training</li> <li>– In-house Training</li> <li>– Structured On-the-Job-Training (OJT)</li> </ul>	Typically ranges from three months to 24 months, depending on the programme and job requirements
Different occupation within sector		
Different occupation within same company (Redeployment PCPs only)		

<sup>1</sup> Although placement is not mandatory for **Attach-and-Train** PCPs, employers are strongly encouraged to offer employment to eligible trainees who have met satisfactory training and performance requirements

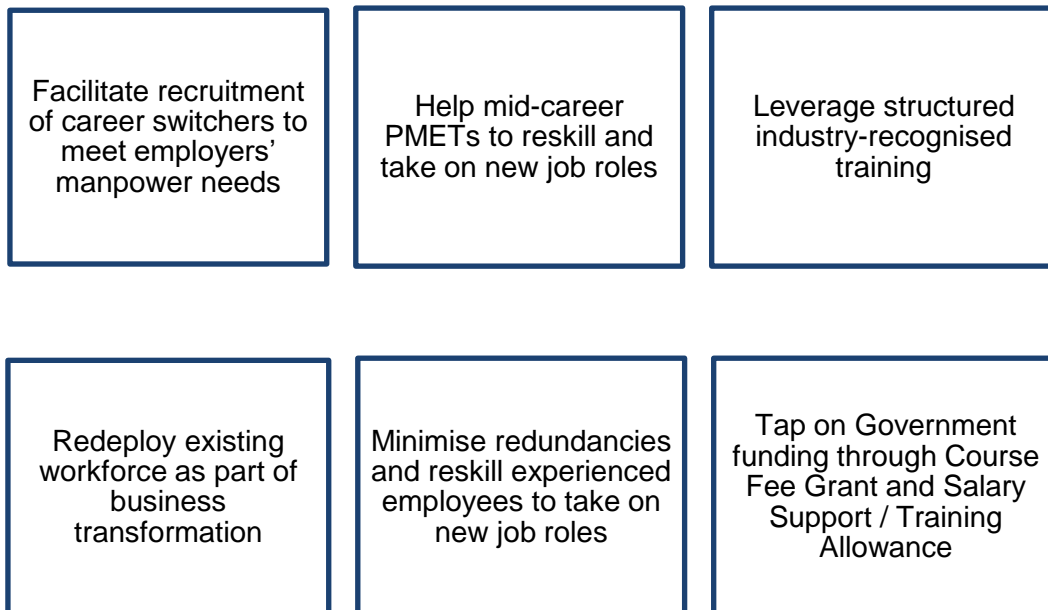
### 3) Coverage of PCPs

**WSG offers more than 100 PCPs to support PMETs in career conversion.** They are developed in close collaboration with the relevant stakeholders such as Sectoral Agencies and Industry Partners.

**The PCPs offered span across the six main clusters<sup>2</sup> under the 23 Industry Transformation Maps (ITMs).** New PCPs will also be introduced over time through our continued partnership with our partners.

**In addition, WSG also offers company-specific Redeployment PCPs to support employers in their business transformation plans<sup>3</sup>.** The Redeployment PCPs allow employers to retain, reskill, and redeploy existing employees (whose jobs are being phased out) into new growth jobs<sup>4</sup> within the same companies.

### 4) Benefits of PCPs



<sup>2</sup> The six clusters include (i) Manufacturing, (ii) Built Environment, (iii) Trade and Connectivity, (iv) Essential Domestic Services, (v) Modern Services, and (vi) Lifestyle.

<sup>3</sup> Participating employers are required to have a clear plan on how their employees will be transitioned from old roles into emerging roles within the company

<sup>4</sup> Relevancy of new job roles to be determined in consultation with relevant economic agencies, such as Economic Development Board (EDB), and unions.

## 5) Funding Support

### Place-and-Train PCPs / Redeployment PCPs

- a. WSG funding support will be provided to **Employers**.
- b. Employers will co-fund the remaining salary and course fees.

Table 2: Funding Rates for Place-and-Train PCPs / Redeployment PCPs

WSG's Funding to Employers	Standard Rate	Enhanced Rate
Salary Support	Up to 70% of Monthly Salary (capped at \$4,000 per month)	Up to 90% of Monthly Salary (capped at \$6,000 per month)  For Long-term Unemployed <sup>5</sup> Singapore Citizen (SC) trainees or Mature <sup>6</sup> SC trainees
Course Fee Subsidy	Up to 70% Course Fees*	Up to 90% Course Fees*  For SC/Permanent Resident (PR) trainees sponsored by SMEs or Mature <sup>6</sup> SC trainees
	In-house training: Up to \$15 per hour	

\* Funding caps may apply

<sup>5</sup> LTU is defined as being unemployed and actively seeking employment for six months or more.

<sup>6</sup> Mature trainee is defined as being aged 40 and above.

**Attach-and-Train PCPs**

- a. WSG funding support will be provided to **Trainees**.
- b. Employers will co-fund at least an additional 10% of prevailing salary

*Table 3: Funding Rates for Attach-and-Train PCPs*

<b>WSG's Funding to Trainees</b>	<b>Standard Rate</b> (SCs/PRs below age of 40)	<b>Enhanced Rate</b> (SCs aged 40 and above)
<b>Course Fee Subsidy</b>	<b>Up to 70% Course Fees*</b>	<b>Up to 90% Course Fees*</b>
<b>Training Allowance</b>	<p><b><u>WSG's funding</u></b> Between 50 - 70% of Prevailing Salary# (capped at \$4,000 per month)</p> <p><b><u>Co-funding by hosting employer</u></b> At least an additional 10% of Prevailing Salary#</p>	

\* Funding caps may apply

# Based on jobs the trainee is being prepared for, to be determined by WSG for each Attach-and-Train PCP

**6) HOW TO APPLY?**

**Applicants**

Interested applicants can visit [www.wsg.gov.sg/pcp](http://www.wsg.gov.sg/pcp) to apply. Suitable applicants will be shortlisted by participating employers for interview before embarking on the programme.

**Employers**

Interested employers can visit [www.wsg.gov.sg/pcp](http://www.wsg.gov.sg/pcp) or contact the respective PCP Programme Partners for more information.