

## ELIGIBILITY CRITERIA

Interested PMETs and Employers will need to meet the following criteria.

### PMETs

- Singapore Citizen or Permanent Resident
- Minimum 21 years old
- Graduated or completed National Service for at least two years

Beyond the general eligibility criteria for PMETs, other course-specific entry criteria and employer-specific shortlisting process may apply for different PCPs.

### Employers

PLACE-AND-TRAIN	ATTACH-AND-TRAIN	REDEPLOYMENT
Registered or incorporated in Singapore		
Be committed to work with WSG or its appointed partner on the necessary administrative matters related to the programme		
Must be able to offer employment directly related to the job which the PCP is for, with remuneration that is aligned with the market rate	Offer attachment positions directly relevant to identified Attach-and-Train PCP job occupations	Must be able to offer new growth job roles within the same company, with remuneration that is aligned with the market rate
Commit to the PCP training arrangements for the PMETs that they have selected	Commit to Attach-and-Train PCP training arrangements	Commit to the redeployment and training arrangements for existing employees at risk of redundancy
	Employers are strongly encouraged to offer employment to eligible trainees who have met satisfactory training and performance requirements	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

Employers on board Place-and-Train PCPs are encouraged to post their PCP job vacancies on MyCareersFuture to reach out to mid-career PMETs.

 For more information on PCPs, please visit [www.wsg.gov.sg/pcp](http://www.wsg.gov.sg/pcp)



**Workforce Singapore**  
1 Marina Boulevard #18-01  
One Marina Boulevard  
Singapore 018989

Tel (65) 6883 5885

[www.wsg.gov.sg/pcp](http://www.wsg.gov.sg/pcp)

## PROFESSIONAL CONVERSION PROGRAMME (PCP)

# UPGRADE.RESKILL. SWITCH CAREERS.




A programme of




Printed in January 2019

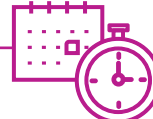
**Professional Conversion Programmes (PCPs)** are career conversion programmes targeted at Professionals, Managers, Executives and Technicians (PMETs) mid-career switchers, to undergo skills conversion and move into new occupations or sectors that have good prospects and opportunities for progression.

### ABOUT THE PCPs

 **>100**  
PCPs

 Across **23**  
ITM Sectors



WSG offers more than 100 PCPs to support PMETs in career conversion, spanning across the six main clusters under the 23 Industry Transformation Maps (ITMs).

 **3-24**  
Months




The duration of a PCP typically ranges between 3 to 24 months, depending on the programme and job requirements

### TYPES OF PCP

There are 2 types of PCP training:

TYPES OF PCP	DESCRIPTION	TRAINING DELIVERY
 <p><b>SECTORAL</b></p>	Delivered centrally by selected training providers for identified job occupations, with vacancies offered by participating employers	<ul style="list-style-type: none"> <li>External Training selected by employer</li> <li>Structured In-house Training</li> </ul>
 <p><b>COMPANY-SPECIFIC</b></p>	Customised to the specific employer's hiring needs, with employer-proposed training. This is usually on a Place-and-Train mode	<ul style="list-style-type: none"> <li>Structured On-the-Job Training</li> </ul>

### MODES OF DELIVERY

 <p><b>PLACE-AND-TRAIN</b></p> <p>PMET is hired by a participating employer before undergoing training to take on new job role</p>
 <p><b>ATTACH-AND-TRAIN</b></p> <p>PMET is provided with training and work attachments, in advance of job placement, through industry partners in growth sectors with good future job opportunities</p>
 <p><b>REDEPLOYMENT</b></p> <p>PMET at risk of redundancy is retained by existing employers and provided with training to take on new job roles within the same company</p>



### BENEFITS

 <p>Facilitate recruitment of career switchers to meet employers' manpower needs</p>	 <p>Tap on Government funding through Course Fee Grant and Salary Support / Training Allowance</p>
 <p>Leverage structured industry-recognised training</p>	 <p>Minimise redundancies and reskill experienced employees to take on new job roles</p>

### FUNDING SUPPORT

To encourage employers to take on mid-career switchers without the requisite experience or skills, funding support will be provided as follows:

#### PLACE-AND-TRAIN / REDEPLOYMENT



WSG's Funding to Employers	STANDARD RATE	ENHANCED RATE
 <p><b>Salary Support</b></p>	Up to <b>70% of Monthly Salary</b> (capped at \$4,000 per month)	Up to <b>90% of Monthly Salary</b> (capped at \$6,000 per month)  For Long-term Unemployed <sup>1</sup> SC trainees or Mature <sup>2</sup> SC trainees
 <p><b>Course Fee Subsidy</b></p>	Up to <b>70% Course Fees*</b>	Up to <b>90% Course Fees*</b>  For SC/PR trainees sponsored by SMEs or Mature <sup>2</sup> SC trainees
<b>In-house training: Up to \$15 per hour</b>		

\* Funding caps may apply

<sup>1</sup> LTU is defined as being unemployed and actively seeking employment for six months or more.

<sup>2</sup> Mature trainee is defined as being aged 40 and above.

#### ATTACH-AND-TRAIN

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

\* Funding caps may apply

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