

**PROFESSIONAL CONVERSION PROGRAMMES FACTSHEET
[FOR PUBLIC INFORMATION]**

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.

1) Types of PCPs:

- **Place-and-Train (PnT):** PMET is hired by a participating employer before undergoing training to take on new job role
- **Attach-and-Train¹ (AnT):** PMET is provided with training and work attachments, prior to job placement, through industry partners in growth sectors with good future job opportunities
- **Redeployment/Job Redesign (JR) Reskilling:** PMET at risk of redundancy in vulnerable job roles is retained by existing employers and reskilled to take on new or redesigned job roles² within the same company

The types of training that PMETs would undergo through the PCPs are broadly summarised in Table 1 below.

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"> – External Training – In-house Training – Structured On-the-Job-Training (OJT) 	Typically ranges from three months to 24 months, depending on the programme and job requirements
Different occupation within sector		
Different occupation or redesigned job role within same company (Redeployment/JR-Reskilling ² PCPs only)		

¹ 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

² JR-Reskilling PCP are applicable to Mature PMETs aged 40 and above only

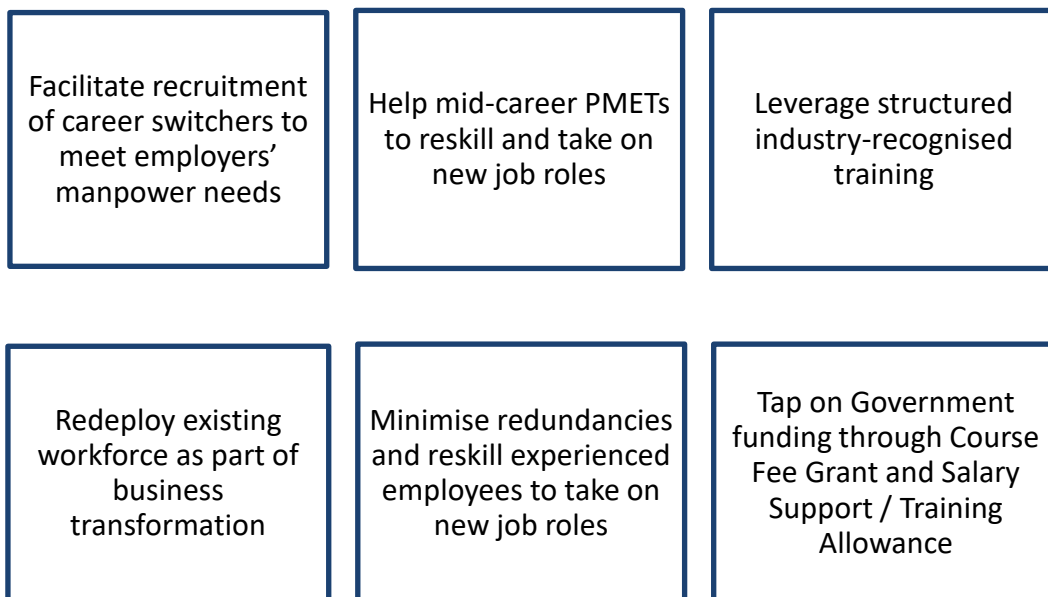
2) Coverage of PCPs

WSG currently offers around 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 span across the six main clusters³ under the 23 Industry Transformation Maps (ITMs). New PCPs will also be introduced over time through our continued partnership with our partners.

WSG also offers Redeployment/JR-Reskilling PCPs to support employers in their business transformation plans⁴. The Redeployment/JR-Reskilling PCPs allow employers to retain, reskill, and redeploy existing employees (whose jobs are being phased out) into new growth jobs⁵ within the same companies.

3) Benefits of PCPs



³ The six clusters include (i) Manufacturing, (ii) Built Environment, (iii) Trade and Connectivity, (iv) Essential Domestic Services, (v) Modern Services, and (vi) Lifestyle.

⁴ Participating employers are required to have a clear plan on how their employees will be transitioned from existing job roles into new/redesigned job roles within the company

⁵ Relevancy of new job roles to be determined in consultation with relevant economic agencies, such as Economic Development Board (EDB), and unions.

4) Funding Support

Place-and-Train PCPs / Redeployment / JR-Reskilling PCPs

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

Table 1: Funding Rates for Place-and-Train PCPs / Redeployment / JR-Reskilling PCPs

WSG's Funding to Employers	Standard Rate (SCs/PRs below age of 40)	Enhanced Rate
Salary Support	Up to 70% of Monthly Salary for PCP training duration <i>(capped at \$4,000 per month)</i>	Up to 90% of Monthly Salary for PCP training duration <i>(capped at \$6,000 per month)</i> For Long-term Unemployed ⁶ Singapore Citizen (SC) trainees or Mature ⁷ 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 SC trainees
	In-house training: Up to \$15 per hour	

**Funding caps may apply*

⁶ Long-term Unemployed (LTU) is defined as being unemployed and actively seeking employment for six months or more.

⁷ Mature trainee is defined as being aged 40 and above.

Attach-and-Train PCPs

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

Table 2: Funding Rates for Attach-and-Train PCPs

WSG’s Funding to Trainees	Standard Rate (SCs/PRs below age of 40)	Enhanced Rate (SCs aged 40 and above)
Course Fee Subsidy	Up to 70% Course Fees*	Up to 90% Course Fees*
Training Allowance	<p align="center"> <u>WSG’s funding for AnT training duration</u> Between 50 - 70% of Prevailing Salary[#] <i>(capped at \$4,000 per month)</i> </p> <p align="center"> <u>Co-funding by hosting employer</u> 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

5) [New] Adjustments in funding disbursements for new hires on PCPs from 1 Sep 2020 to 28 Feb 2021

As announced by DPM Heng on 17 Aug 2020, the Jobs Growth Incentive (“JGI”) has been introduced to support companies to hire more Singaporeans and provide more good jobs amidst the current labour market.

- a. Under the JGI, the Government will co-pay up to 25% of salaries of all **new local hires** between Sep 2020 (where the JGI will take effect) to Feb 2021 for one year, subject to a cap.
- b. For those aged 40 and above, the co-payment to employers will be up to 50%.

As the JGI will also apply to jobseekers undergoing reskilling through PCPs, WSG will be making temporary funding adjustments during the duration of the JGI to ensure our jobseekers continue to receive the necessary support they need to be placed into new opportunities in growth sectors.

For individuals newly hired⁸ and put on Place-and-Train PCPs for the period between 1 Sep 2020 to 28 Feb 2021, the Salary Support funding will now be disbursed to participating employers over a longer period, comprising the PCP training duration and an additional period of retention equivalent to the training duration.

The temporary adjustments to PCP Salary Support disbursements will not affect the following groups of PCP participants.

- a. Local workers who were hired on Place-and-Train PCPs before Sep 2020 or after Feb 2021, which is outside the qualifying period for JGI
- b. Participants under Redeployment and JR Reskilling PCPs who are existing employees
- c. Attach-and-Train (“AnT”) PCP participants who do not have an employer-employee relationship with the host organisations

6) Eligibility Criteria

Interested PMETs and Companies 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 2 years⁹
- New job role trained for under the PCP should be substantially different from previous job role(s), hence requiring reskilling for career conversion¹⁰

Beyond the general eligibility criteria for PMETs, there may be other course-specific entry criteria and employer-specific shortlisting process may apply for different PCPs. In general, individuals applying for PCPs should also not be shareholders, immediate ex-employees of the company or related entities, or be related to shareholders of the hiring company. Please refer to the FAQs for more details on these exclusions.

⁸ The adjustment to SS disbursement will apply based on the date of hire of the individuals (i.e. start of employment with employer and not date of commencement of the PCP). To illustrate, the adjustment to SS disbursement will not apply to individuals hired before 1 Sep 2020, even if they start the PCP after 1 Sep 2020. Conversely, individuals hired between 1 Sep 2020 – 28 Feb 2021 will be covered by the changes, even if they start the PCP after 28 Feb 2021.

⁹ This will be counted from the date of graduation from latest qualification, or date of completion of national service, whichever is later.

¹⁰ PCPs are geared towards helping PMETs acquire skills to change careers. Hence, there is a requirement for career conversion when PMETs undergo a PCP.

Companies:

Place-and-Train / Redeployment / Job Redesign (JR) Reskilling:

The participating company must fulfil the following criteria:

- Registered or incorporated in Singapore
- Must be able to offer employment directly related to the job which the PCP is for, with remuneration that is commensurate with the market rate
- Commit to the PCP training arrangements for the PMETs that they have selected
- Be committed to work with WSG or its appointed partner on the necessary administrative matters related to the programmes

Attach-and-Train:

Hosting employers will need to meet the following criteria:

- Registered or incorporated in Singapore
- Offer attachment positions directly relevant to identified Attach-and-Train PCP job occupations
- Commit to Attach-and-Train PCP training arrangements
- Be committed to work with WSG or its appointed partner on programme administrative requirements

7) How to Apply?

Applicants

Interested applicants can visit 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 to understand the opportunities and contact the respective PCP Programme Partners for more information.

To access www.wsg.gov.sg/pcp, scan the QR code below:

