

## 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-Train<sup>1</sup> (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:** Targeted at companies that are undergoing business transformation, and where their existing PMET workers are at risk of redundancy or in vulnerable jobs due to the transformation. These PMETs will be provided with training to take on new job roles or redesigned job roles 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"> <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 or redesigned job role within same company (Redeployment/JR-Reskilling <sup>2</sup> 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

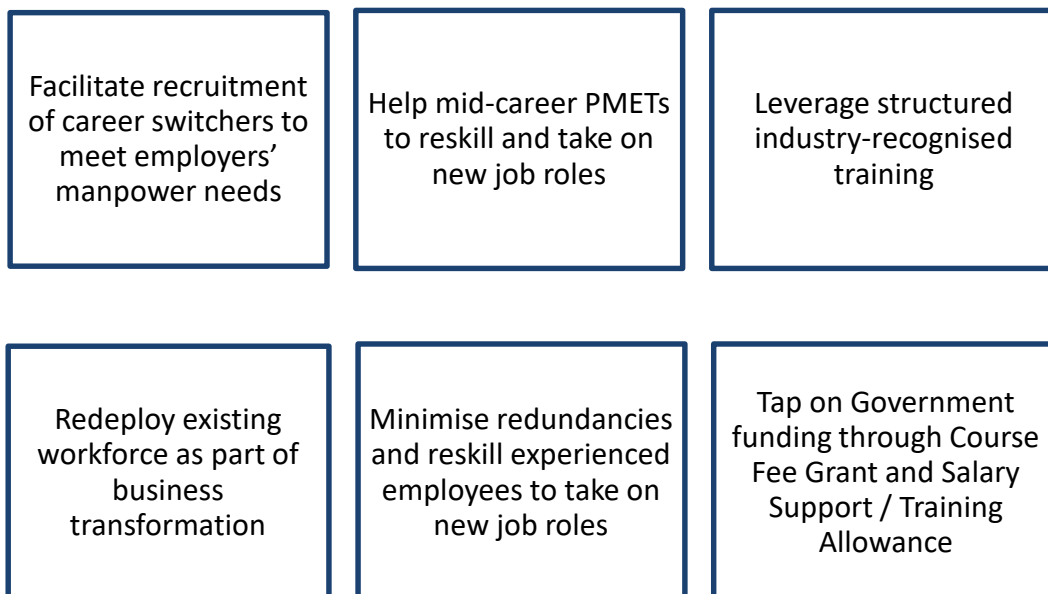
## 2) Coverage of PCPs

**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 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.

**WSG also offers Redeployment/JR-Reskilling PCPs to support employers in their business transformation plans<sup>3</sup>.** The Redeployment/JR-Reskilling 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.

## 3) 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 existing job roles into new/redesigned job 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), Enterprise Singapore (ESG), and the 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*

<b>WSG's Funding to Employers</b>	<b>Standard Rate</b> (SCs/PRs below age of 40)	<b>Enhanced Rate</b>
<b>Salary Support</b>	<b>Up to 70% of Monthly Salary for PCP training duration</b> <i>(capped at \$4,000 per month)</i>	<b>Up to 90% of Monthly Salary for PCP training duration</b> <i>(capped at \$6,000 per month)</i>  For Long-term Unemployed <sup>5</sup> Singapore Citizen (SC) trainees or Mature <sup>6</sup> SC trainees
<b>Course Fee Subsidy</b>	<b>Up to 70% Course Fees*</b>	<b>Up to 90% Course Fees<sup>7*</sup></b>  For SC/Permanent Resident (PR) trainees sponsored by SMEs or Mature SC trainees
	<b>In-house training: Up to \$15 per hour</b>	

*\*Funding caps may apply*

<sup>5</sup> Long-term Unemployed (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.

<sup>7</sup> This includes a 20% course fee subsidy top-up from SSG's SkillsFuture Mid-Career Enhanced Subsidy for mature SCs, or a 20% course fee subsidy top-up from SSG's Enhanced Training Support for SMEs for SME-sponsored SC/PR employees, if applicable

**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	<b>Up to 70% Course Fees*</b>	<b>Up to 90% Course Fees<sup>8*</sup></b>
Training Allowance	<p><b><u>WSG’s funding for AnT training duration</u></b>            Between 50 - 70% of Prevailing Salary<sup>#</sup>  <i>(capped at \$4,000 per month)</i></p> <p><b><u>Co-funding by hosting employer</u></b>            At least an additional 10% of Prevailing Salary<sup>#</sup></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 31 Mar 2022**

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. The latest enhancements to JGI support was announced by Minister/Manpower on 24 Sep 2021, as follows:

- a. Under the JGI, the Government will co-pay up to 15% of salaries of all **new local hires** between Sep 2020 (where the JGI will take effect) to Mar 2022 for 6 months, subject to a cap.
- b. For those aged 40 and above, persons with disabilities, and ex-offenders, the co-payment to employers will be up to 50% for 12 months.

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

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<sup>8</sup> This includes a 20% course fee subsidy top-up from SSG’s SkillsFuture Mid-Career Enhanced Subsidy for mature SCs, if applicable

jobseekers continue to receive the necessary support they need to be placed into new opportunities in growth sectors.

For individuals newly hired<sup>9</sup> and put on Place-and-Train PCPs for the period between 1 Sep 2020 to 31 Mar 2022, 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 Mar 2022, 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 years<sup>10</sup>
- New job role trained for under the PCP should be substantially different from previous job role(s), hence requiring reskilling for career conversion<sup>11</sup>
- Able to commit to full-time employment or attachment in a participating company

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

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<sup>9</sup> 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 – 31 Mar 2022 will be covered by the changes, even if they start the PCP after 31 Mar 2022.

<sup>10</sup> This will be counted from the date of graduation from latest qualification, or date of completion of national service, whichever is later.

<sup>11</sup> PCPs are geared towards helping PMETs acquire skills to change careers. Hence, there is a requirement for career conversion when PMETs undergo a PCP.

company or related entities, or be related to shareholders of the hiring company. Please refer to the FAQs for more details on these exclusions.

### **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 full-time 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
- For applications for redeployment/JR Reskilling PCPs, companies are required to submit details of their business transformation plan for evaluation by the appointed programme partners.

#### ***Attach-and-Train:***

Hosting employers will need to meet the following criteria:

- Registered or incorporated in Singapore
- Offer full-time 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](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) to understand the opportunities and contact the respective PCP Programme Partners for more information.

To access [www.wsg.gov.sg/pcp](http://www.wsg.gov.sg/pcp), scan the QR code below:

