

**PROFESSIONAL CONVERSION PROGRAMMES FREQUENTLY ASKED QUESTIONS (FAQS)  
[FOR PUBLIC INFORMATON]**

S/N	Questions and Answers
<b>A1</b>	<b>General Questions on PCPs</b>
<b>1</b>	<b>What are PCPs?</b>
	PCPs are career conversion programmes meant for mid-career Professionals, Managers, Executives and Technicians (PMETs) switchers to undergo skills conversion and move into a new job occupation.
<b>2</b>	<b>How many modes of PCPs are there?</b>
	Modes of PCPs include:  <b>Place-and-Train:</b> PMETs are hired by a participating employer before undergoing training to take on new job roles <b>Attach-and-Train:</b> PMETs are provided with training and work attachments in advance of job placement, through industry partners in growth sectors. <b>Redeployment/Job Redesign (JR) Reskilling:</b> 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.
<b>3</b>	<b>What is Attach-and-Train PCP?</b>
	Attach-and-Train (AnT) is a mode of Professional Conversion Programmes (PCP), in addition to PnT. PMETs will go through conversion training to become job-ready, ahead of placement in selected growth sectors.
<b>4</b>	<b>What is the difference between Redeployment and JR Reskilling PCPs?</b>
	Redeployment PCPs are targeted at job roles that are at near-term risk of redundancy, whereas JR reskilling PCPs go further upstream to identify job roles that are vulnerable due to business transformation plans but are not immediately at-risk. Both types of PCPs equip the existing workers with new skills that can allow them to take on new or redesigned job roles as a result of the business transformation.  Interested companies may approach the relevant programme partner on which type of programme you may qualify under.
<b>5</b>	<b>Who is the target audience for PCPs?</b>
	PCPs are targeted at Singapore Citizens/Permanent Residents (SC/PR) mid-career switchers, who have graduated or completed NS, for no less than 2 years.
<b>6</b>	<b>What is the general structure of PCPs?</b>
	PCP training generally comprises structured On-the-Job (OJT) training delivered by the hiring employers and external training (by external training providers).
<b>7</b>	<b>What is the typical training duration for a PCP?</b>

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	The duration of a PCP typically ranges between 3 to 24 months, depending on the programme and job requirements.
<b>8</b>	<b>Will the AnT PCP trainees be placed into jobs after the completion of the programme?</b>
	<p>Host employers are strongly encouraged to offer employment to eligible trainees who have met satisfactory training and performance requirements. The AnT PCP participants will also be able to leverage the skills and experience acquired as part of the attachment in their job search.</p> <p>The AnT PCP Programme Managers may also provide assistance to support trainees in sourcing for employment opportunities.</p>
<b>9</b>	<b>How do we ensure good placement outcomes for those on AnT PCPs, since they do not secure a job upfront at the start of the programme?</b>
	<p>WSG will work with industry partners in sectors where the outlook for growth is promising. The AnT PCP capacity is also decided in close consultation with the respective sector agencies.</p> <p>The Programme Managers will help to screen jobseekers to provide assurance that AnT PCP trainees have the right attitude and are suitable for the identified job roles. In addition, the work attachments that AnT PCP trainees go through will help them to be job-ready and be given job opportunities with potential employers.</p>
<b>10</b>	<b>What are some of the sectors where PCPs have been rolled out?</b>
	<p>PCPs are available in many different sectors, such as Healthcare, Infocomm Technology, Manufacturing and Early Childhood Care and Education.</p> <p>Currently, WSG has around 100 PCPs across close to 30 sectors.</p>
<b>11</b>	<b>Which are the PCP sectors which have seen the highest take-up rate to date?</b>
	The highest numbers for PCP placements come from sectors such as Early Childhood Care and Education, Infocomm Technology, General Manufacturing, and Precision Engineering
<b>12</b>	<b>How are sectors chosen for AnT PCPs? How many sectors have been selected so far?</b>
	The sectors are selected based on those with growth potential, which are likely to have demand for trained manpower in the longer term. Some of the sectors include Healthcare, InfoComm Technology and Financial Services.
<b>13</b>	<b>Which are the sectors that will introduce PnT PCPs moving forward?</b>
	More new PnT PCPs will be progressively launched in sectors with hiring demand such as Infocomm Technology and Energy and Chemicals amongst others.
<b>A2</b>	<b>PMETs-Specific Questions</b>
<b>1</b>	<b>What are the eligibility criteria for PMETs who wish to participate in a PCP?</b>

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	<p>The general non-academic criteria for PMETs are:</p> <ul style="list-style-type: none"> <li>• Singapore Citizen or Permanent Resident</li> <li>• Minimum 21 years old</li> <li>• Graduated or completed National Service, for at least 2 years*</li> <li>• New job role trained for under the PCP should be substantially different from previous job role(s), hence requiring reskilling for career conversion<sup>#</sup>) Able to commit to full-time employment or attachment in a participating company</li> </ul> <p><i>*This will be counted from the date of graduation from latest qualification, or date of completion of national service, whichever is later</i></p> <p><i><sup>#</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.</i></p> <p>Beyond the general eligibility criteria for PMETs, other course-specific entry criteria and employer-specific shortlisting process may apply for different PCPs.</p> <p>PCP applicants should also <b>not</b> be:</p> <ul style="list-style-type: none"> <li>• Shareholders<sup>##</sup> of the PCP participating company, or its related entities</li> <li>• Immediate ex-staff of the PCP participating company or its related entities</li> <li>• Related to the owners<sup>^</sup> of the PCP participating company</li> </ul> <p><i><sup>##</sup> Does not apply to publicly traded shares in listed companies</i></p> <p><i><sup>^</sup> For non-publicly listed companies, refers to individuals with shareholding per ACRA profile</i></p>
2	<p><b>What is the difference between PCPs and Rank-and-File Place-and-Train Programmes?</b></p>
	<p>The targeted job roles are different; Rank and File Place-and-Train programmes are targeted at individuals in non-PMET job roles, PCPs are targeted at PMET job roles.</p>
3	<p><b>I am currently in employment. When can I tender my resignation to apply for PCPs?</b></p>
	<p>Applicants are advised to tender their resignation only upon receiving clear indication that their enrolment into the PCP programme is successful and signing of the employment/trainee contract with the participating PCP company.</p>
4	<p><b>How can jobseekers apply for PCPs?</b></p>
	<p>Interested applicants can visit the PCP website at <a href="http://wsg.gov.sg/pcp">wsg.gov.sg/pcp</a> to understand the opportunities and apply. Suitable applicants will be shortlisted by programme partners or participating employers for interviews.</p>
5	<p><b>How will PCP new hires be impacted from the temporary adjustments to PCP funding disbursements?</b></p>
	<p>The temporary adjustments to PCP funding disbursements will benefit new hires as their employers are encouraged to retain them over a longer duration, which comprises the PCP training duration and an additional retention period equivalent to the training duration.</p>

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<b>A3</b>	<b>Employers-Specific Questions</b>
<b>1</b>	<b>What are the benefits of PCPs, and how effective have the programmes been?</b>
	<p>Employers can tap on PCPs to expand their talent pipeline beyond job-ready candidates to meet their manpower needs.</p> <p>Placement is the key objective for PCPs. In 2020, close to 6,300 individuals were placed through PCPs, which is an increase over the placement achievements in 2019.</p>
<b>2</b>	<b>What are the eligibility criteria for Employers?</b>
	<p><b><i>Place-and-Train / Redeployment / Job Redesign (JR) Reskilling:</i></b> The participating company must fulfil the following criteria:</p> <ul style="list-style-type: none"> <li>• Registered or incorporated in Singapore</li> <li>• 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</li> <li>• Commit to the PCP training arrangements for the PMETs that they have selected</li> <li>• Be committed to work with WSG or its appointed partner on the necessary administrative matters related to the programme</li> <li>• 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.</li> </ul> <p><b><i>Attach-and-Train:</i></b> Hosting employers will need to meet the following criteria:</p> <ul style="list-style-type: none"> <li>• Registered or incorporated in Singapore</li> <li>• Offer full-time attachment positions directly relevant to identified Attach-and-Train PCP job occupations</li> <li>• Commit to Attach-and-Train PCP training arrangements</li> <li>• Be committed to work with WSG or its appointed partner on programme administrative requirements</li> </ul>
<b>3</b>	<b>Are SMEs eligible for PCP?</b>
	Yes, as long as above criteria in A3.2 are met.
<b>4</b>	<b>How can a company sign up for PCPs?</b>
	<p>PCPs are typically administered by Programme Partners, which are usually industry partners that will work with companies on PCPs.</p> <p>Companies interested in participating in PCPs as hiring employers can visit the WSG website at <a href="http://wsg.gov.sg/pcp">wsg.gov.sg/pcp</a> to understand the opportunities and contact the respective PCP Programme Partners for more information.</p>

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	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.
5	<b>Why is there a change in funding period for salary support for PCPs from 1 September 2020 onwards?</b>
	With the introduction of the Jobs Growth Incentive on 1 Sep 2020, WSG will be making temporary adjustments to the salary support disbursements for all new hires on PCPs for the period between 1 Sep 2020 to 31 Mar 2022, which coincides with the qualifying period of the JGI. The intent is to spread out salary support disbursements over a longer period to encourage companies to retain new hires under the PCPs. The duration of funding will now include the original training duration and an additional retention period equivalent to the training duration. Overall salary support funding per new hire remains unchanged.
6	<b>How will my funding be affected if my new employees are participating in an existing PCP that is open for applications beyond 1 September 2020?</b>
	The total funding support will remain unchanged except that for new employees hired between 1 Sep 2020 to 31 Mar 2022 and placed on PCPs, the funding support will now be disbursed over both the training period and an additional equivalent retention period.
7	<b>If a pay raise is offered to an employee after the training period, will the salary support disbursed during the retention period be applied to the higher salary?</b>
	Yes, the salary support will be computed based on the actual salary over the 6 month training period and 6 months retention period respectively.
8	<b>Arising from these funding adjustments, are there any action required from the PCP participating companies who hire locals during the qualifying period of the JGI?</b>
	No action is required from these companies. The funding adjustments for new hires on conversion programmes will be done by WSG's programme partners.