

CAREER CONVERSION PROGRAMMES FACTSHEET [FOR PUBLIC INFORMATION]

Career Conversion Programmes (CCPs) are conversion programmes targeted at 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 CCPs:

1. Place-and-Train: Mid-career individual is hired by a participating employer before undergoing training to take on a new job role.
2. Attach-and-Train: Mid-career individual is provided with training and work attachments, prior to job placement, through industry partners in growth sectors with good future job opportunities.
3. Redeployment / Job Redesign (JR) Reskilling: Targeted at companies that are undergoing business transformation, and where their existing workers are at risk of redundancy or in vulnerable jobs due to the transformation. These workers will be provided with training to take on new job roles or redesigned job roles within the same company.

The types of training that mid-career individuals would undergo through the CCPs are broadly summarised in Table 1 below.

Table 1: Types of CCP Training

Occupation Conversion	Broad Types of CCP Training	CCP 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 3 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 CCPs only)		

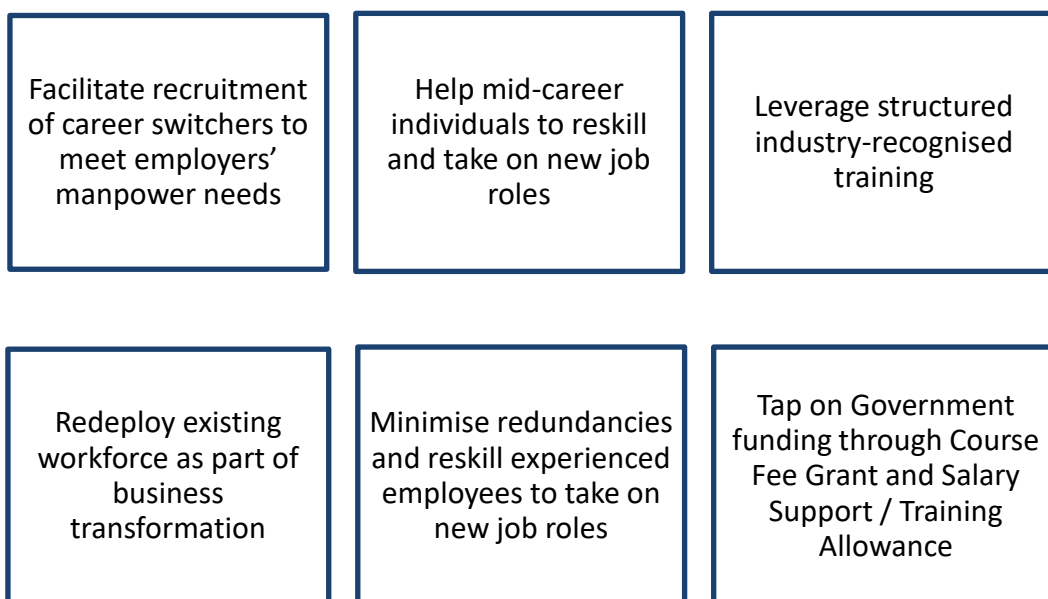
2) Coverage of CCPs

WSG currently offers close to 100 CCPs across around 30 sectors to help mid-career individuals reskill and take on new job roles. They are developed in close collaboration with the relevant stakeholders such as Sectoral Agencies and Industry Partners.

The CCPs span across the six main clusters¹ under the 23 Industry Transformation Maps (ITMs). New CCPs will also be introduced over time through our continued collaboration with our industry partners.

WSG also offers Redeployment/JR-Reskilling CCPs to support employers in their business transformation plans². The Redeployment/JR-Reskilling CCPs allow employers to retain, reskill, and redeploy existing employees (whose jobs are being phased out) into new growth jobs³ or redesigned jobs within the same companies.

3) Benefits of CCPs



¹ The six clusters include (i) Manufacturing, (ii) Built Environment, (iii) Trade and Connectivity, (iv) Essential Domestic Services, (v) Modern Services, and (vi) Lifestyle.

² 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

³ 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 CCPs / Redeployment / JR-Reskilling CCPs

- 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 CCPs / Redeployment / JR-Reskilling CCPs

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

**Funding caps may apply*

⁴ Long-term Unemployed (LTU) is defined as being unemployed and actively seeking employment for six months or more.

⁵ Mature trainee is defined as being aged 40 and above.

⁶ 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 CCPs

- 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 CCPs

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^{7*}
Training Allowance	<p><u>WSG's funding for AnT training duration</u> Between 50 - 70% of Prevailing Salary[#] (capped at \$4,000 per month)</p> <p><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 CCP

5) Jobs Growth Incentive and adjustments in funding disbursements for new hires on CCPs

The Jobs Growth Incentive (“JGI”) was introduced in Aug 2020 to support companies to hire more Singaporeans. More information on the JGI can be found at go.gov.sg/JGI.

As the JGI also applied to newly hired CCP trainees undergoing reskilling, WSG applied funding adjustments for all new CCP trainees hired from 1 Sep 2020 to 31 Mar 2023 to encourage employers that are participating in CCPs to retain their new local hires as far as possible. CCP salary support was disbursed to participating employers over a longer period, comprising the CCP training duration and an additional period of retention equivalent to the training duration.

The adjustments to CCP salary support disbursements do not affect the following groups of CCP participants.

- a. Local workers who were hired on Place-and-Train CCPs before Sep 2020 or after Mar 2023, which is outside of the qualifying period for JGI

⁷ This includes a 20% course fee subsidy top-up from SSG’s SkillsFuture Mid-Career Enhanced Subsidy for mature SCs, if applicable

- b. Participants under Redeployment and JR Reskilling CCPs who are existing employees
- c. Attach-and-Train (“AnT”) CCP participants who do not have an employer-employee relationship with the host organisations

As JGI has ended on 31 March 2023, the funding adjustments will no longer apply to new CCP trainees hired from 1 April 2023 onwards.

6) Eligibility Criteria

Interested mid-career individuals and Companies will need to meet the following criteria:

Mid-career individuals:

- Singapore Citizen or Permanent Resident
- Minimum 21 years old
- Graduated, or completed National Service, for at least 2 years⁸
- New job role trained for under the CCP should be substantially different from previous job role(s), hence requiring reskilling for career conversion⁹
- Able to commit to full-time employment or attachment in a participating company

Beyond the general eligibility criteria, there may be other course-specific entry criteria and employer-specific shortlisting process may apply for different CCPs. In general, individuals applying for CCPs 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.

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 a full-time employment contract on permanent terms or on contract terms that are no less than one (1) year, directly related to the job which the CCP is for, with remuneration that is commensurate with the market rate
- Commit to the CCP training arrangements for the mid-career individuals that they have selected

⁸ This will be counted from the date of graduation from latest qualification, or date of completion of national service, whichever is later.

⁹ CCPs are geared towards helping mid-career individuals acquire skills to change careers. Hence, there is a requirement for career conversion when mid-career individuals undergo a CCP. However, individuals who have a continuous employment gap of at least 2 years prior to CCP commencement will be allowed to apply for CCP job roles similar to their previous jobs.

- 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 CCPs, 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 CCP job occupations
- Commit to Attach-and-Train CCP training arrangements
- Be committed to work with WSG or its appointed partner on programme administrative requirements

7) How to Apply?

Mid-Career Individuals

Interested applicants can click [here](#) to explore the various CCPs apply. Suitable applicants will be shortlisted by participating employers for interview before embarking on the programme. Or scan the QR code below:



Employers

<p>Interested employers can click here to explore the CCPs currently available. Once you have found CCPs that you are keen on, you can register your interest by filling up this form. The respective Programme Partner will follow-up on your interest. Or, scan the QR codes below: CCP Portal:</p>	<p>CCP Interest Form:</p>
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