

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

S/N	Questions and Answers
A1	General Questions on CCPs
1	What are CCPs?
	CCPs provide employers with salary support to support mid-career new hires or existing employees to reskill and take up new job roles with good longer-term prospects.
2	How many modes of CCPs are there?
	Modes of CCPs include: <ul style="list-style-type: none"> • Place-and-Train: Company hires jobseeker and puts the individual through on-the-job training (OJT) or industry-recognised training to take on a new growth job role. • Attach-and-Train: Company acts as host employer to provide jobseeker with training and work attachments, in growth jobs roles where there are good prospects for placement. • Job Redesign (JR) Reskilling: Company sends an existing employee for reskilling, to take on growth job roles aligned to Industry Transformation Maps (ITMs)/Jobs Transformation Maps (JTM). Growth jobs roles are emerging or good job opportunities with long-term prospects for progression, identified in each sector in response to how the industry is expected to transform over time.
3	What is Attach-and-Train CCP?
	Attach-and-Train (AnT) is a mode of CCP, in addition to Place-and-Train (PnT). Mid-career individuals will go through conversion training to become job-ready, ahead of placement in selected growth sectors.
4	Who is the target audience for CCPs?
	CCPs are targeted at Singapore Citizens/Permanent Residents (SC/PR) mid-career switchers, who have graduated or completed NS, for no less than 2 years.
5	What is the general structure of CCPs?
	CCP training generally comprises structured On-the-Job (OJT) training delivered by the hiring employers and external training (by external training providers).
6	What is the typical training duration for a CCP?
	The duration of a CCP typically ranges between 3 to 24 months, depending on the programme and job requirements.
7	Will the AnT CCP trainees be placed into jobs after the completion of the programme?
	Host employers are strongly encouraged to offer employment to eligible trainees who have met satisfactory training and performance requirements. The AnT CCP participants will also be able to leverage the skills and experience acquired as part of the attachment in their job search.

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	The AnT CCP Programme Partners may also provide assistance to support trainees in sourcing for employment opportunities.
8	<p>How do we ensure good placement outcomes for those on AnT CCPs, since they do not secure a job upfront at the start of the programme?</p> <p>WSG will work with industry partners in sectors where the outlook for growth is promising. The AnT CCP capacity is also decided in close consultation with the respective sector agencies.</p> <p>The Programme Partners will help to screen jobseekers to provide assurance that AnT CCP trainees have the right attitude and are suitable for the identified job roles. In addition, the work attachments that AnT CCP trainees go through will help them to be job-ready and be given job opportunities with potential employers.</p>
9	<p>What are some of the sectors where CCPs have been rolled out?</p> <p>CCPs are available in many different sectors, such as Healthcare, Infocomm Technology, Manufacturing and Early Childhood Care and Education.</p> <p>Currently, WSG has CCPs across around 30 sectors.</p>
10	<p>How are sectors chosen for AnT CCPs?</p> <p>The sectors are selected based on those with growth potential, which are likely to have demand for trained manpower in the longer term. Financial Services is one example of a sector that offers AnT CCPs</p>
A2	Mid-career Individuals Specific Questions
1	<p>What are the eligibility criteria for mid-career individuals who wish to participate in a CCP?</p> <p>The general non-academic criteria for mid-career individual are:</p> <ul style="list-style-type: none"> • Singapore Citizen or Permanent Resident • Minimum 21 years old • Graduated or completed National Service, for at least 2 years* • Career conversion is required – <ul style="list-style-type: none"> a) New Hire: New job role trained for under the CCP should be substantially different from previous job role(s)[#] b) Existing Employee: New job role should be growth job identified under the Industry Transformation Maps (ITMs)/ Jobs Transformation Map (JTM) • Able to commit to full-time employment or attachment in a participating company <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>

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	<p><i>#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.</i></p> <p>Beyond the general eligibility criteria, other course-specific entry criteria and employer-specific shortlisting process may apply for different CCPs.</p> <p>CCP applicants should also not be:</p> <ul style="list-style-type: none"> • Shareholders^{##} of the CCP participating company, or its related entities • Immediate ex-staff of the CCP participating company or its related entities • Related to the owners[^] of the CCP participating company <p><i>## Does not apply to publicly traded shares in listed companies</i></p> <p><i>^ For non-publicly listed companies, refers to individuals with shareholding per ACRA profile</i></p>
2	<p>I am currently in employment. When can I tender my resignation to apply for CCPs?</p>
	<p>Applicants are advised to tender their resignation only upon receiving clear indication that their enrolment into the CCP programme is successful and signing of the employment/trainee contract with the participating CCP company.</p>
3	<p>How can jobseekers apply for CCPs?</p>
	<p>Interested applicants can visit the CCP website here to understand the opportunities and apply. Suitable applicants will be shortlisted by programme partners or participating employers for interviews.</p>
4	<p>I have been out of employment for a long period of time. Am I eligible to apply for CCP job roles that are similar to my previous job roles?</p>
	<p>Individuals who have been out of the labour force or 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.</p> <p>Please note that the Programme Partners will require additional supporting documents such as a declaration from the individual, the individual's resume and CPF contribution statements to verify the employment gap.</p> <p><i><u>Note:</u> The 2-year employment gap must be continuous and will exclude National Service during that period.</i></p>
A3	<p>Employers-Specific Questions</p>
1	<p>What are the benefits of CCPs, and how effective have the programmes been?</p>
	<p>Employers can tap on CCPs to expand their talent pipeline beyond job-ready candidates to meet their manpower needs.</p>

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	<p>Placement is the key objective for CCPs. More than 47,000 individuals have been placed since 2017.</p>
<p>2</p>	<p>What are the eligibility criteria for Employers?</p> <p><i>Place-and-Train / Job Redesign (JR) Reskilling:</i> The participating company must fulfil the following criteria:</p> <ul style="list-style-type: none"> • Registered or incorporated in Singapore. • Must be able to offer the CCP trainee 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. • Be committed to work with WSG or its appointed partner on the necessary administrative matters related to the programme. <p><i>Attach-and-Train:</i> Hosting employers will need to meet the following criteria:</p> <ul style="list-style-type: none"> • 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.
<p>3</p>	<p>Are SMEs eligible for CCP?</p>
	<p>Yes, as long as above criteria in A3.2 are met.</p>
<p>4</p>	<p>How can a company sign up for CCPs?</p> <p>CCPs are typically administered by Programme Partners, which are usually industry partners that will work with companies on CCPs.</p> <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 in them by filling up this form. The respective Programme Partner will follow-up on your interest. 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.</p>

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5	<p>What are the growth job roles that employers can support employees to take on under the JRR modality?</p>
	<p>New CCPs offering the enhanced JRR modality will be progressively introduced from 1 April 2024. Under the enhanced JRR modality, existing employees will be supported if they take on higher value and growth job roles identified under Industry Transformation Maps (ITMs)/ Jobs Transformation Maps (JTM). More information on the Jobs Transformation Maps can be found here: Jobs Transformation Maps.</p> <p>Interested employers can check the CCP portal from 1 April 2024 onwards, and indicate your interest with the respective CCP PPs directly.</p>
6	<p>If the CCP participant's salary is above the salary support cap, can the employer still qualify for salary support under the CCP?</p>
	<p>Yes, the employer will still receive salary support. However, the salary support provided will be subject to the existing funding rate and the salary support cap.</p>