

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:

- **Place-and-Train (PnT):** Mid-career individual is hired by a participating employer before undergoing training to take on new job role
- **Attach-and-Train¹ (AnT):** 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
- **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 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 CCPs only)		

¹ Although placement is not mandatory for **Attach-and-Train** CCPs, employers are strongly encouraged to offer employment to eligible trainees who have met satisfactory training and performance requirements

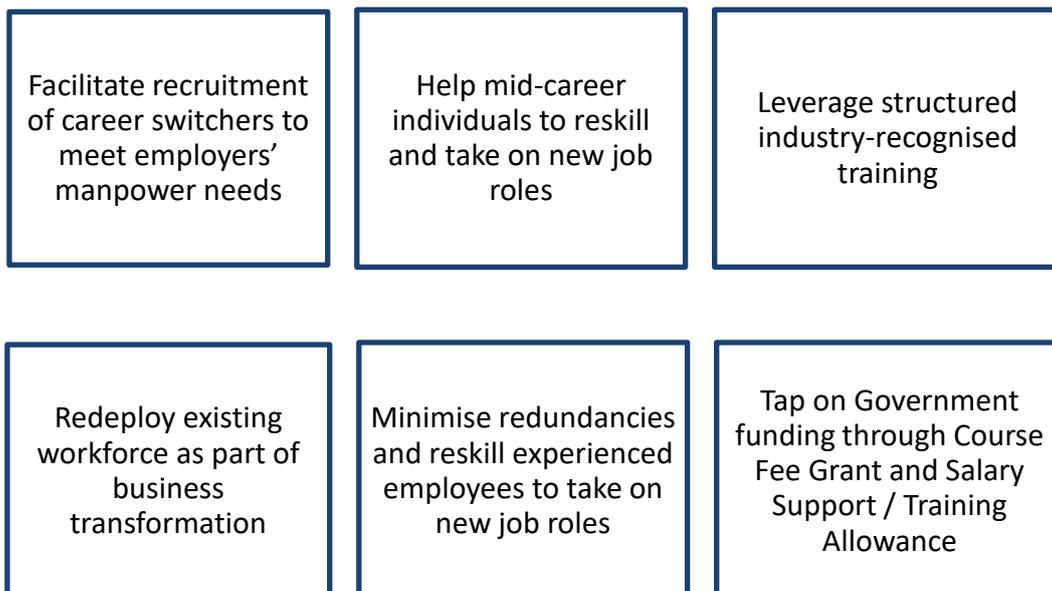
2) Coverage of CCPs

WSG currently offers around 100 CCPs to support mid-career individuals in career conversion. They are developed in close collaboration with the relevant stakeholders such as Sectoral Agencies and Industry Partners.

The CCPs span across the six main clusters² 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 plans³. The Redeployment/JR-Reskilling CCPs allow employers to retain, reskill, and redeploy existing employees (whose jobs are being phased out) into new growth jobs⁴ or redesigned jobs within the same companies.

3) Benefits of CCPs



² The six clusters include (i) Manufacturing, (ii) Built Environment, (iii) Trade and Connectivity, (iv) Essential Domestic Services, (v) Modern Services, and (vi) Lifestyle.

³ 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

⁴ 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 ⁵ Singapore Citizen (SC) trainees or Mature ⁶ SC trainees
Course Fee Subsidy	Up to 70% Course Fees*	Up to 90% Course Fees^{7*} For SC/Permanent Resident (PR) trainees sponsored by SMEs or Mature SC trainees

**Funding caps may apply*

⁵ Long-term Unemployed (LTU) is defined as being unemployed and actively seeking employment for six months or more.

⁶ Mature trainee is defined as being aged 40 and above.

⁷ 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^{8*}
Training Allowance	<p><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><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) [New] Update to 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 and provide more good jobs amidst the current labour market.

With the latest revisions to JGI support announced on 4 Mar 2022:

- The JGI qualifying window will be extended by another six months from April 2022 to September 2022.
- The support levels will be tapered down in line with improving conditions and limited to the following groups of new hires – (a) mature local hires aged 40 and above who have been unemployed for at least six months, (b) persons with disabilities (PwDs) and (c) ex-offenders.
- In the JGI qualifying window from April to September 2022, employers of these groups of new hires may receive up to 40% salary support for the first six months, and up to 20% for the next six months.

More information on the JGI can be found at go.gov.sg/JGI.

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

As the JGI also applied to new hire jobseekers undergoing reskilling through CCPs, WSG had previously made temporary funding adjustments during the earlier JGI qualifying windows between Sep 2020 to Mar 2022, to encourage companies to retain new hires under the CCPs.

Though the JGI extension from April to Sep 2022 only covers certain groups of new hires, WSG will apply the funding adjustments to all new CCP trainees hired from Apr to Sep 2022, in the same spirit of encouraging hiring and retention of local workers.

For individuals newly hired and put on Place-and-Train CCPs for the period between 1 Apr 2022 to 30 Sep 2022, the Salary Support funding will be disbursed to participating employers over a longer period, comprising the CCP training duration and an additional period of retention equivalent to the training duration.

These adjustments to Salary Support disbursements will not affect the following groups of CCP participants.

- a. Local workers who were hired on Place-and-Train CCPs before Sep 2020 or after Sep 2022, which is outside the qualifying period for JGI
- 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

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 years⁹
- New job role trained for under the CCP should be substantially different from previous job role(s), hence requiring reskilling for career conversion¹⁰

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

¹⁰ 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.

- 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
- 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?

Applicants

Interested applicants can click [here](#) to apply. Suitable applicants will be shortlisted by participating employers for interview before embarking on the programme.

Employers

Interested employers can click [here](#) to understand the opportunities and contact the respective CCP Programme Partners for more information.

Or, scan the QR codes below:

