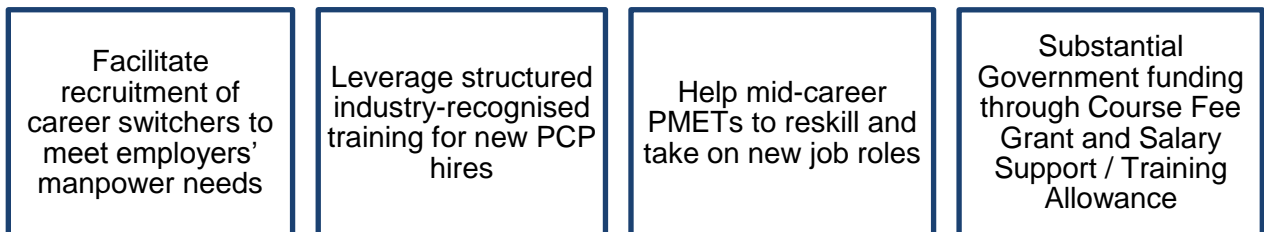# FACTSHEET ON PROFESSIONAL CONVERSION PROGRAMME

Professional Conversion Programmes (PCPs) are career conversion programmes targeted at Professionals, Managers, Executives and Technicians (PMETs), including mid-career switchers, to undergo skills conversion and move into new occupations or sectors that have good prospects and opportunities for progression.

Types of PCPs:

- **Place-and-Train:** PMET is hired by a participating employer before undergoing training to take on new job role
- **[New] Attach-and-Train**: PMET is provided with training and work attachments, in advance of job placement, through industry partners in growth sectors with good future job opportunities.

The duration of the PCPs typically ranges from three months to 24 months, depending on the programme and job requirements.

2) Benefits of PCPs

Facilitate recruitment of career switchers to meet employers' manpower needs	Leverage structured industry-recognised training for new PCP hires	Help mid-career PMETs to reskill and take on new job roles	Substantial Government funding through Course Fee Grant and Salary Support / Training Allowance

3) Coverage of PCPs

There are currently over 50 PCPs across more than 20 sectors including Information and Communications Technology, Healthcare, Logistics, Food & Beverage, Biologics Manufacturing, and Early Childhood Care & Education. PCPs will continue to be ramped up and launched in more sectors, to assist more PMETs to embark on career conversion.

To better respond to industry manpower needs, PMETs who are keen to embark on a career switch do not necessarily have to join a new sector but can participate in PCPs that move them into new job roles within the same sector.

The types of training that PMETs have to undergo under the PCPs are broadly summarised in Table 1.

Table 1: Types of PCP Training

Occupation Conversion	Broad Types of PCP Training
New occupation in a different sector	− External Training − In-house Training − Structured On-Job-Training (OJT)
Different occupation within sector	

4) Funding Support

Place and Train PCPs

a. For **Place-and-Train** PCPs, WSG funding support will be provided to **Employers** as shown in Table 2.
b. Employers will co-fund the remaining salary and course fees after WSG subsidies.

Table 2: Funding Rates for Place-and-Train PCPs

Funding to Employers by WSG	Standard Rate	Enhanced Rate
(Enhanced) Salary Support	Up to 70% of monthly salary *(capped at $4,000 per month[#])*	Up to 90% of monthly salary *(capped at $6,000 per month[#])* *For Long-term Unemployed[1] Singapore Citizen (SC) trainees or mature SC Trainees aged 40 and above*
Course Fee Subsidy	Up to 70% course fee funding*	Up to 90% course fee funding* *For SC/Permanent Resident (PR) trainees sponsored by SMEs or mature SC trainees aged 40 and above*
	In-house training: Up to $15 per hour	

* Funding caps may apply
[#] Effective 1 April 2017, funding caps may apply
Attach and Train PCPs

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[1] Defined as being unemployed and actively seeking employment for six months or more.

c. For **Attach-and-Train** PCPs, WSG funding support will be provided to **Trainees** as shown in Table 3.

Table 3: Funding Rates for Attach-and-Train PCPs

Funding for Trainees by WSG	Standard Rate (for SCs/PRs aged 40 and below)	Enhanced Rate (For mature SC trainees aged 40 and above)
Course Fee Subsidy	Up to 70% course fee funding*	Up to 90% course fee funding*
Training Allowance^	• WSG funding of between 50 - 70% of prevailing salary#, capped at $4,000 per month • Co-funding by hosting employer for at least an additional 10% of prevailing salary#	

* Funding caps may apply
 # Based on jobs the trainee is being prepared for, to be determined by WSG for each AnT programme
^Effective 1 April 2017, funding caps may apply

*(Note: 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.)*

HOW TO APPLY?

Interested applicants can visit www.wsg.gov.sg/pcps and contact the respective programme partners to apply.