



**Date: Wednesday, 25 Sept 2019**

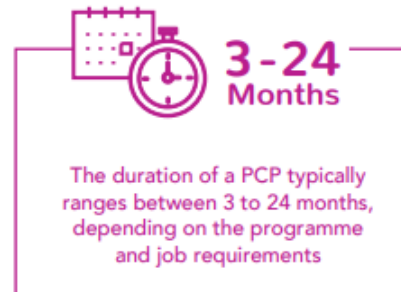
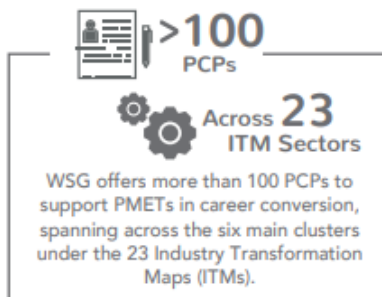
**Time: 3.30pm – 5pm (Registration starts at 3.15pm)**

**Venue: One Finlayson Green Level 14 Meeting Room GROW**



## What is Professional Conversion Programme (PCP)?

- Professional Conversion Programme (PCP) are career conversion programmes targeted at displaced/mid-career Professionals, Managers, Executives, and Technicians (PMETs).
- By undergoing skills training/conversion, it will allow them to move into new occupations or sectors that have good prospects and opportunities for progression.

### ABOUT THE PCPs



### TYPES OF PCP

TYPES OF PCP	DESCRIPTION	TRAINING DELIVERY
 <b>SECTORAL</b>	Delivered centrally by selected training providers for identified job occupations, with vacancies offered by participating employers	<ul style="list-style-type: none"> <li>External Training selected by employer</li> <li>Structured In-house Training</li> </ul>
 <b>COMPANY-SPECIFIC</b>	Customised to the specific employer's hiring needs, with employer-proposed training. This is usually on a Place-and-Train mode	<ul style="list-style-type: none"> <li>Structured On-the-Job Training</li> </ul>

### Reference:

<https://www.wsg.gov.sg/programmes-and-initiatives/professional-conversion-programmes-programme-partners.html>

## Objectives of PCP for Sea Transport



- Companies are able to attract and develop local talents at a lower cost



- Local mid-careerists placed into new jobs, undergo structured re-skilling, gain new competencies and have opportunities for career progression

# Professional Conversion Programme for Sea Transport

## Training Structure

### Facilitated Classroom Training

- “Shipping Industry Knowledge” (2-days Course at SP)\*
- 2 courses on maritime and/or emerging skills#



**Structured OJT** (Contextualized to company’s needs)

Facilitated Classroom Training \*



Structured On-the-Job Training (OJT)

Total Duration: Up to 6 months  
Place & Train (PnT) mode

Indicative Salary Range  
~ \$2,500 - 6,000

Job-ready Professionals in Port Operations and Port Services

**SALARY SUPPORT OF UP TO 6 MONTHS**

## Programme Manager



## Job Functions (Areas of Focus)

Port Operations

Bunker Operations

Engineering

Bunker Trading

ICT Management

Bunker Analysis

Data Analytics

Bunker Sales



\* For new hires

# To selected from a list of courses pre-approved through by the Maritime Cluster Fund (MPA) or SkillsFuture Series (SSG)

# Professional Conversion Programme for Sea Transport

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Job-ready Professionals in Shipping and Maritime Services

**SALARY SUPPORT OF UP TO 6 MONTHS**

## Programme Manager



## Job Functions (Areas of Focus)

Chartering

Ship Agency

Brokering

Data Analytics

Surveying

Planning

Operations

Insurance



\* For new hires

# To selected from a list of courses pre-approved through by the Maritime Cluster Fund (MPA) or SkillsFuture Series (SSG)

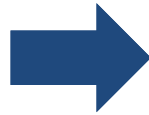
# Professional Conversion Programme for Sea Transport Professionals

## Scenario 1:

Train newly hired mid-career PMETs with no prior relevant experience to take on new job roles in growth areas



Newly Hired Mid Career



Structured Training  
Programme

Classroom & On-The-Job-Training



Job Ready

# Professional Conversion Programme for Sea Transport Professionals

## Scenario 2:

Redeployment of existing staff at risk of redundancy



**Existing Staff at Risk of Redundancy**  
Existing Role no longer required by firm



**Customised Structured Training Programme**  
Classroom & On-The-Job-Training



**Ready for new / expanded role**  
Reskilled into roles-to-stay

# Professional Conversion Programme for Sea Transport Professionals



## Eligibility requirements for new hires Candidates:-

- ✓ Singapore Citizens (SC) or Singapore Permanent Residents (PR);
- ✓ Graduated or completed National Service for at least 2 years
- ✓ Minimum 21 years old
- ✓ Not be in a similar job role to joining PCPs
- ✓ Have no bond obligation with any organisation

### **\*Note:**

Beyond the general eligibility criteria, other course-specific entry criteria and employer-specific shortlisting process may apply for different PCPs.





# Professional Conversion Programme for Sea Transport Professionals

## Eligibility requirements for new hires for Companies

- ✓ Registered or incorporated in Singapore;
- ✓ Must offer the new hire a PMET job and issue a valid permanent employment contract. Full-time contract employment must be at least 12 months
- ✓ Must offer the new hire a PMET job which is different from his previous employment
- ✓ Conversions can be inter- or intra-sectoral\*
- ✓ Must be able to provide structured OJT training for the candidate

### **\*Note:**

Inter-sectoral refers to a new job in a different sector. Intra-sectoral refers to different job in the same sector.

# Professional Conversion Programme for Sea Transport Professionals



## Eligibility requirements for Redeployment – For Candidates

- ✓ Singapore Citizens (SC) or Singapore Permanent Residents (PR)
- ✓ Existing Full-Time employee with at least 1 year contract remaining at point of enrolment
- ✓ Has to take on new or expanded role in the company



# Professional Conversion Programme for Sea Transport Professionals

## Eligibility requirements for Redeployment – For Companies

- ✓ Registered or incorporated in Singapore
- ✓ Company needs to detail their transformation and redeployment plans in their application, and justify the need for redeployment. They would also be required to provide details on the job creation or enhancement (i.e. current job scope vs. new/enhanced job scope required of existing
- ✓ Company must be able to provide structured on-the-job training for the affected employee
- ✓ All applications will be evaluated on a case-by-case basis

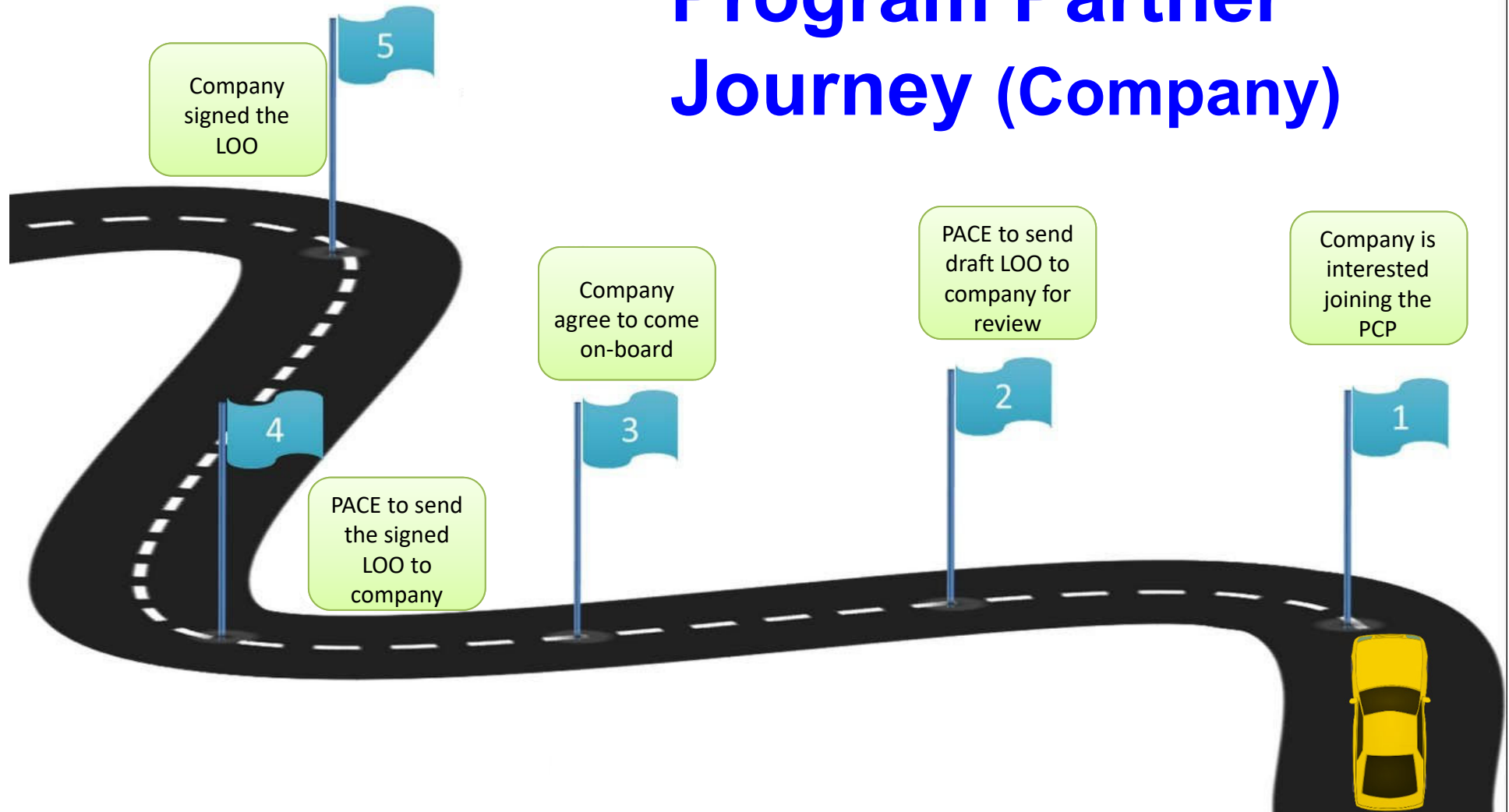
# Professional Conversion Programme – Funding Support

Funding for Employers by WSG	Standard Rate	Enhanced Rate
Salary Support	Up to <b>70% of monthly salary</b> (Capped at \$4,000 per month)	Up to <b>90% of monthly salary</b> (Capped at \$6,000 per month)  *For long-term unemployment or mature SC trainees ≥ 40 years old

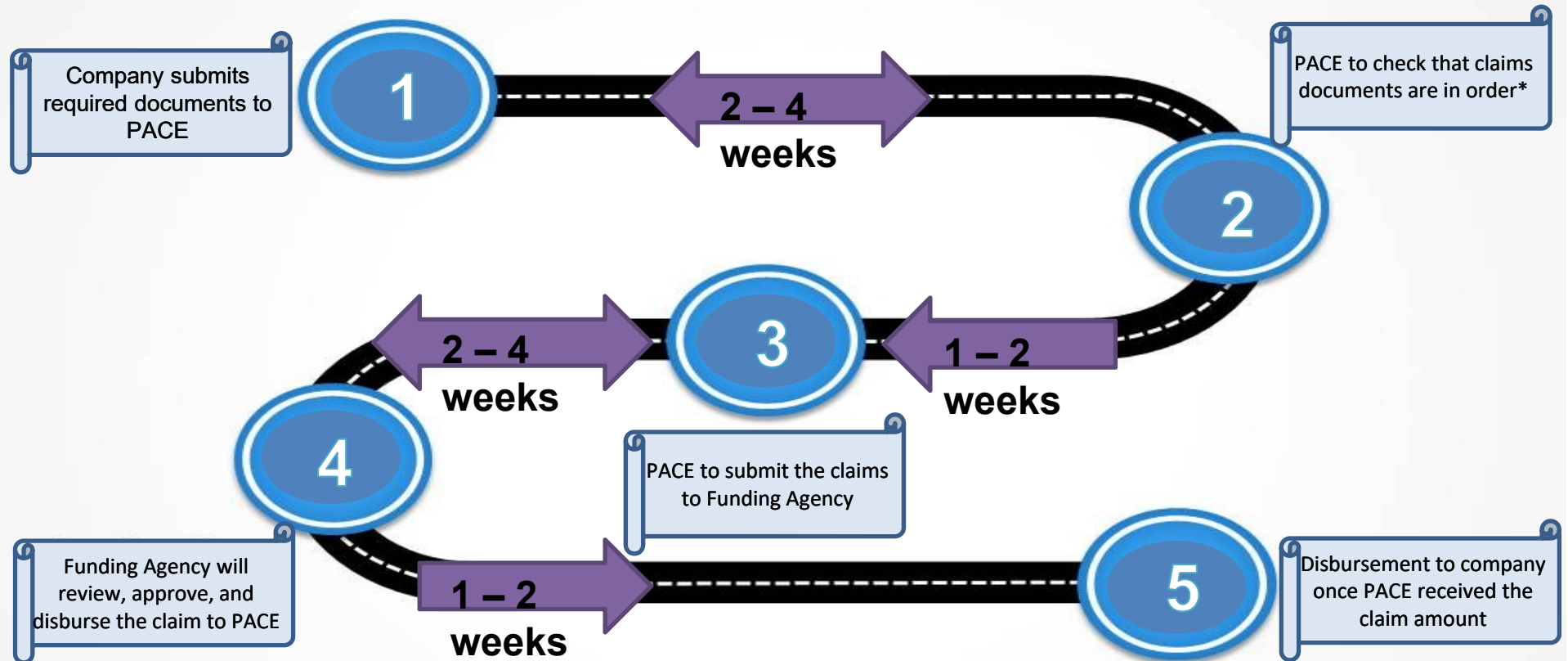
# Professional Conversion Programme – Funding Support

Fixed Monthly Salary Components (Fixed monthly salary = Basic Monthly Salary + Fixed Monthly Allowances)		Exclusions
<b>Basic Monthly Salary</b>	<b>Fixed Monthly Allowances</b>	<ul style="list-style-type: none"> <li>• Variable allowances</li> <li>• Overtime payments, bonus, commission or annual wage supplements</li> <li>• In-kind payments</li> <li>• Any form of reimbursements, including for expenses incurred by employee in the course of employment</li> <li>• Productivity incentive payments</li> <li>• Contributions payable by the employer to any pension or provident fund, including any contributions made on the employee's behalf</li> <li>• Gratuity payable on discharge, retrenchment or retirement of employee</li> </ul>
Pay that does not vary from month to month, regardless of employee or company performance, and regardless of whether the employee takes medical or personal leave	Monthly allowances that do not vary from month to month such as fixed transport allowances, turnover allowance, crew meal subsidies	

# Program Partner Journey (Company)

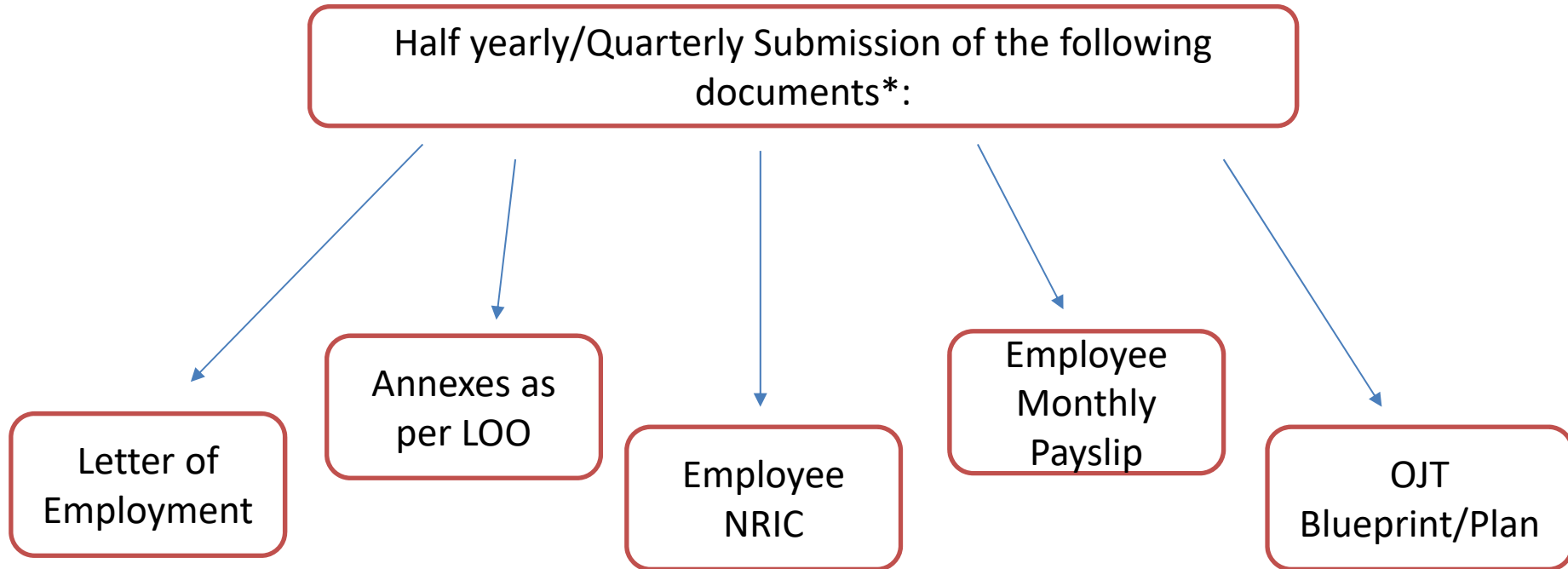


# Claims Submission Journey (Company)



\*Subjected to documents submitted by company

# Submission of Salary Support Claims for PCP Sea Transport




**\*Note:**

Incomplete/Late submission will result to delay in claim processing for disbursement by funding agencies. Documents needed may vary with different program.



# Reference

S/N	Title	Reference
1	List of Courses Approved under Maritime Cluster Fund (MCF) Training Grant (Non-examinable Courses)	 PDF File
2	SkillsFuture Series (SF Series)	<a href="https://www.skillsfuture.sg/series">https://www.skillsfuture.sg/series</a>
3	SP's approved SF Series courses	<a href="https://www.sp.edu.sg/pace/courses/skillsfuture-series?gclid=EAlalQobChMIma2jI0jq5AIVRROPCh3veQrrEAYASAAEgLOWvD_BwE">https://www.sp.edu.sg/pace/courses/skillsfuture-series?gclid=EAlalQobChMIma2jI0jq5AIVRROPCh3veQrrEAYASAAEgLOWvD_BwE</a>



*Thank  
you!*

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