Interested PMETs and Employers will need to meet the following criteria.

**PMETs**
- Singapore Citizen or Permanent Resident
- Minimum 21 years old
- Graduated or completed National Service for at least two years

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

**Employers**

<table>
<thead>
<tr>
<th>PLACE-AND-TRAIN</th>
<th>ATTACH-AND-TRAIN</th>
<th>REDEPLOYMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered or incorporated in Singapore</td>
<td>Be committed to work with WSG or its appointed partner on the necessary administrative matters related to the programme</td>
<td>Must be able to offer new growth job roles within the same company, with remuneration that is aligned with the market rate</td>
</tr>
<tr>
<td>Must be able to offer employment directly related to the job which the PCP is for, with remuneration that is aligned with the market rate</td>
<td>Offer attachment positions directly relevant to identified Attach-and-Train PCP job occupations</td>
<td>Commit to the PCP training arrangements for the PMETs that they have selected:</td>
</tr>
</tbody>
</table>
| Employers are strongly encouraged to offer employment to eligible trainees who have met satisfactory training and performance requirements | Commit to the Attach-and-Train PCP training arrangements | Employers on board Place-and-Train PCPs are encouraged to post their PCP job vacancies on MyCareersFuture to reach out to mid-career PMETs.

For more information on PCPs, please visit www.wsg.gov.sg/pcp.

**ELIGIBILITY CRITERIA**

*Workforce Singapore*

1 Marina Boulevard #18-01
One Marina Boulevard
Singapore 01899

Tel (65) 6883 5885

www.wsg.gov.sg/pcp

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

**MODES OF DELIVERY**

**PLACE-AND-TRAIN**
PMET is hired by a participating employer before undergoing training to take on new job role.

**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.

**REDEPLOYMENT**
PMET at risk of redundancy is retained by existing employers and provided with training to take on new job roles within the same company.

**FUNDING SUPPORT**
To encourage employers to take on mid-career switchers without the requisite experience or skills, funding support will be provided as follows:

**PLACE-AND-TRAIN / REDEPLOYMENT**

<table>
<thead>
<tr>
<th>Types of PCP</th>
<th>Description</th>
<th>Training Delivery</th>
</tr>
</thead>
<tbody>
<tr>
<td>SECTORAL</td>
<td>Delivered centrally by selected training providers for identified job occupations, with vacancies offered by participating employers</td>
<td>External Training selected by employer, Structured In-house Training, Structured On-the-Job Training</td>
</tr>
<tr>
<td>COMPANY-SPECIFIC</td>
<td>Customised to the specific employer’s hiring needs, with employer-proposed training. This is usually in a Place-and-Train mode</td>
<td></td>
</tr>
</tbody>
</table>

**BENEFITS**

- Facilitate recruitment of career switchers to meet employers’ manpower needs
- Tap on Government funding through Course Fee Grant and Salary Support / Training Allowance
- Leverage structured industry-recognised training
- Minimise redundancies and reskill experienced employees to take on new job roles

**FUEL**

- **WSG’s Funding to Employers**
  - **STANDARD RATE**
    - **Salary Support**
      - Up to 70% of Monthly Salary (capped at $4,000 per month)
    - **Course Fee Subsidy**
      - Up to 70% Course Fees*
  - **ENHANCED RATE**
    - **Salary Support**
      - Up to 90% of Monthly Salary (capped at $6,000 per month)
    - **Course Fee Subsidy**
      - Up to 90% Course Fees*

- **Training Allowance**
  - **Standard Rate**
    - Up to 70% Course Fees* (for SCs/PRs below age of 40)
  - **Enhanced Rate**
    - Up to 90% Course Fees* (for SCs aged 40 and above)

- **WSG’s Funding to Trainees**
  - **STANDARD RATE**
    - **Salary Support**
      - For Long-term Unemployed1 SC/PR trainees or Mature2 SC trainees: Up to 90% of Monthly Salary (capped at $6,000 per month)
    - **Course Fee Subsidy**
      - For SC/PR trainees sponsored by SMEs or Mature2 SC trainees: Up to 70% Course Fees*
  - **ENHANCED RATE**
    - **Salary Support**
      - For Long-term Unemployed1 SC/PR trainees or Mature2 SC trainees: Up to 90% of Monthly Salary (capped at $6,000 per month)
    - **Course Fee Subsidy**
      - For SC/PR trainees sponsored by SMEs or Mature2 SC trainees: Up to 90% Course Fees*

- **WSG’s Funding to Employers**
  - **Standard Rate**
    - **Salary Support**
      - Up to 70% of Monthly Salary (capped at $4,000 per month)
    - **Course Fee Subsidy**
      - Up to 70% Course Fees*
  - **Enhanced Rate**
    - **Salary Support**
      - For Long-term Unemployed1 SC trainees or Mature2 SC trainees: Up to 90% of Monthly Salary (capped at $6,000 per month)
    - **Course Fee Subsidy**
      - For SC/PR trainees sponsored by SMEs or Mature2 SC trainees: Up to 90% Course Fees*

**ATTACH-AND-TRAIN**

- **SECTORAL**
  - Delivered centrally by selected training providers for identified job occupations, with vacancies offered by participating employers
- **COMPANY-SPECIFIC**
  - Customised to the specific employer’s hiring needs, with employer-proposed training. This is usually in a Place-and-Train mode

**FUNDING SUPPORT**

- **WSG’s Funding to Employers**
  - **STANDARD RATE**
    - **Salary Support**
      - Up to 70% of Monthly Salary (capped at $4,000 per month)
    - **Course Fee Subsidy**
      - Up to 70% Course Fees*
  - **ENHANCED RATE**
    - **Salary Support**
      - For Long-term Unemployed1 SC trainees or Mature2 SC trainees: Up to 90% of Monthly Salary (capped at $6,000 per month)
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1. LTU is defined as being unemployed and actively seeking employment for six months or more.
2. Mature trainee is defined as being aged 40 and above.

* Funding caps may apply

# Based on jobs the trainee is being prepared for, to be determined by WSG for each Attach-and-Train PCP