

**FREQUENTLY ASKED QUESTIONS (FAQS) –
CAREER CONVERSION PROGRAMMES (CCPs)**

[FOR PUBLIC INFORMATION]

S/N	Questions and Answers
A1	General Questions on CCPs
1	What are CCPs?
	CCPs help employers broaden their talent pool by reskilling mid-career new hires or existing employees into new growth job roles with good longer-term prospects, with salary support of up to 90%.
2	How many modes of CCPs are there?
	Modes of CCPs include: <ul style="list-style-type: none"> • Place-and-Train: Company hires a jobseeker and puts the individual through on-the-job training (OJT) to take on a new growth job role. • Attach-and-Train: Company acts as a Host Employer to provide jobseeker with training and work attachments, in growth job roles where there are good prospects for placement. • Job Redesign (JRR): Company sends an existing employee for reskilling, to take on growth job roles aligned to Jobs Transformation Maps (JTM)s. 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. Mid-career individuals will undergo reskilling 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 if required, external structured 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 6 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. The AnT CCP Programme Partners may also provide assistance to support trainees in sourcing employment opportunities.
8	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?
	SWDA 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.

	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.
9	What are some of the sectors where CCPs have been rolled out?
	CCPs are available in many different sectors, such as Healthcare, Infocomm Technology, Manufacturing and Early Childhood Care and Education. Currently, SWDA has CCPs across around 30 sectors.
10	How are sectors chosen for AnT CCPs?
	The sectors are selected based on those with growth potential, which are likely to have demand for trained manpower in the longer term. Some of the sectors include Healthcare, Infocomm Technology and Financial Services.
11	How is one considered a new hire who is eligible for Place-and-Train CCP?
	CCP application will need to be approved within 3 months from the start date of employment.
12	I have recently graduated from university this year. Why am I not eligible to participate in a CCP?
	a. CCP funding is targeted for mid-career individuals with minimum age of 21 years, hence if you are a fresh graduate, you will not be eligible for CCPs.
A2	Mid-career Individuals Specific Questions
1	What are the eligibility criteria for mid-career individuals who wish to participate in a CCP?
	<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* • New job role trained for under the CCP should be substantially different from previous job role(s), hence requiring reskilling for career conversion) • 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> <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. CCP applicants should also not be:</p> <ul style="list-style-type: none"> • Shareholders## of the CCP participating company, or its related entities • Related to individuals in the CCP participating company who have the authority to make decisions in relation to the CCP application • 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> <i>^ For non-publicly listed companies, refers to individuals with shareholding per ACRA profile</i></p>

2	I am currently in employment. When can I tender my resignation to apply for CCPs?
	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.
3	How can jobseekers apply for CCPs?
	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.
4	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?
	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. 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. Note: The 2-year employment gap must be continuous and will exclude National Service during that period.
5	I note that one needs to have graduated for at least two years in order to participate in CCP. Which qualification does the 2-year requirement count from?
	If the latest qualification is less advanced than previous (e.g. individual took a degree before the diploma), 2 years from graduation requirement can be counted from the previous qualification. The latest qualification (regardless part-time or full-time programme) is part of their CET journey. If the latest qualification is more advanced than previous (e.g. individual took a diploma followed by a degree): <ul style="list-style-type: none"> • If the latest qualification was part time, individual can be regarded as having left the PET system when doing the latest qualification, and the 2 years can be counted from previous qualification. • If the latest qualification was full time: <ul style="list-style-type: none"> ○ If individual was at a reasonable age (i.e. aged more than 21 years) upon commencing the latest qualification, the individual can be regarded as having left the PET system. In this regard, the 2 years can be counted from the previous qualification; and/or ○ If the length of working experience between the last 2 qualifications stated in the CV has sufficient gap of at least 2 years between both qualifications, the 2 years can be counted from previous qualification. If the latest qualification is at same level as previous (e.g. degree followed by second degree, or diploma followed by second diploma); the 2 years can be counted from the previous qualification, even for cases where there is no gap in between the 2 qualifications.
A3	Employers-Specific Questions
1	What are the benefits of CCPs, and how effective have the programmes been?

	Employers can tap on CCPs to expand their talent pipeline beyond job-ready candidates to meet their manpower needs. Placement is the key objective for CCPs. . From 2020 to 2025, close to 44,000 workers were placed through CCPs.
2	What are the eligibility criteria for Employers?
	<p><i>Place-and-Train / Redeployment / 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 SWDA or its appointed partner on the necessary administrative matters related to the programme. <p><i>*With effect from 1 April 2025, companies participating in the Place-and-Train/Job Redesign Reskilling CCPs may offer either full-time or flexi-load working arrangements (e.g. part-time employment) and qualify for CCP support.</i></p> <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 SWDA or its appointed partner on programme administrative requirements.
3	Are SMEs eligible for CCP?
	Yes as long as above criteria in A3.2 are met.
4	How can a company sign up for CCPs?
	CCPs are typically administered by Programme Partners, which are usually industry partners that will work with companies on CCPs. 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.
5	What are the growth job roles that employers can support employees to take on under the JRR modality?
	New CCPs offering the enhanced JRR modality have been progressively introduced since 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 the Jobs Transformation Maps (JTM). More information on the Jobs Transformation Maps can be found here: Jobs Transformation Maps . Interested employers can check the CCP portal and indicate your interest with the respective CCP PPs directly.
6	If the CCP participant’s salary is above the salary support cap, can the employer still

	qualify for salary support under the CCP?
	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.