

# SKILLSFUTURE CAREER TRANSITION PROGRAMME (SCTP)

## PUBLIC FAQs

### VERSION 1

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#### General questions

##### 1. When does the SCTP start?

Courses under the SCTP will be progressively launched from Apr 2022. The duration of SCTP ranges from 3 to 12 months and the training can be conducted in full-time or part-time format.

##### 2. How does the SCTP differ from the SGUnited Skills Programmes (SGUS) and SGUnited Mid-Career Pathways Programmes – Company Training (SGUP-CT)?

Like SGUS and SGUP-CT, the SCTP training courses are based on a Train-and-Place modality. Besides providing industry-relevant training, training providers will also provide employment facilitation support (e.g. career advisory) as part of the programmes to help trainees in their job search.

However, SCTP is a long term programme whereas SGUS and SCUP-CT are intended as COVID support for workers during a difficult period.

The SGUS and SGUP-CT are time-limited, full-time training programmes intended for mid-career jobseekers impacted by the economic impact of the COVID-19 pandemic and will conclude in Mar 2022. In view of the full-time training commitment, trainees receive a monthly training allowance to cover their basic subsistence. The course fee is highly subsidised, ranging from a nett fee of \$500 for a 6-month programme to \$1,000 for a 12-month programme.

Like the SGUS and SGUP-CT, the SCTP targets mid-career individuals, specifically unemployed jobseekers and those in employment but looking for a career switch. The SCTP can be on full-time or part-time format and can range from 3 to 12 months. The course fee subsidies will be aligned with SSG's prevailing funding rates for courses with manpower development outcomes, i.e. baseline subsidy of up to 70% of course fees and enhanced funding subsidy of up to 90% of course fees for Singapore Citizens aged 40 years old and above under SkillsFuture Mid-Career Enhanced Subsidy. Additional course fee funding support of up to 95% of course fees will be available for jobseekers with greater needs. Like most other SSG-funded programmes, no training allowance will be provided for the SCTP.

The additional SkillsFuture Credit (Mid-Career Support) of \$500 under the SkillsFuture Mid-Career Support Package for individuals aged 40 to 60 can be used for all three programmes.

### **3. How does the SCTP differ from the Career Transition Programme under the SkillsFuture Mid-Career Support Package?**

Both SCTP and CTP are training programmes based on Train-and-Place modality where training providers will provide career advisory and assistance as part of the training to help trainees in their job search.

However, there will be refinements to the design of SCTP, incorporating the feedback and learning points from the implementation of SGUS and SGUP-CT programmes. For example, all SCTP courses will incorporate elements of industry involvement (e.g., industry attachments and projects), and will include enhanced pre- and post-training support services from training providers. Prior to course enrolment, skills and training advisory will be provided to help trainees select suitable courses that suit their strengths and interests. Employment facilitation and career coaching activities will also be integrated into the programme.

### **4. How does the SCTP differ from Workforce Singapore's Career Conversion Programmes?**

The SCTP and Career Conversion Programmes (CCPs) are reskilling programmes under the SkillsFuture Mid-Career Support Package which aims to create more career transition opportunities for locals in their 40s and 50s to help them remain employable and access good jobs.

The SCTP is conducted on Train-and-Place modality where training providers will provide career advisory and assistance as part of the training to help trainees in their job search. The course duration ranges from 3 to 12 months and the training can be conducted in full-time or part-time format.

The CCP is conducted on a different modality from SCTP. There are 3 modes of CCP: 1) Place-and-Train where mid-career individual is hired by a participating employer before undergoing training to take on a new job role, 2) Attach-and-Train where 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 and 3) Redeployment/Job Redesign (JR) Reskilling which is 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. The duration of a CCP typically ranges from 3 to 24 months, depending on the programme and job requirements.

### **5. What is the duration of SCTP?**

The duration of SCTP ranges from 3 to 12 months. However, the programmes can be on full-time or part-time format to cater to trainees with work commitments.

### **6. Will the SCTP lead to job placements?**

As SCTP operates on a Train-and-Place modality, training providers will provide career advisory and employment assistance to help trainees in their job search in

relevant sectors or job roles. However, there is no guarantee of a job placement and trainees would need to be open to the job opportunities available.

## **7. How will SCTP courses be conducted?**

The SCTP courses will be delivered by Continuing Education and Training (CET) Centres, including the Institutes of Higher Learning (i.e. universities, polytechnics and ITE). The CET Centres are selected based on their track record in delivering strong training outcomes, range of quality training courses and ability to deliver related services such as employment advisory and placement. The SCTP courses are designed to help trainees acquire industry-relevant skills that can improve their employability and allow them to pivot to new sector or job roles.

The SCTP courses will be conducted in full-time or part-time format to accord flexibility for working trainees to participate. The course duration ranges from 3 to 12 months and the way the courses are delivered varies but generally includes a combination of in-person training, online learning and project work with companies.

## **8. How many courses will be made available under SCTP? How many workers do we target to train via SCTP?**

We target to have at least 200 SCTP courses by 2025. The SCTP courses will be progressively launched by training providers from Apr 2022. Through SCTP, we target to train 15,000 workers annually by 2025.

## **9. Which sectors will the SCTP be rolled out in?**

The SCTP courses will be offered in sectors with good hiring opportunities as the economy recovers. Sectors with good hiring opportunities may include the Infocomm and Technology, Professional Services and Advanced Manufacturing. We will continue to work with CET Centres to expand the course offerings that meet the needs of industry.

### **Programme eligibility**

## **10. Who is eligible for SCTP? Are both unemployed jobseekers and individuals who are in-employment but seeking career transitions eligible for SCTP?**

The SCTP is open to all Singaporeans and Singapore Permanent Residents who are looking for training opportunities to transit to a new sector or job role. Both unemployed and employed individuals can participate in SCTP courses, as long as they can fulfil training commitments, including minimum attendance requirements and passing of assessments.

## **11. Will trainees need to have certain minimum academic qualifications to sign up for the SCTP?**

Trainees will be assessed by the training providers on their suitability for the selected courses prior to enrolment and academic qualifications may be one of the assessment criteria.

**12. Will SkillsFuture Singapore (SSG) allow trainees, who did not manage to find a job after completing a course, to take up another course under the SCTP?**

Yes, trainees who did not manage to find a job after completing the SCTP course will be allowed to take another SCTP course. However, the trainees will be subjected to training provider's assessment on their suitability for the SCTP course. Hence, trainees are strongly encouraged to select SCTP courses based on their career development needs with the aim of securing gainful employment. Individuals who require advice on the relevant skills training to undertake may sign up for one-to-one Skills and Training Advisory sessions via MySkillsFuture.gov.sg or this link <https://go.gov.sg/registration-sta>.

**Course Application**

**13. Where can prospective trainees find the list of SCTP courses available? How can they apply for the courses?**

The list of courses offered under SCTP and their respective training providers are published on MySkillsFuture portal ([myskillsfuture.gov.sg](https://myskillsfuture.gov.sg)). Interested participants can view the SCTP courses by browsing the course directory via <https://www.myskillsfuture.gov.sg/content/porta.l/en/training-exchange/course-landing.html> and clicking on the "SkillsFuture Career Transition Programme" keyword below the search bar. Individuals can apply for the SCTP courses directly with the respective training providers.

**14. How can prospective trainees seek advice on suitable courses to take?**

In addition to self-help resources on MySkillsFuture portal, trainees can receive deeper understanding of the market changes and demands through the Jobs-Skills Webinars at this link <https://www.tpgateway.gov.sg/plan-courses/jobs-skills-insights>. Individuals who require advice on the relevant skills training to undertake may sign up for one-to-one Skills and Training Advisory sessions via MySkillsFuture.gov.sg or this link <https://go.gov.sg/registration-sta>.

**15. What are the supporting documents required to be submitted by trainees during course application?**

Trainees will be required to furnish their personal particulars and contact details, as well as any other documents requested by the training provider for assessing the trainees' suitability for the respective SCTP courses.

**16. Are there provisions made to cater for potential SCTP applicants who are not conversant in English?**

Trainees who require additional support in building up their foundation competencies (e.g. in workplace literacy, numeracy and digital literacy) may be referred to take on other courses such as Workplace Literacy and Numeracy (WPLN) or SkillsFuture for Digital Workplace.

**Programme Fees and Funding**

**17. Do trainees have to pay for the SCTP? If yes, how much are the course fees and funding available?**

Yes. The exact course fees vary depending on the type of course. Nevertheless, SSG will work with training providers to ensure that course fees remain affordable. The prevailing course fee funding rates for courses offered by SSG-appointed CET Centres will apply, i.e. eligible trainees will receive baseline funding of up to 70% of course fees, while eligible Singaporean trainees aged 40 years and above will receive enhanced funding of up to 90% of course fees under the SkillsFuture Mid-career Enhanced Subsidy. In addition, individuals who are eligible for the additional course fee funding support will receive up to 95% course fee funding for the SCTP courses. Trainees can also use the SkillsFuture Credit and Additional SkillsFuture Credit (Mid-Career Support) to offset the out-of-pocket course fees.

**18. Do trainees pay the full amount of nett fees upfront or at the end of the programme?**

The nett fees are to be paid upfront.

**19. Can trainees use their SkillsFuture Credit and additional SkillsFuture Credit (Mid-Career Support) to offset the nett course fees?**

Yes, trainees can use their SkillsFuture Credit and Additional SkillsFuture Credit (Mid-Career Support) to offset the nett course fees for SCTP.

**20. Will trainees, who do not meet the minimum attendance requirement, fail the programme or drop out of the programme midway, be penalised or required to refund the course fee subsidy?**

Trainees are encouraged to complete all modules under a SCTP to fully benefit from the intent of the programme. Similar to existing requirements for other training grants administered by SSG, trainees must fulfill minimum attendance requirements and pass the assessments to qualify for course fee subsidies. Trainees who are unable to meet these requirements, or exit the programme without a valid reason, may be asked to return the course fee subsidy that they have received, including any additional course fee funding support.

**Additional Course Fee Funding Support**

## **21. Who is eligible for the additional course fee funding support under SCTP?**

The additional course fee funding support of up to 95% of the course fees for SCTP courses will be available for jobseekers with greater needs. To be eligible for the additional course fee funding support, individuals must be Singapore Citizens and meet one of the following eligibility criteria:

- a. Long-term unemployed individuals (unemployed for six months or more); or
- b. Individuals in need of financial assistance – ComCare Short-to-Medium Term Assistance (SMTA) recipients or Workfare Income Supplement (WIS) recipients; or
- c. Persons with Disabilities.

## **22. How can I apply for the additional course fee funding support?**

You may let your training provider know if you meet the eligibility criteria for additional course fee funding support. The additional course fee funding support will be applied automatically if you fulfil the eligibility criteria.

## **23. Can I apply for the additional course fee funding support if I meet the eligibility criteria midway through the programme?**

As SCTP is conducted in modular format, you will be eligible for the additional course fee funding support based on the course start date of each module under a SCTP. There will not be any retrospective funding given.

Example: Trainee has completed modules 1 and 2 and assessed to be eligible for the additional course fee funding support from the course start date of module 3. The additional course fee funding support will apply for module 3 and remaining modules under the SCTP. However, retrospective additional course fee funding support will not be given for modules 1 and 2 which the trainee has already completed or attained.

### **Training Allowance**

## **24. Training allowance was provided under SGUS and SGUP-CT. Why is there no training allowance under SCTP?**

Training allowance was provided under the SGUS and SGUP-CT programmes on exceptional basis to provide basic sustenance support due to the unprecedented disruptions brought about by the COVID-19 pandemic. As a steady-state programme, the funding for the SCTP is aligned to SSG's prevailing funding model for its other training programmes. Hence, like most other SSG-funded programmes, no training allowance will be provided for the SCTP.

SSG will ensure that SCTP course fees remain affordable. Additional course fee funding support of up to 95% will be provided to jobseekers with greater needs, and individuals can use their SkillsFuture Credit to defray the out-of-pocket costs of training.