

Annex B

FACTSHEET ON ADAPT AND GROW PROFESSIONAL CONVERSION PROGRAMME FOR WHOLESALE TRADE PROFESSIONALS

Under the Adapt and Grow initiative, Workforce Singapore (WSG), in collaboration with the Singapore Business Federation (SBF) and Enterprise Singapore (ESG), worked with the industry to develop the Professional Conversion Programme (PCP) for Wholesale Trade Professionals.

The PCP for Wholesale Trade Professionals aims to equip mid-career PMETs with the necessary competencies to take up roles in emerging areas, such as Blockchain, Data Analytics, Programmatic Trading Systems and Robotic Process Automation, in Wholesale Trade companies. The PCP matches PMETs to participating employers, and facilitates the reskilling of these PMETs to take on new job roles as Wholesale Trade Professionals. Wholesale Trade companies who need to redeploy their existing workers to assume new roles within the organisation may also tap on the PCP to do so.

The PCP is administered by SBF, and will operate on a Place-and-Train mode. Participating companies will employ the participants who will then go through 3 months of rigorous training, which comprises a minimum of 3 classroom-facilitated modules (>40 training hours) and structured On-the-Job training (OJT).

Eligibility Criteria

Candidates under the programme must fulfil the following criteria:

- Singapore Citizen or Permanent Resident;
- Newly hired PMETs or existing redeployed employees must be nominated by an eligible company for the PCP;
- Must not be in a similar job role in the same industry prior to joining the PCP; and
- Graduated or completed National Service for at least 2 years.

All participating companies must fulfil the following criteria:

- 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 hirer a PMET job which is different from his previous employment;
- Conversions can be inter- or intra- sectoral; and
- Must be able to provide structured OJT training for the candidate.

For participating companies which wish to redeploy their existing workers to new business areas:

- Provide proof that the business function or job role is at risk of redundancy; or
- Expand into new business area that require acquisition of new technologies/capabilities.

Funding Support & Requirements

The participating company will receive the following funding upon fulfilment of the corresponding requirements:

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 [#]) <i>For Long-term Unemployed[^] Singapore Citizen (SC) trainees or mature SC Trainees aged 40 and above</i>
Course Fee Subsidy	Up to 70% course fee funding*	Up to 90% course fee funding* <i>For SC/Permanent Resident (PR) trainees sponsored by SMEs or mature SC trainees aged 40 and above</i>

* Funding caps may apply.

Effective 1 April 2017.

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

Contact Details

For more information and to apply, please contact:

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Or visit WSG's website at wsg.gov.sg/WST_PCP.