FACTSHEET ON PROFESSIONAL CONVERSION PROGRAMMES (PCPS) FOR ELECTRONICS ENGINEER AND ASSISTANT ENGINEER
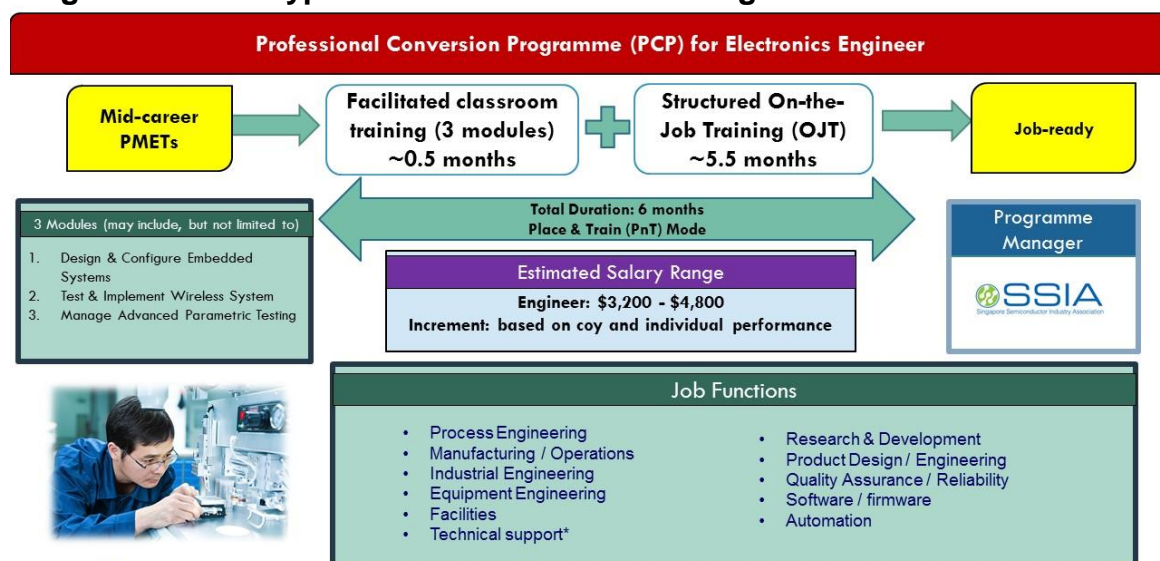
1.   As part of Workforce Singapore's (WSG) Adapt and Grow initiative to support mid-career Professionals, Managers, Engineers and Technicians (PMETs) jobseekers and help them move into new occupations and sectors, WSG worked with the Singapore Economic Development Board (EDB), the Singapore Semiconductor Industry Association (SSIA), and the electronics industry to develop two new Professional Conversion Programmes (PCPs) for the Electronics Industry. The PCPs integrates job-matching and training to help PMET jobseekers join the industry, and to reskill those with the necessary competencies to take on new job roles as Engineers or Assistant Engineers.
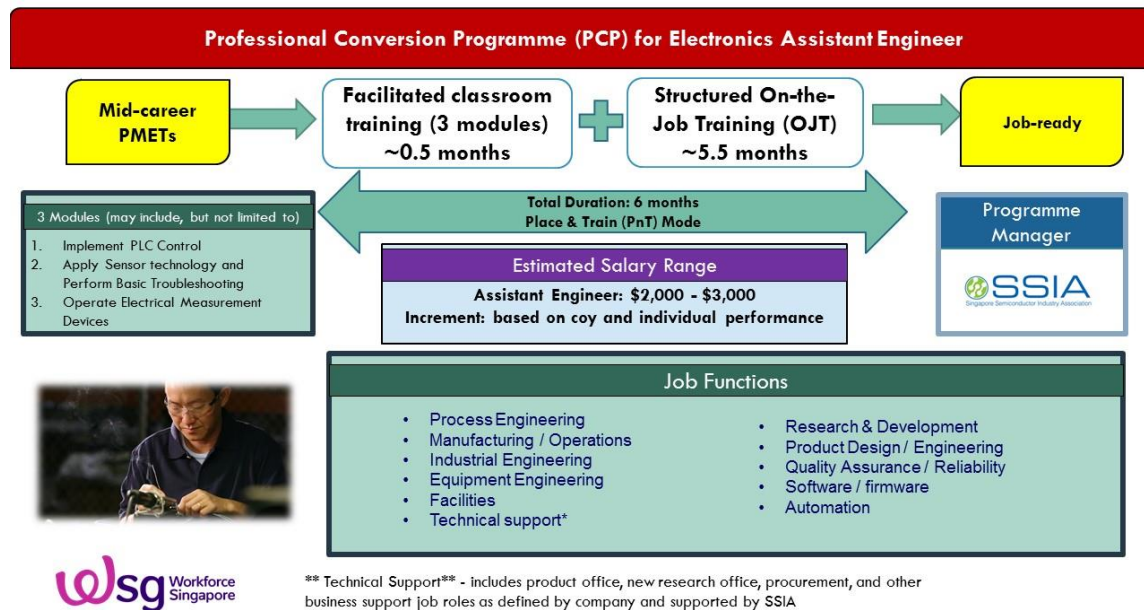
2.   The two PCPs are 6-month programmes which operates on a Place-and-Train mode. PMETs are hired by participating companies before undergoing training through customised facilitated classroom training and structured On-the-Job Training (OJT). The programmes are designed for different job roles, and can be further tailored to individuals' development needs so as to equip them with the relevant skills and competencies for successful career conversions.

Diagram 1: Archetype of PCP for Electronics Engineer

Diagram 2: Archetype of PCP for Electronics Assistant Engineer

Programme Support for Employers

3.   The salary support during the period of training, for employers on board the PCP, will substantially lower their cost of hiring and re-skilling mid-career PMETs.

Funding to Employers by WSG	Standard Rate	Enhanced Rate
Salary Support	Up to 70% of monthly salary (capped at $4,000 per month) *For Singapore Citizen (SC) or Permanent Resident*	Up to 90% of monthly salary (capped at $6,000 per month) *For Long-term Unemployed[1] Singapore Citizen (SC) trainees or mature SC trainees aged 40 and above*

---

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

Eligibility Criteria

4.   Candidates must fulfil the following criteria:

- Be a Singapore Citizen or Singapore Permanent Resident;

- Minimum 21 years old;

- Must had graduated or completed National Service for at least two years;

5.   Participating companies must fulfil the following criteria:

- Be registered or incorporated in Singapore;

- Able to offer employment directly related to the job which the PCP is for, with remuneration that is aligned with the market rate; and

- Commit to the PCP training arrangements for the PMETs that they have selected.

Application Process

The Singapore Semiconductor Industry Association (SSIA) has been appointed as the Programme Manager for the 2 new PCPs. For further information, please contact: pcp@ssia.org.sg