

**FACTSHEET FOR THE AEROSPACE PROFESSIONAL
CONVERSION PROGRAMMES (AEROSPACE PCPs)**

1. The Aerospace PCPs were developed as part of the Adapt and Grow initiative to provide greater support to mid-career PMETs.
2. With the launch of two new PCPs for Aerospace Officers and Aerospace Executives, there are now six PCPs administered by SIA Engineering Company (SIAEC) and Temasek Polytechnic (TP).
 - PCP for Aerospace Officer – *new*
 - PCP for Aerospace Executive – *new*
 - PCP for Aircraft Maintenance Technician (Avionics)
 - PCP for Aircraft (Mechanical)
 - PCP for Engine Build Technician
 - PCP for Engine Repair and Overhaul Technician
3. Trainees will be employed and subsequently undergo training, comprising Workforce Skills Qualifications (WSQ) certification programmes, facilitated classroom sessions and structured On-the-Job-Training (OJT). The programme durations range from 9 to 12 months.
4. The PCPs are catered to mid-career entrants who are keen to join the aerospace sector, and allows candidates to be employed and, at the same time, acquire new skills to perform their role in the highly specialised sector.
5. PMETs who have graduated or completed National Service for more than 2 years can apply for the Aerospace PCPs. The PCPs will operate on a Place-and-Train mode where participating companies will employ the trainees before they embark on the training programme (see Annex D1 for PCP archetypes)
6. Upon successful completion of programme, trainees will be awarded the Singapore WSQ certifications² issued by SSG.

Companies on board the programme

7. Six companies have come on board the Aerospace PCPs as follows:
 - Avitron Pte Ltd
 - GE Aviation
 - Rolls Royce – Seletar Assembly and Test Unit
 - SIA Engineering Company Ltd
 - Singapore Aerospace Manufacturing Pte Ltd
 - Singapore JAMCO Services Pte Ltd

² Applicable to PCPs for Aircraft Maintenance (Avionics/Maintenance), Engine Build, Engine Repair and Overhaul Technicians

Programme Support for Companies

8. The PCPs aim to help lower the companies' cost of hiring PMETs by
 - Providing salary support at 70% of participant's salary capped at \$4,000 per month for the duration of training period; or
 - Enhanced salary support of 90% of participant's salary capped at \$6,000 per month for Singapore Citizens (SC) who have been unemployed for more than 6 months or mature SC PMETs who are aged 40 or above.
9. The PCPs will help companies lower programme fees incurred by providing course fee support of up to 90%.

Eligibility Criteria

10. Participants must fulfil the following criteria:
 - The participant must be a Singapore Citizen or Singapore Permanent Resident;
 - Participant must be a newly hired PMET and nominated by an eligible participating company for the PCP; and
 - Participant must not be in a similar job role prior to joining PCP and graduated or completed National Service for at least 2 years.
11. Participating companies must fulfil the following criteria:
 - The participating company must be registered or incorporated in Singapore;
 - The participating company must issue a valid employment contract; and
 - The participating company must be able to provide structured OJT training for the participant.