

CAREER CONVERSION PROGRAMMES (CCPs) FREQUENTLY ASKED QUESTIONS (FAQS) [FOR PUBLIC INFORMATON]

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 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 jobseeker and puts the individual through on-the-job training (OJT) or industry-recognised training to take on a new growth job role. • Train-and-Place (with Commitment To Hire): Company equip candidates with job-specific skills and guarantees employment upon successful completion • Job Redesign (JR) Reskilling: Company sends existing employee for reskilling, to take on growth job roles aligned to Industry Transformation Maps (ITMs)/Jobs Transformation Maps (JTM).
3	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.
4	What is the general structure of CCPs?
	CCP training generally comprises structured On-the-Job (OJT) training delivered by the hiring employers and external training (by external training providers).
5	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.
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 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* • Career conversion is required – <ol style="list-style-type: none"> a) New Hire: New job role trained for under the CCP should be substantially different from previous job role(s)# b) Existing Employee: New job role should be growth job identified under the Industry Transformation Map (ITM)/ Jobs Transformation Map (JTM) <p>*This will be counted from the date of graduation from latest qualification, or date of completion of national service, whichever is later</p> <p>#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.</p> <p>Beyond the general eligibility criteria, other course-specific entry criteria and employer-specific shortlisting process may apply for different CCPs.</p>
S/N	Questions and Answers
	<p>CCP applicants should also not be:</p> <ul style="list-style-type: none"> • Shareholders### of the CCP participating company, or its related entities • Immediate ex-staff of the CCP participating company or its related entities • Related to the owners^ of the CCP participating company

	<p>## Does not apply to publicly traded shares in listed companies</p> <p>^ For non-publicly listed companies, refers to individuals with shareholding per ACRA profile</p>
2	I am currently in employment. When can I tender my resignation to apply for CCPs?
	<p>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.</p>
3	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?
	<p>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.</p> <p>Please note that additional supporting documents such as a declaration from the individual, the individual's resume and CPF contribution statements to verify the employment gap are required.</p> <p>* The 2-year employment gap must be continuous and will exclude National Service during that period.</p>
A3	Employers-Specific Questions
1	What are the benefits of CCPs?
	<p>Employers can tap on CCPs to expand their talent pipeline beyond job-ready candidates to meet their manpower needs.</p>

2	What are the eligibility criteria for Employers?
	<p>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 an 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 e2i on the necessary administrative matters related to the programme. <p>* 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.</p>
3	Are SMEs eligible for CCP?
	Yes, as long as above criteria in A3.2 are met.
4	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.