

Eligibility Criteria for Career Conversion Programme

Interested mid-career individuals and companies will need to meet the following criteria:

For Individuals

- Singapore Citizen or Permanent Residents
- Minimum 21 years old
- For New Hires, to have graduated or completed National Service for at least 2 years[^]
- New job role trained under CCP should be substantially different from previous job role(s)*, hence requiring reskilling for career conversion
- Able to commit to full-time employment in participating company

[^] This will be counted from the date of graduation from latest qualification¹, or date of completion of national service, whichever is later.

*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. New hires can come from different or similar sectors as long as job roles are significantly different.

CCP applicants should also **not** be:

- Leveraging on / Onboard another Government-Funded programme (e.g with salary support funding) during the funded duration of the CCP except for course fee funding from other agencies.
- Participating/ Participated in other CCP programme or any other placement / employment programme with similar objectives/ outcomes before
- 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

[#]Does not apply to publicly traded shares in listed companies

^{##}For non-publicly listed companies, refers to individuals with shareholding per ACRA profile

For Company

- Registered or incorporated in Singapore
- Must offer the new hire a PMET job and offer a valid permanent employment contract. Any full-time contract employment arrangement must be for at least 12 months or duration of the CCP period whichever is longer.
- Must offer the new hire a PMET job differ from previous employment. Conversions can be within or across different sectors
- Ensure that new hires are not a shareholder of the CCP company, or its related companies
- Ensure that new hires are not related to the owner(s) of the company and not immediate ex-staff of the company or its related companies.
- Must be able to provide structure On-The-Job (OJT) training for the candidate
- [For JRR] Ensure JRR trainees must be working with company for at least 1 years
- Commit to adopting sustainability practices and meeting all CCP requirements

¹ Latest qualification from full time continuous education