



# Career Conversion Programme (CCP) Sustainability Professionals



# Helping local companies to embark on Sustainability

## CCP for Sustainability Professionals

CCP-S will help to equip individuals with fundamental sustainability knowledge (e.g. Environmental, Social & Governance –ESG) and relevant skill sets (e.g. Carbon Accounting, Corporate Sustainability Strategy, etc) to take on new/ redesigned sustainability related role.

To help trainees with the transition, they will be guided by industry mentors.

CCP-S will offer the following modalities:

- **Place-and-Train/ New hires** (6months)
- **Job Redesign / Reskilling** for existing employees who required to be reskilled to take on redesigned or new sustainability related role (3months)

Supporting  
Partners :



Building and Construction Authority



Civil Aviation Authority of Singapore



Smart Energy, Sustainable Future



# Eligibility Criteria

## Trainee Eligibility :

- Singapore Citizen or PR
- Have graduated or completed NS for at least 2 years (minimum 2 years of working experience)
- Be newly hired or existing employees nominated by an eligible participating company for the CCP
- Not be in similar job role to prior to joining the CCP

## Company Eligibility for New Hires :

- 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
- To have inter or intra sectoral conversions
- Must be able to provide structural On-the-Job Training (OJT)

## Company Eligibility for Existing Employees:

- Enterprise must have plans to kick start sustainability efforts which require affected workers to be reskilled/ retrained; and
- Transformation must affect at least 50% of current job scope\*; and
- Affected employee must be with at least 1 year working experience with company; and
- Company undergoing efforts covering Human Capital and Sustainability Development, and fulfils existing CCP company eligibility criteria

\*Job level and salary **should not be lower than previous** and where relevant, Company **should provide an increment (where possible) that commensurate the new role / responsibility if it is of higher job value.**

# CCP for Sustainability Professionals

**(New hire) PMETS**  
SC/PR ≥ 2 years of  
working experience

New Hires (6 months)

\*To select  
from pre-  
approved list

2 X Sustainability  
Programmes



Mentorship | Networking



Structured  
On-the-Job Training (OJT)



Existing Employees (3 months)

**(Existing Employee)**  
PMETS  
SC/PR ≥ 1 year of  
service with  
company



**Job Ready  
PMETS**

Examples of Job Functions

- Carbon Management
- Regulatory Compliance and Emissions Reporting/ Verification
- Sustainability / Carbon Project Development & Implementation
- Stakeholder Management

**Salary for Sustainability Professionals: \$2,500 (minimum)**

# Programme Funding Structure

## Salary Support

### New hires from 1 Sep 2020 – 31 Mar 2023

**SC < 40 years old / PR** : subsidise 35% monthly salary, capped at \$2,000 per month per trainee over 12 months

---

**SC ≥ 40 years old / LTU** : subsidise 45% monthly salary, capped at \$3,000 per month per trainee over 12 months

### New Hires from 1 Apr 2023 / Existing Employees

**SC < 40 years old / PR** : subsidise 70% monthly salary, capped at \$4,000 per month per trainee over 6 months / 3 months

---

**SC ≥ 40 years old / LTU** : subsidise 90% monthly salary, capped at \$6,000 per month per trainee over 6 months / 3 months

- Adjusted salary funding support for new hires who start employment between Sep 2020 and Sep 2022 (inclusive) due to JGI
- LTU: Long-Term Unemployed where LTU refers to new hires who have been actively looking for job for at least 6 months
- For existing Employees: Job Level and Salary should not be lower than previous and where relevant, company should provide an increment (where possible) that commensurate the new role/ responsibility if it is of a higher job value