

CCP title	CCP for Future Energy & Chemicals Sector
Mode of CCP	1. Place-and-Train [New hires]: Targeted at companies with mid-career new hires to take on new job roles. 2. Job Redesign (JR) Reskilling [Existing employees]: Targeted at companies undergoing business transformation. Existing employees that are identified for JR Reskilling will be reskilled to take on redesigned or new job roles that are of higher value-add within the same company
Sector	Energy & Chemicals, and related sectors
Examples of job functions and job roles which can be supported	Examples of job functions and job roles which may be supported under this Career Conversion Programme (CCP) include, but not limited to: Job functions: Manufacturing, Production and Process Engineering, Quality Assurance and Quality Control, Engineering and Maintenance, Application and Product Development, Research & Development (R&D) Regulatory, Packaging, Technical Service, Technical Support¹, etc. Job roles: • Process Technician/ Engineer • Chemical Engineering Technician • Chemical Engineer • R&D Manager • Applications Developer • Project Developer/ Manager • Technical / Sales Manager • Marketing Manager Note: The abovementioned list of job functions and job roles are non-exhaustive.
Estimated monthly salary	Professionals, Managers, Executives and Technicians (PMETs) roles: \$3,000 - \$7,000 Note: Starting salary will commensurate with skills, experience and qualifications.
Selection criteria	Mid-career individuals and companies will need to meet the following criteria: Mid-career individuals:

¹ Technical support can include Buyer, Human Resource Learning & Development Trainer, and other business support job roles as defined by the company and supported by the Programme Partner.

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	• Singapore Citizen (SC) or Permanent Resident (PR) • Minimum 21 years old • Must not be a shareholder² of the company, or its related companies • Must not be related to the owner(s)³ of the company • Must not be undergoing any programmes funded by WSG concurrently For Place-and-Train (PnT) modality: • Graduated or completed National Service, for at least two (2) years⁴ at the point of application • Career conversion is required. New hires' new job role under the CCP should be substantially different from the previous job role(s)⁵ • New hire must be offered 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 commensurate with the market rate • New hire's CCP commencement date should be within the first three (3) months of employment For Job Redesign Reskilling (JRR) modality: • Career conversion is required. Existing employee's new job role should be a growth job identified under the Industry Transformation Maps (ITMs) or Jobs Transformation Maps (JTM) • Existing employee must be employed by the company for more than 1 year at the point of application. • Existing employee has not been enrolled in the same / similar programme⁶ before. Companies: • Registered or incorporated in Singapore

² Does not apply to shareholders who hold publicly traded shares in listed companies

³ Refers to individuals with shareholding per ACRA profile for non-publicly listed companies

⁴ This will be counted from the date of graduation from the latest qualification, or date of completion of National Service, whichever is later

⁵ 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

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	• Must be able to offer 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 commensurate with the market rate • Be committed to the CCP arrangements for the mid-career individuals that they have selected • Be committed to work with WSG or its appointed partner on the necessary administrative matters related to the programme • Impacted job roles (permanent positions only) should be paying a fixed monthly salary of at least \$3,000 (applies to Place-and-Train and Job Redesign Reskilling modalities) • Offer the new hire a job role with a sound On-the-Job Training (OJT) plan that supports the growth of the company • Provide details of their business transformation plan and a sound job redesign reskilling plan in place for existing employees that supports the growth of the company and meet intended outcomes * With effect from 1 April 2025, companies participating in 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.
Description of training	All trainees will undergo structured OJT with their employers. For PMETs under • Place-and-Train [New Hire]: 6 months OJT • JR Reskilling: 3 months OJT
Programme Partner	Singapore Chemical Industry Council (SCIC)
How to apply	Please apply through the WSG portal or contact Singapore Chemical Industry Council (SCIC).
Application window	On-going
Contact details	For more info about the CCP, please contact Singapore Chemical Industry Council (SCIC) Ms Agmer Lee and Ms Gina Ling Email: secretariat@scic.sg Contact: 6267 8013