

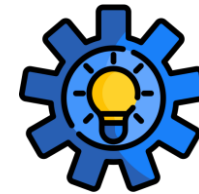
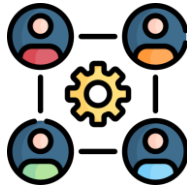
Professional Conversion Programme for Lift Specialists



*Sharing by Workforce Singapore
(WSG)*

14th January 2021

Workforce Singapore supports companies with **Manpower Issues** and **Workforce Productivity**



Addresses **Manpower Issues** by

- Providing **training and wage support**
- **Access** to Local Jobseekers

Programmes & Initiatives:

1. Career Trial
2. P-Max Programme
3. Professional Conversion Programmes*
4. Rank-and-File Programmes
5. Jobs Growth Incentive*
6. SGUnited Jobs (MyCareersFuture)*
7. SGUnited Mid-Career Pathways Programme – Company Attachments

Spurs **Workforce Productivity** through

- **Job redesign**
- Building **new capabilities**

Programmes & Initiatives:

1. Job Redesign
2. Capability Transfer Programme
3. Senior Worker Early Adopter Grant
4. Part-time Re-employment Grant

Professional Conversion Programmes (PCPs)

Trains and facilitates the placements of mid-career switchers to meet your business needs

How does it work?

- PCPs are career conversion programmes for PMETs to undergo skills conversion and move into roles with good prospects and opportunities for progression
- WSG offers about 100 PCPs across close to 30 Sectors
- Salary Support of up to 90% for the training duration and Course Fee Subsidy provided by the Government to employers
- Can be stacked with the Jobs Growth incentive

Place-And-Train:	Company hires a PMET and sends PMET for industry-recognized training to take on a new job role
Attach-And-Train:	Company comes on as a Host Employer to train PMETs for future job opportunities
Redeployment / Job Redesign Reskilling	Company sends existing PMET , who is vulnerable or at risk of redundancy, for reskilling to take on a redesigned or new job role

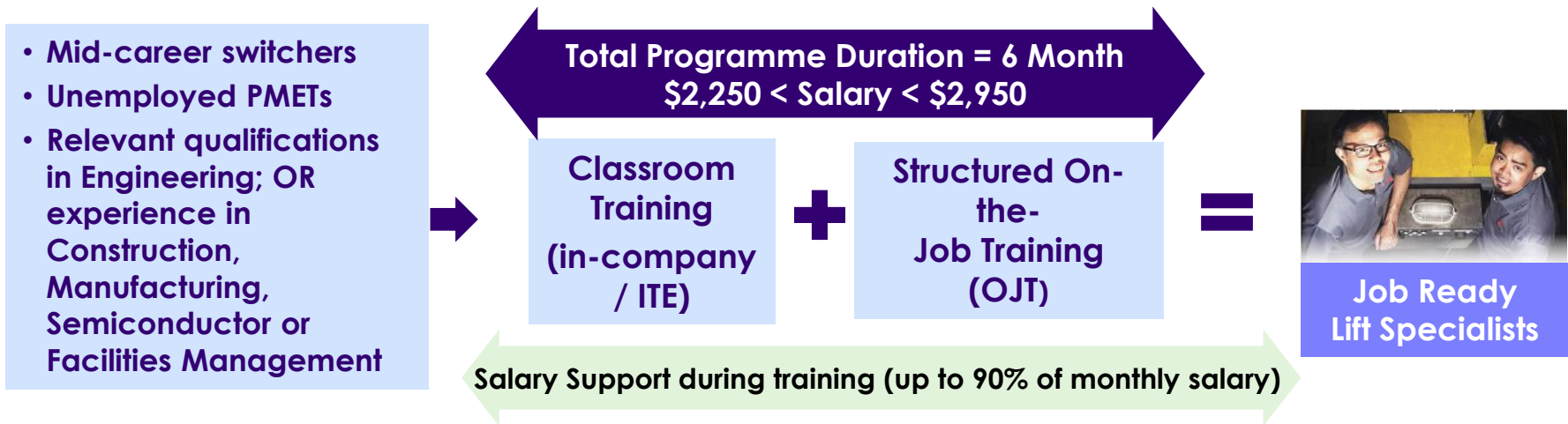


To apply, visit our webpage:



Professional Conversion Programmes (PCP) for Lift Specialists supports employers in hiring mid-career professionals

- Piloted as a company-specific PCP for Lift Technicians with EM-Services in 2017
- Enhanced as a sectoral PCP and re-launched in 2019



Job Functions	Training Courses	Programme Manager
<ul style="list-style-type: none"> • Perform maintenance work independently • Respond to incident • Replace basic components 	<ul style="list-style-type: none"> • Overview and General Safety • Fundamentals – Introduction to Electricity, Tools and Elevators • Elevator-Specific Training • People Management <p>The training may also include:</p> <ul style="list-style-type: none"> • COCs by the ITE • Courses supported by SSG <p>Trainees will be assessed via different modes, such as oral, written and practical demonstrations.</p>	<p>Singapore Lift & Escalator Contractors & Manufacturers Association (SLECMA)</p>


~70 Mid-Career switchers placed into the sector as Lift Technicians/Specialists

Rising Above Challenges

New Industry, New Beginning

Vellavan Krishnan was retrenched from his job in the Information Technology sector in 2016. Vellavan searched for a similar job for over a year and sent out many resumes without much success. There were no job offers until he came across the Professional Conversion Programme (PCP) in the Lift and Escalator industry.

The PCP gave him the necessary training and support he needed to make a smooth transition in a new career. He is now able to perform lift maintenance work independently. Things are now looking up for Vellavan. "Technology has greatly improved job processes in my company over the years," Vellavan explains. "Lift maintenance is more efficient now, requiring less man-hours." Passionate about his new role, Vellavan says he hopes to contribute to Singapore's dynamic built environment sector.

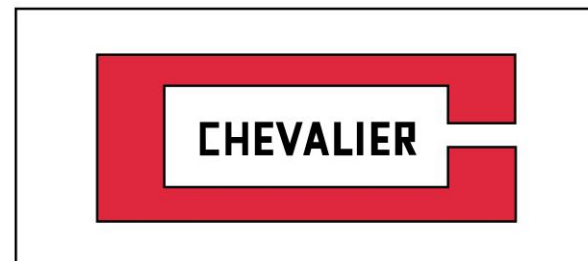


"Every job experience builds your skills. Keep learning and dare to change."

Vellavan Krishnan,
57 years old,

Participating Employers

HITACHI
Inspire the Next



Schindler

FUJITEC

EM SERVICES



 **SIGMA**

KONE

Jobs Growth Incentive (JGI)

Supports employers to accelerate their hiring from Sep 2020 to Feb 2021 to create good and long-term jobs for locals



How does it work?

- The JGI provides employers substantial salary support to help them to expand and seize new opportunities
- Firms will need to fulfill the following to be eligible for the JGI
 - Increase in Overall Local Workforce Size
 - Increase in local workforce size earning \geq \$1,400 of gross monthly wages
- For each new local hire who qualifies, employers will receive
 - Age of Local Hire, \geq 40 yo + All Persons with Disabilities: 50% of first \$5,000 of gross monthly salary for up to 12months
 - Age of Local Hire, $<$ 40 yo: 25% of first \$5,000 of gross monthly salary for up to 12months
- Payouts will be made automatically from Mar 2021 and disbursed quarterly



For more information, visit:



SGUnited Jobs Initiative

Facilitates and expedites Job Matching for short-term and long-term vacancies



How does it work?

Manpower in Demand

- Post on MyCareersFuture with **#SGUnitedJobs**
 - MyCareersFuture is our National Jobs Bank with active jobseekers
 - Companies with vacancies can post their opening on MCF with **#SGUnitedJobs**
- Partner with Trade Associations and Chambers (TACs) or the Singapore Business Federation (SBF)
 - For more support, companies can reach out to their TACs to submit a Job Order Template
 - TACs and SBF will leverage their network to recommend suitable hires

Manpower in Excess

- Partner with Trade Associations and Chambers (TACs) or SBF
 - Reach out to their TAC and fill up the Job Order Template with details of the outplacement
 - TACs and SBF will leverage their network to find suitable vacancies for the staff

my
careersfuture



To apply, visit
our webpage:



For more information, you may refer to the following link:

www.wsg.gov.sg/pcpliftspecialist



Or drop an email to

Wong_Zhun_Chong@wsg.gov.sg

Thank You!