



Career Conversion Programme (CCP) Sustainability Professionals

14 June 2022

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 **3 half day

+



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 – 30 Sep 2022

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 Oct 2022 / 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

APPLICATION

What we need from you?

1. Job Description
2. CV of the talent
3. OJT plan
4. Completed CCP online application forms

Questions?

Contact us Eady Ng and Elizabeth Wee at
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