

A skilled infocomm technology workforce is key for companies to seize the opportunities in our digital economy. Find out how you can leverage on the TechSkills Accelerator (TeSA) initiative to **HIRE NEW EMPLOYEES** or **UPSKILL EXISTING EMPLOYEES** to meet your company's manpower needs.

## HIRE NEW EMPLOYEES



Groom and retain **fresh polytechnic and ITE graduates within 3 years upon graduation**



Hire **industry-ready ICT professionals** for entry-level tech roles



Hire and train **ICT professionals, or mid-level professionals with adjacent skills**, for specialist tech roles



Hire and train **career switchers** for entry-level tech roles

### SKILLSFUTURE EARN AND LEARN PROGRAMME (ELP)

### TECH IMMERSION AND PLACEMENT PROGRAMME (TIPP)

### COMPANY-LED TRAINING (CLT)

### PROFESSIONAL CONVERSION PROGRAMME (PCP)

#### WHAT IT DOES

**Matches suitable polytechnic and ITE graduates with jobs** related to their discipline of study, in which they will undergo a 12 to 18-month structured on-the-job training and mentorship programme.

Upon completion of the programme, trainees will receive industry-recognised certification and potential wage progression or career advancement within the company based on their performance.

#### WHAT YOU GET

Grant of up to \$15,000 per individual placed in the programme to defray costs of developing and providing structured on-the-job-training.



[www.skillsfuture.sg/earnandlearn](http://www.skillsfuture.sg/earnandlearn)

#### WHAT IT DOES

Allows companies to **recruit from a pool of trained ICT professionals** who have undergone 3 to 4 months of immersive bootcamp-like training in the areas of data science, software development, user experience design and digital marketing.

These professionals are ready to take on in-demand entry-level tech roles such as agile software developer, mobile app developer, user experience designer, and data analyst.

#### WHAT YOU GET

Access to a pool of industry-ready, entry-level ICT professionals to meet your hiring needs.



[www.imtalent.sg/tipp](http://www.imtalent.sg/tipp)

#### WHAT IT DOES

Provides support for companies to **hire and train ICT professionals** in tech specialist skills, or **re-skill new mid-level hires with adjacent skills**, to fill jobs in demand by the industry in emerging tech areas such as cyber security, artificial intelligence and data analytics.

Companies can customise their own structured training plan contextualised to their needs. This would typically be a combination of instructor-led training, on-the-job training, mentorship, and where relevant, local or overseas attachment.

#### WHAT YOU GET

Funding support for trainees' stipends, training course fees and overseas attachments.



[www.imtalent.sg/ctt](http://www.imtalent.sg/ctt)

#### WHAT IT DOES

Provides support for companies to **hire and train career switchers** to take on entry-level tech roles such as digital marketing specialist, database administrator and network engineer.

Employees will undergo structured and on-the-job training as part of their training programme.

#### WHAT YOU GET

Salary support of up to 90% of monthly salary (capped at \$6,000 per month, per employee) and course fee support of up to 90%.



[www.wsg.gov.sg/pcp](http://www.wsg.gov.sg/pcp)

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**UPSKILL EXISTING EMPLOYEES**



**Reskill employees** to take on tech roles



**Upskill mid-level tech professionals**, with more than 3 years of working experience, to expert-level specialists or digital tech leaders



**Maintain skills relevancy for employees** via short form tech courses and certifications



**Transfer new tech capabilities** to employees

**PROFESSIONAL CONVERSION PROGRAMME (PCP)**

**COMPANY-LED TRAINING (CLT)**

**CRITICAL INFOCOMM TECHNOLOGY RESOURCE PROGRAMME PLUS (CITREP+)**

**CAPABILITY TRANSFER PROGRAMME (CTP)**

**WHAT IT DOES**

Provides support for companies to **reskill existing employees to take on tech roles arising from changes in business needs**, so that companies can continue to keep their employees and retain talent.

Employees will undergo structured and on-the-job training as part of their training programme.

**WHAT YOU GET**

Salary support of up to 90% of monthly salary (capped at \$6,000 per month, per employee) and course fee support of up to 90%.



[www.wsg.gov.sg/pcp](http://www.wsg.gov.sg/pcp)

**WHAT IT DOES**

Provides support for companies to –

- **Upskill existing mid-level employees** to allow them to acquire expert-level competencies.
- **Equip pre-leaders** with capabilities for digital leadership.

Companies can customise their own structured training plan contextualised to their needs. This would typically be a combination of instructor-led training, on-the-job training, mentorship, and where relevant, local or overseas attachment.

**WHAT YOU GET**

Funding support for trainees' stipends, training course fees and overseas attachments.



[www.imtalent.sg/clt](http://www.imtalent.sg/clt)

**WHAT IT DOES**

Provides support for companies to keep pace with technology shifts through continuous and proactive training for employees.

**Short form ICT courses and certifications** are available to build ICT technical skills, including specialised technical skills in areas such as cyber security, data analytics, network and infrastructure and software development.

Course formats include classroom-based courses and massive open online courses.

**WHAT YOU GET**

Funding support of up to 90% of nett payable course and certification fees.



[www.imtalent.sg/citrep](http://www.imtalent.sg/citrep)

**WHAT IT DOES**

Provides support for companies to –

- **Bring foreign specialists into Singapore** to train local employees in new tech capabilities.
- **Send local employees on overseas attachments** to acquire new tech capabilities.

**WHAT YOU GET**

Funding support to defray a portion of salary, training and attachment-related costs.



[www.wsg.gov.sg/ctp](http://www.wsg.gov.sg/ctp)