

<b>Title</b>	<b>Professional Conversion Programme (PCP) for Pre-School Teachers - National Institute of Early Childhood Development (NIEC)</b>																						
<b>What is it?</b>	<p>The Professional Conversion Programme (PCP) for Pre-School Teachers aims to equip mid-career Professionals, Managers, Executives and Technicians (PMETs) with the necessary knowledge and skills to work as pre-school teachers in Early Childhood Care and Education for children between the ages of 18 months to six (6) years old.</p> <p>The programme which is run by the National Institute of Early Childhood Development (NIEC) consists of classroom and workplace training and will be conducted over 13 to 30 months. Upon successful completion of the course, you may register with the Early Childhood Development Agency (ECDA) as a qualified Preschool Teacher and work in ECDA-licensed Childcare Centres and Kindergartens.</p> <p>NIEC is a national training institute set up by the Ministry of Education (MOE) to strengthen the foundational training and professional development of Singapore’s early childhood educators at different stages of their careers.</p>																						
<b>Who can apply?</b>	<p>To apply, you should meet the minimum course entry requirements as follow.</p> <table border="1" data-bbox="336 936 1353 1951"> <tr> <td data-bbox="336 936 536 981"><b>Job Position</b></td> <td colspan="3" data-bbox="536 936 1353 981"><b>Pre-School Teacher</b></td> </tr> <tr> <td data-bbox="336 981 536 1055"><b>Job Role</b></td> <td colspan="3" data-bbox="536 981 1353 1055">Supports the learning and development of children aged 18 months to six (6) years old</td> </tr> <tr> <td data-bbox="336 1055 536 1267"><b>Qualification to be Attained</b></td> <td data-bbox="536 1055 791 1267">Diploma in Early Childhood Care &amp; Education – Teaching (DECCE-T)</td> <td data-bbox="791 1055 1054 1267">Diploma in Early Childhood Care &amp; Education – Teaching (Chinese) – [DECCE-T (Chinese)]</td> <td data-bbox="1054 1055 1353 1267">Diploma in Early Childhood Care &amp; Education - Teaching (Conversion) – [DECCE-T (Conversion)]</td> </tr> <tr> <td data-bbox="336 1267 536 1877"><b>Minimum Course Entry Requirements</b></td> <td data-bbox="536 1267 791 1877">5 GCE ‘O’ level credits in different subjects including English/acceptable alternatives*</td> <td data-bbox="791 1267 1054 1877">5 GCE ‘O’ level credits in different subjects including Chinese/acceptable alternatives*</td> <td data-bbox="1054 1267 1353 1877">           a. 3-year local polytechnic diploma with a credit in GCE ‘O’ level English OR English Language Acceptable Alternatives*   <u>OR</u>             b. State-recognised university degree where the medium of instruction is English         </td> </tr> <tr> <td data-bbox="336 1877 536 1951"><b>Programme Duration</b></td> <td colspan="2" data-bbox="536 1877 1054 1951">18 Months</td> <td data-bbox="1054 1877 1353 1951">13 Months</td> </tr> </table> <p>* The above minimum entry requirements serve only as a guide. More information is available at <a href="http://www.niec.edu.sg">www.niec.edu.sg</a></p>			<b>Job Position</b>	<b>Pre-School Teacher</b>			<b>Job Role</b>	Supports the learning and development of children aged 18 months to six (6) years old			<b>Qualification to be Attained</b>	Diploma in Early Childhood Care & Education – Teaching (DECCE-T)	Diploma in Early Childhood Care & Education – Teaching (Chinese) – [DECCE-T (Chinese)]	Diploma in Early Childhood Care & Education - Teaching (Conversion) – [DECCE-T (Conversion)]	<b>Minimum Course Entry Requirements</b>	5 GCE ‘O’ level credits in different subjects including English/acceptable alternatives*	5 GCE ‘O’ level credits in different subjects including Chinese/acceptable alternatives*	a. 3-year local polytechnic diploma with a credit in GCE ‘O’ level English OR English Language Acceptable Alternatives*  <u>OR</u>  b. State-recognised university degree where the medium of instruction is English	<b>Programme Duration</b>	18 Months		13 Months
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	<p><b>Eligibility Criteria [with effect from December 2020 intakes]</b></p> <p>The Programme is open to all company-sponsored applicants who:</p> <ul style="list-style-type: none"> <li>• Are Singapore Citizens or Singapore Permanent Resident aged 21 years and above;</li> <li>• Graduated or completed National Service, whichever is later, at least two years prior at the point of application;</li> <li>• Are newly-hired<sup>1</sup> by participating ECDA-licensed pre-schools;</li> <li>• Have fulfilled the minimum course entry requirements;</li> <li>• Must not be in the same job role prior to joining the PCP;</li> <li>• Must not be a shareholder of the PCP company, or its related companies;</li> <li>• Must not be related to the owner(s) of the PCP company; and</li> <li>• Must not be immediate ex-staff of PCP company or its related companies.</li> </ul> <p>Candidates are also required to pass a medical examination to work in the sector. Candidates must be employed by ECDA-licensed pre-schools before embarking on the programme.</p>								
<p><b>How does it work?</b></p>	<p>Employer will receive the following benefits, provided the corresponding requirements are met.</p> <table border="1" data-bbox="336 904 1206 1809"> <thead> <tr> <th data-bbox="336 904 791 972">Benefit</th> <th data-bbox="791 904 1206 972">Requirement</th> </tr> </thead> <tbody> <tr> <td data-bbox="336 972 791 1189"> <p>Course fee grant will be provided to eligible trainees.</p> <ul style="list-style-type: none"> <li>▪ Full fees (before grant, excluding GST): S\$15,120 - S\$20,664</li> </ul> </td> <td data-bbox="791 972 1206 1189"> <p>You must attain at least 75% attendance and pass all required assessments.</p> <p>Valid for Singapore Citizens and Singapore Permanent Residents.</p> </td> </tr> <tr> <td data-bbox="336 1189 791 1361"> <p>Under the SkillsFuture Mid-Career Enhanced subsidy, if the trainee is 40 years and above, the course fee funding is up to 90%.</p> </td> <td data-bbox="791 1189 1206 1361"> <p>Valid for Singapore Citizens only.</p> </td> </tr> <tr> <td data-bbox="336 1361 791 1809"> <p><b>Salary support</b> of up to 70% of basic monthly salary (funding caps may apply during training period); or</p> <p><b>Enhanced salary support</b> of up to 90% basic monthly salary (funding caps may apply during training period) per eligible mature or unemployed Singapore Citizen PMET* per month for duration of the programme.</p> </td> <td data-bbox="791 1361 1206 1809"> <p>The salary support applies to Singapore Citizens and Singapore Permanent Residents.</p> <p>*Mature PMETs aged 40 years old and above; and/or PMETs who are unemployed and actively seeking employment for 6 months or more. The enhanced salary support applies to Singapore Citizens only.</p> </td> </tr> </tbody> </table>	Benefit	Requirement	<p>Course fee grant will be provided to eligible trainees.</p> <ul style="list-style-type: none"> <li>▪ Full fees (before grant, excluding GST): S\$15,120 - S\$20,664</li> </ul>	<p>You must attain at least 75% attendance and pass all required assessments.</p> <p>Valid for Singapore Citizens and Singapore Permanent Residents.</p>	<p>Under the SkillsFuture Mid-Career Enhanced subsidy, if the trainee is 40 years and above, the course fee funding is up to 90%.</p>	<p>Valid for Singapore Citizens only.</p>	<p><b>Salary support</b> of up to 70% of basic monthly salary (funding caps may apply during training period); or</p> <p><b>Enhanced salary support</b> of up to 90% basic monthly salary (funding caps may apply during training period) per eligible mature or unemployed Singapore Citizen PMET* per month for duration of the programme.</p>	<p>The salary support applies to Singapore Citizens and Singapore Permanent Residents.</p> <p>*Mature PMETs aged 40 years old and above; and/or PMETs who are unemployed and actively seeking employment for 6 months or more. The enhanced salary support applies to Singapore Citizens only.</p>
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<sup>1</sup> Those hired for not more than 6 months prior to course registration date.

	<p>Note: For individuals newly hired<sup>2</sup> and put on Place-and-Train PCPs for the period between 1 Sep 2020 and 28 Feb 2021, the Salary Support (SS) will now be disbursed to participating employers <b><u>over a longer period, comprising the PCP training duration and an additional period of retention equivalent to the training duration.</u></b></p>	
	<p><b>Adjustment in Salary Support Disbursed for New Hires Placed on PCPs programmes</b></p>	
		<p><b>Current disbursement</b></p>
		<p><b>New disbursement</b> <b>(for new hires on conversion programmes from 1 Sep 2020 – 28 Feb 2021)</b></p>
<p><b>Salary Support for New Hires on PCPs</b></p>	<p><b>Standard Rate: Up to 70% of Monthly Salary</b> (funding caps may apply during training and retention period)</p> <p><b>Enhanced Rate: Up to 90% of Monthly Salary</b> (funding caps may apply during training and retention period)</p>	<p><b>Standard Rate: Up to 35% of Monthly Salary</b> (funding caps may apply during training and retention period)</p> <p><b>Enhanced Rate: Up to 45% of Monthly Salary</b> (funding caps may apply during training and retention period)</p>
<p><b>Period of Salary Support</b></p>	<p>Training Duration of PCP/RnF programme</p>	<p>2 × Training Duration of PCP/RnF programme</p>
<p><b>Contact details</b></p>	<p><b>National Institute of Early Childhood Development (NIEC)</b></p> <p>Course Enquiries            Contact Number: 6332 0668            Email Address: <a href="mailto:contact_niec@niec.edu.sg">contact_niec@niec.edu.sg</a>            Website: <a href="http://www.niec.edu.sg">www.niec.edu.sg</a></p>	

<sup>2</sup> The adjustment to Salary Support disbursement will apply based on the date of hire of the individuals (i.e. start of employment with employer and not date of commencement of the PCP). To illustrate, the adjustment to SS disbursement will not apply to individuals hired before 1 Sep 2020, even if they start the PCP after 1 Sep 2020. Conversely, individuals hired between 1 Sep 2020 – 28 Feb 2021 will be covered by the changes, even if they start the PCP after 28 Feb 2021.