

## MEDIA FACTSHEET FOR CAREER CONVERSION PROGRAMME FOR SEA TRANSPORT PROFESSIONALS AND ASSOCIATES

As one of the world's leading maritime hubs, Singapore is home to over 5,000 maritime establishments. Despite facing a global pandemic, the sector remains resilient. The Port of Singapore has remained open throughout this season and performed well with a relatively stable container throughput [total container throughput of 36.9 million Twenty-foot Equivalent (TEUs) in 2020]. In 2020, Singapore also attracted 11 new international shipping groups, and eight maritime companies. Existing companies with an established presence in Singapore continue to expand their operations here.

The Career Conversion Programme (CCP) for Sea Transport Professionals and Associates is targeted at mid-career switchers and existing Maritime workers who wish to undergo skills conversion and take on new roles around port operations, shipping, and maritime services with good career prospects.

There are three pathways for this career conversion programme:

- 1) **Place-and-Train:** An Individual is hired by a participating employer before undergoing training to take on a new role
- 2) **Redeployment:** An existing employee whose job is at risk of redundancy due to business transformation, is put through the training to assume new job roles within the company
- 3) **Job Redesign (JR) Reskilling (New):** An existing employee whose job role has been redesigned due to business transformation and will be provided with training to take on the redesigned job role and assimilate into the same company.

Administered by Singapore Polytechnic (SP), participants of the programme will undergo either three or six months of facilitated classroom training with modules such as Maritime Regulations & Conventions, Fundamental Data Analysis and Introduction to Liquefied Natural Gas (LNG) as a Fuel in Shipping, and On-the-Job Training (OJT) at the participating company.

Upon completion of the programme, participants can look forward to the following career prospects.

	Sea Transport Professionals	Sea Transport Associates <i>(New)</i>
<b>Examples of job roles in the Maritime Industry</b>	<u>Shipping Analyst</u>  Key tasks include analysing market trends and operational performance, developing and monitoring data processing tools and providing business intelligence solutions for maritime businesses.	<u>Port Technician</u>  Key tasks include implementing preventive maintenance plans, performing corrective maintenance and troubleshooting, and ensuring compliance with workplace safety and health (WSH) regulations. Port Technicians have the opportunity to

	<p><u>Assistant Technical Superintendent</u></p> <p>Key tasks include overseeing ship compliances to regulatory requirements and legislation, managing of ships to ensure seaworthiness, managing ship budget and expenditure, and managing resource planning. Assistant Technical Superintendents could also use data analysis for performance management and predictive maintenance purposes.</p> <p><u>Port Business Development / Operations Manager</u></p> <p>Key tasks include overseeing and planning of port operations, executing cargo operations, managing, and developing the port teams, ensuring compliance with WSH regulations, and growing organisation's business portfolio. Data analytics could be used to identify new business opportunities to support business growth.</p> <p><u>Ship Charterer</u></p> <p>Key tasks include growing ship chartering business, managing chartering operations and managing contracts with clients. Vessel position software and market intelligence could be used to further streamline workflow processes and facilitate the collation of real-time data.</p>	<p>work on advanced equipment which allow for the automation of port operations.</p> <p><u>Ship Agent</u></p> <p>Key tasks include planning and executing port husbandry activities, managing cargo operations and documentation, and servicing client accounts. Robotic Process Automation and Artificial Intelligence (AI) could support key tasks such as data entry and document processing.</p>
<b>Training Duration</b>	<ul style="list-style-type: none"> <li>• New Hires: six months comprising facilitated classroom training (one core and two elective modules) and structured OJT</li> <li>• Redeployment (existing employees): six months comprising facilitated classroom training (one elective module) and structured OJT</li> <li>• JR Reskilling (existing employees): three months comprising facilitated classroom training (one elective module) and structured OJT</li> </ul>	<ul style="list-style-type: none"> <li>• New Hires: three months comprising facilitated classroom training (one core module) and structured OJT</li> <li>• Redeployment (existing employees): three months comprising facilitated classroom training (one elective module) and structured OJT</li> <li>• JR Reskilling (existing employees): three months comprising facilitated classroom training (one elective module) and structured OJT</li> </ul>

<b>Indicative Salary range</b>	Sea Transport Professionals: \$2,500 - \$8,000	Sea Transport Associates: \$2,000–\$3,000
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### Funding Rates

Salary support and course fee grant for the duration of training will be provided to employers at the following rates:

<b>Funding to Employers by WSG</b>	<b>Target Audience</b>	<b>Standard Rate</b>	<b>Enhanced Rate</b>
<b>Salary Support</b>	Sea Transport Professionals	Up to 70% of the trainee's monthly salary, capped at \$4,000 per trainee per month, for the training duration.	Up to 90%* of the trainee's monthly salary, capped at \$6,000 per trainee per month, for the training duration. <i>*For long-term unemployed (LTU) Singapore Citizen (SC) trainees or mature SC Trainees aged 40 or above. LTU is defined as being unemployed and seeking employment for more than 6 months.</i>
	Sea Transport Associates	Up to 70% of the trainee's monthly salary, capped at \$2,000 per trainee per month, for the training duration.	Up to 90%* of the trainee's monthly salary, capped at \$3,000 per trainee per month, for the training duration. <i>*For LTUSC trainees or mature SC Trainees aged 40 or above. LTU is defined as being unemployed and seeking employment for more than six months.</i>
<b>Course Fee Grant</b>	Sea Transport Professionals	Up to 70% of course fees	Up to 90%* of course fees <i>*For SC/PR trainees sponsored by SMEs or mature SC trainees aged 40-year-old or above only.</i>
	Sea Transport Associates	Up to 90% of course fees	

### **Annex: Maritime Superintendency Track *(New)***

WSG and MPA will also be offering 20 placements for a new “Maritime Superintendency Track” to help Singaporeans take on well-paying jobs with good career prospects in this sector. The placements will be equally divided between new hires and existing workers under the redeployment mode.

Participants will have to complete six pre-approved modules and On-the-Job Training (OJT) before they are awarded the Specialist Diploma in Maritime Superintendency by Singapore Polytechnic.

The six pre-approved modules are:

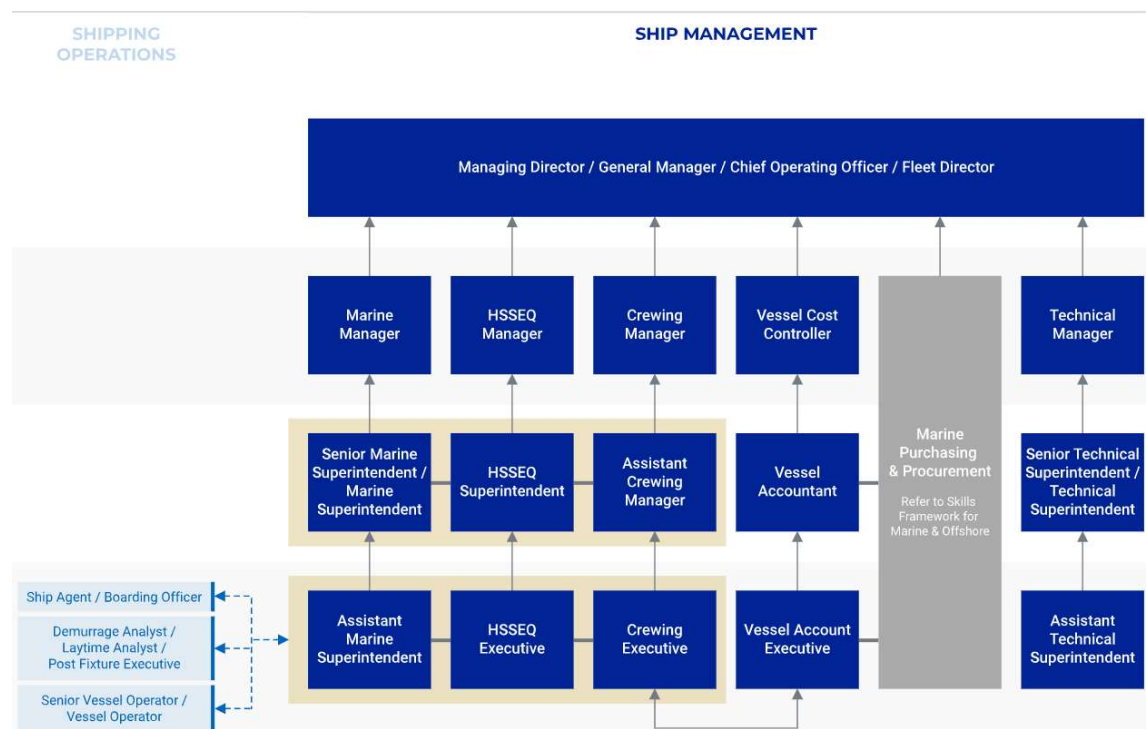
- Maritime Superintendent & Shipping Landscape
- Dry Docking Management
- Fleet & Technical Management
- Maritime Legal, & Financial Management
- Health, Safety, Security, Environment & Quality Management
- Maritime Regulations & Conventions

Individuals can embark on meaningful careers in roles such as an Assistant Marine Superintendent or an Assistant Technical Superintendent, before progressing onward to become a Superintendent or into other adjacent roles<sup>1</sup>.

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<sup>1</sup> Career Progression Map: <https://www.mpa.gov.sg/assets/explore-skills-framework-for-sea-transport/#/tracks/shipping/ship-management>

## Career Progression Map for Sea Transport Track



Caption:

### Legend

- ↑ Denotes potential vertical career progression opportunities
- Denotes potential lateral career progression opportunities

### Funding Rates for Maritime Superintendency Track

Salary support and course fee grant for the duration of training will be provided to employers at the following rates:

Funding to Employers by WSG	Standard Rate	Enhanced Rate
Salary Support	Up to 70% of the trainee's monthly salary, capped at \$4,000 per trainee per month, for the training duration.	Up to 90%* of the trainee's monthly salary, capped at \$6,000 per trainee per month, for the training duration.  <i>*For LTU(SC trainees or mature SC Trainees aged 40 or above. LTU is defined as being unemployed and seeking employment for more than six months.</i>
Course Fee Grant	Up to 70% of course fees	Up to 90%* of course fees  <i>*For SC/PR trainees sponsored by SMEs or mature SC trainees aged 40-year-old or above only.</i>
Training Duration	Six months	
Indicative Salary range	\$2,500 - \$8,000	

## Eligibility Criteria

All participating companies must fulfil the following criteria:

- 1) Registered or incorporated in Singapore
- 2) Able to offer employment directly related to the job which the programme is for, with remuneration that commensurate with the market rate
- 3) Commit to the training arrangements for the individuals whom they have selected
- 4) For applications for Redeployment or JR Reskilling mode under the CCP, companies are required to submit details of their business transformation and JR plans for evaluation by SP

Individuals participating in the programme must fulfil the following criteria:

- 1) Singapore Citizen or Singapore Permanent Resident
- 2) Minimum 21 years old
- 3) Graduated or completed National Service at least 2 years<sup>2</sup> prior at the point of application
- 4) New job role trained for under the CCP should be substantially different from previous job role, hence require reskilling for career switch
- 5) Meet employer or course-specific selection criteria, where applicable

Beyond the general eligibility criteria for the PCP, applicants should also **not** be

- 6) Shareholders<sup>3</sup> of the participating company or its related entities
- 7) Immediate ex-staff of the participating company or its related entities
- 8) Related to the owners<sup>4</sup> of the participating company

## Contact Details

Interested companies and individuals may sign up with Singapore Polytechnic.

PACE Academy

Blk T1A12, 500 Dover Road, Singapore 139651

Registration of Interest Form: [CCP for Sea Transport Professionals and Associates Registration of Interest Form](#)

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<sup>2</sup> This will be counted from the date of graduation from the latest qualification, or date of completion of national service, whichever is later.

<sup>3</sup> Does not apply to publicly traded shares in listed companies

<sup>4</sup> For non-publicly listed companies, refers to individuals with shareholding per ACRA profile