

## Frequently Asked Questions (FAQ)

### Healthcare Career Conversion Programmes (Healthcare CCPs) for Nurses

#### I ABOUT THE HEALTHCARE CCPS FOR NURSES

#### 1. What is the objective of the Healthcare CCPs?

The Healthcare CCPs aim to help local mid-career switchers receive relevant training that would enable them to work as nurses, physiotherapists, occupational therapists, radiographers or other healthcare professions upon graduation.

#### 2. What are the programmes under the Healthcare CCPs for Nurses?

The three mid-career conversion programmes for Nursing under the Healthcare CCPs are:

- i. CCP for Enrolled Nurses [CCP-EN]
- ii. CCP for Registered Nurses (Diploma) [CCP-RN (Diploma)]
- iii. CCP for Registered Nurses (Degree) [CCP-RN (Degree)]

#### 3. What training do I need to undergo?

CCP	Course	Training Duration
Enrolled Nurses	Higher <i>Nitec</i> in Nursing	2 to 3 years, Full-time
Registered Nurses (Diploma)	Diploma in Nursing	2 years, Full-time
Registered Nurses (Degree)	Bachelor of Science (Nursing)	

#### 4. Is there funding support?

Yes, there are three funding components:

- i. **Course Fee** – This will be fully supported for the nursing courses.
- ii. **Training Allowance** – This will be provided during the training period. The range for the monthly training allowances are detailed below. These are pegged to the candidates' prior work experience.
  - \$1,640 to \$2,000 for CCP-EN
  - \$2,190 to \$2,660 for CCP-RN (Diploma)
  - \$2,560 to \$3,110 for CCP-RN (Degree)
- iii. **Career Transition Bonus** – This will be awarded to trainees who completed the full training to celebrate a milestone achievement in their career transitions. Upon graduation, Higher *Nitec*

graduates will receive a one-time bonus of \$2,000, diploma graduates will receive \$2,500 and degree graduates will receive \$3,500.

### **5. Is there a bond tied to funding support?**

Candidates who are accepted into the CCPs are required to sign a deed with MOH Holdings.

With the transition to the 3-year Higher Nitec in Nursing from AY2024, CCP-EN trainees' training duration will range from 2- to 3-years, depending on trainees' ability to meet ITE's entry requirements. Trainees who entered the 2-year course are required to fulfil a 2-year bond with their sponsoring organisation upon graduation. Trainees who entered the 3-year course are required to fulfil a 3-year bond with their sponsoring organisation upon graduation.

CCP-RN (Degree) and CCP-RN (Diploma) trainees will be required to serve a two-year bond.

### **6. Are there any sureties required for the bond?**

Yes, MOH Holdings will require two sureties for the bond. The sureties have to be:

- i. Above 21 years of age
- ii. Not bankrupt
- iii. Gainfully employed
- iv. Not party to existing bond or loans

### **7. What are the liquidated damages for breaking the bond?**

A trainee who withdraws from the CCPs, whether during the course of study or during the service period of the bond, shall be liable for liquidated damages payable to MOH Holdings.

Total liquidated damages (including full course fees, training allowances and career transition bonus) at the point of training completion could amount to roughly:

- i. \$38,000 to \$78,120 for CCP-EN
- ii. \$125,000 to \$146,000 for CCP-RN (Diploma)
- iii. \$131,000 to \$143,000 for CCP-RN (Degree)

This estimation excludes additional costs such as uniform costs and administrative charges. Please note that these figures are only indicative and MOH Holdings would determine the actual liquidated amount when the trainee drops out or did not complete the bond service period.

### **8. Will I be able to work part-time during the CCP training?**

Part-time work without prior approval from MOH Holdings is not allowed. This is a full-time high intensity clinical programme that requires commitment and significant investment of time and effort. Juggling between full-time studies and a part-time job will be very challenging and may take a toll on the trainee's academic performance and health.

## II TRAINING COURSE DETAILS AND PROSPECTS

### 1. When will the course commence?

The respective course commencement periods are provided below:

- i. CCP-EN: January (3-year) and April (2-year)
- ii. CCP-RN (Diploma): April (Nanyang Polytechnic) and October (Ngee Ann Polytechnic)
- iii. CCP-RN (Degree): August

### 2. Where will the training be conducted?

#### **CCP-EN**

Classroom training will be conducted at School of Applied & Health Sciences, Institute of Technical Education College East (Simei Campus), 10 Simei Avenue, Singapore 486047. Trainees will also be posted to various healthcare organisations for clinical attachments.

#### **CCP-RN (Diploma)- April intake**

Classroom training will be conducted at School of Health and Social Sciences, Nanyang Polytechnic, 180 Ang Mo Kio Avenue 8, Singapore 569830. Trainees will also be posted to various healthcare organisations for clinical attachments.

#### **CCP-RN (Diploma)- October intake**

Classroom training will be conducted at School of Health Sciences, Ngee Ann Polytechnic, 535 Clementi Road, Singapore 599489. Trainees will also be posted to various healthcare organisations for clinical attachments.

#### **CCP-RN (Degree)**

Classroom training will be conducted at Alice Lee Centre for Nursing Studies, Yong Loo Lin School of Medicine, National University of Singapore, 10 Medical Drive, Singapore 117597. Trainees will also be posted to various healthcare organisations for clinical attachments.

### 3. What are the trainees awarded with upon successful completion of the course?

Depending on the CCP and training attended, graduates will either be awarded with a Bachelor of Science (Nursing) for CCP-RN (Degree), Diploma in Nursing for CCP-RN (Diploma) or Higher *Nitec* in Nursing for CCP-EN upon successful completion of training.

Nursing graduates will be eligible for registration with the Singapore Nursing Board (SNB) and will be able to practise as professional nurses thereafter.

### III APPLICATION TO THE COURSE

#### 1. How do I apply for the respective CCPs?

Interested candidates are encouraged to apply early via <https://conversion.mycareersfuture.gov.sg/Portal/ProgramListing.aspx?source=PCP> by the closing date of application to expedite the selection and interview process. Please note that we are unable to accommodate late or incomplete submissions.

#### 2. Is it compulsory to attach documents to my online application?

It is compulsory to attach academic transcripts, graduation certificates and resume. Candidates with medical histories are also advised to attach any relevant medical documentation. Candidates shortlisted for an interview should also bring along these documents, current and past employment letters (to facilitate computation of training allowances) and NRIC for the interview.

#### 3. Will I get to choose my preferred sponsoring organisation and will there be an interview?

Candidates will be allowed to select their preferred participating organisations in the online application form. Shortlisted candidates will be contacted by MOH Holdings for an interview by a panel comprising representatives from the training institutions (where applicable), participating organisations and senior nurses.

Following the interview, successful candidates will be matched to a participating organisation and be notified by the organisation to attend a compulsory 1-day clinical observation session with them. *(Note: Depending on the evolving Covid-19 situation and government advisories, there might not be any clinical observation conducted.)*

#### 4. When will I know of the results and who will contact me?

Successful candidates offered the CCP sponsorship will be notified by MOH Holdings.

Unsuccessful candidates will be notified via email notifications.

Enquiries on application status can be directed to [WSG\\_Healthcare@wsg.gov.sg](mailto:WSG_Healthcare@wsg.gov.sg) for assistance, unless otherwise advised by MOH Holdings or the participating organisations.

## IV OTHER ENQUIRIES

### 1. What other factors are important for successful completion of training?

In order to focus on the course, having adequate financial support throughout the training is crucial. Candidates are advised to consider their financial commitments prior to undertaking this training commitment.

The training is rigorous and some of the training tasks, especially the clinical attachments, require physical strength, reach and mobility, and physical fitness. Some subjects may also require trainees to perform physical examinations or practice counselling on each other. Therefore, trainees may be challenged in their physical, psychological and social boundaries while undergoing training. Discipline, proper time management, good social skills and strong social support from family and friends are vital when having to manage stress and difficulties encountered during training.

When you apply for the CCPs, you will be asked to review the following 15 statements, which help to serve as a self-assessment for you to gauge your own suitability for the nursing profession.

1. I am fully aware that in my future scope of work related to this Programme, I will be required to work shift hours, and on public holidays and weekends, and am prepared to do so.
2. I am fully aware that I will be expected to stand for long hours while on duty, and am prepared to do so.
3. I am prepared to deal with bodily fluids/discharge in the normal course of my daily work.
4. I am fully aware that I will be facing death and patients with behavioural problems and severe disabilities in my work, and am prepared to do so.
5. I am fully aware that I may have to treat or nurse patients who have contracted infectious diseases, and am prepared to do so.
6. I will be prepared to care for patients with significant challenges and to manage their families' expectations.
7. I will be able to commit to a full-time intensive programme and clinical placements at healthcare organisations.
8. I am comfortable being observed and assessed during practical examinations and clinical attachments.
9. I am aware and prepared to be "models" for classmates during practical lessons involving one's body.
10. Being supervised by peers and colleagues who are younger than me will not be an issue
11. I am prepared to cope with anatomy, physiology (including biochemistry), physics (including biomechanics), psychology, sociology and statistics subjects, and with integrating such knowledge to clinical practice.
12. I am fully aware that smoking is not allowed while in uniform or on hospital grounds, or when on duty.

13. I am prepared for a lifestyle change where I need to balance family, study, and other commitments very carefully during the training period.
14. I have read and am aware of the starting salary information of the healthcare professions on the WSG website.
15. I am aware that I will be bonded for 2 years (CCP-EN, duration to be confirmed)/3 years (CCP-RN Diploma/Degree) after graduation, and should I fail to complete the course or serve this bond with my sponsoring organisation, I will be required to return the full cost of sponsorship borne by my co-sponsors in sponsoring me for this course.

## **2. Do the sponsoring organisations accept candidates who are into their forties?**

There is no age limit for the respective CCPs. However due to the nature of the profession, potential candidates should be mindful of physical requirements of the job. Prior to admission to the course, candidates will also be required to pass a medical test, and those found with physical handicaps or medical conditions such as uncontrolled hypertension, Hepatitis B and C, mobility restrictions, AIDS etc, may be barred from admission.

## **3. I am currently in employment. When can I tender my resignation?**

Candidates are advised to tender their resignation only upon confirmation of sponsorship by the participating organisation. Candidates are deemed as official trainees only upon signing the sponsorship deed, clearance of the medical examination and upon official acceptance by the training institutions.

## **4. What if I become pregnant during the course of the training? Will it affect my funding?**

Trainees who become pregnant during the course of the training period will not be affected in terms of funding support provided. If there is a need to retake modules after the leave of absence, any additional costs will be borne by the trainee.

## **5. What will happen if I fail some of the examinations?**

Trainees who failed the examination of a module may be allowed to take a supplementary examination, or re-attempt the module in the subsequent semester, in line with the respective training institution's policy, and subject to MOH Holdings' approval. Costs of the supplementary or retaking of the module will be borne by the trainee. Consistent failure of modules may result in termination of sponsorship.

## **6. Am I allowed to defer my studies or bond service?**

Trainees who wish to defer their studies will have to seek the permission of MOH Holdings and the training institution. Upon graduation and commencement of the bond, those who wish to defer bond service for reasons such as furtherance of studies will have to seek approval from MOH Holdings first, before applying for such courses. Permission to defer the bond service will be subject to sponsoring organisation's needs, and overall academic and work performance of the individual.

## **7. Can I apply for the CCPs for Nurses if I already possess a Nursing qualification?**

Candidates currently studying in Nursing programmes (e.g. Higher *Nitec*/Diploma in Nursing), possess a valid Practising Certificate with Singapore Nursing Board or qualify for the Return to Nursing programme will not be eligible for the CCPs for Nurses.

Individuals with existing nursing qualifications but are currently not practising may wish to check if you are eligible to join the Return to Nursing programme at <https://www.healthprofessionals.gov.sg/snb/registration-enrolment/return-to-nursing-course>.

Individuals who have nursing qualifications from overseas training schools/colleges/universities should check directly with SNB on your eligibility to practise as a nurse in Singapore. More information can be found at

<https://www.healthprofessionals.gov.sg/snb/registration-enrolment/application-for-registration-enrolment/foreign-trained-nurses-midwives>. Alternatively, you may contact SNB at [SNB@spb.gov.sg](mailto:SNB@spb.gov.sg)

## **8. I have completed my National Service for more than two years (i.e. 2019) but graduated for less than two years (i.e. 2023). Am I eligible for the CCPs for Nurses?**

As the CCPs for Nurses aims to support mid-career individuals, candidates who take on further studies (e.g. Degree) after completing their National Service will need to have graduated for at least 2 years in order to be eligible for the CCPs for Nurses. You may also check your eligibility at <https://www.checkfirst.gov.sg/c/d410f4c8-1762-40b6-a46b-59c6c67a6cda>.