

Frequently Asked Questions (FAQ)

Healthcare Professional Conversion Programme (Healthcare PCP) for Nurses

I ABOUT THE PROGRAMME

1. What is the objective of the programme?

The Healthcare PCPs 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 PCPs for Nurses?

The three mid-career conversion programmes for Nurses under the Healthcare PCPs are:

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

3. What training do I need to undergo?

PCP	Course	Training Duration
Enrolled Nurses	NITEC in Nursing	2 years, Full-time
Registered Nurses (Diploma)	Diploma in Nursing	
Registered Nurses (Degree)	Degree in Nursing	

4. What are the eligibility criteria for the respective Nursing PCPs?

Candidates must be Singaporeans or Permanent Residents who have graduated or completed full-time National Service for at least 2 years, and meet the entry requirements of the course.

Entry requirement for the NITEC in Nursing

- 2 GCE 'O' level grades*, or
- 3 GCE 'N' level grades** in English, Mathematics and one other subject, or
- ES WPLN Level 5 for all of the following: Reading, Listening, Writing, Speaking and Numeracy, and either
 - a) WSQ Advanced Certificate in Healthcare Support (Nursing Care) or
 - b) ITE Skills Certificate (ISC) in Health Care (Inpatient/Outpatient/Home Care/Clinic Practice) with a min GPA of 2.8 or
 - c) Minimum 3 years of direct patient nursing care experience.

Candidates will still need to pass ITE Admission Committee's interview where applicable.

Note: In-Service staff are required to apply through their employers.

**GCE 'O' level grades refer to grades A1 to E8.*

*** GCE 'N' level grades refer to grade 1-5 or A-D.*

Entry requirement for the Diploma in Nursing

- Bachelor degree from a recognised university in a discipline other than nursing; or
- Local polytechnic diploma in a discipline other than nursing; or
- 3 GCE 'A' level credits* with 2 GCE 'O' level credits **in a Science subject and Mathematics

**GCE 'A' level credits refer to grades A to E*

***GCE 'O' level credits refer to grades A1 to C6.*

Entry requirement for the Degree in Nursing

- Bachelor degree from a recognised university in a discipline other than nursing; **and**
- Local polytechnic diploma in a science-related field in a discipline other than nursing or
- Any two H2 or 'A' level passes* in Biology, Chemistry, Computing, Physics and Mathematics

**H2 or 'A' level passes refer to grades A to E*

Note: Admission into the PCPs will be based on a holistic assessment of the candidate, and subject to other requirements including clearing the medical test and securing sponsorship by a participating organisation.

5. Is there funding support?

Yes, there are three funding components:

- Course Fee** – This will be fully supported for the two-year nursing courses.
- Training Allowance** – This will be provided for the two-year training period. The range for the monthly training allowances are detailed below. These are pegged to the candidates' prior work experience.
 - \$1,300 to \$1,550 for PCP-EN
 - \$1,700 to \$2,050 for PCP-RN (Diploma)
 - \$2,170 to \$2,520 for PCP-RN (Degree)
- Career Transition Bonus** – This will be awarded to trainees upon graduation, to celebrate a milestone achievement in their career transitions. NITEC graduates will receive \$1,500, while degree and diploma graduates will receive a one-time bonus of \$2,000.

6. Is there a bond tied to funding support?

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

PCP-EN trainees will be required to serve a two-year bond.

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

7. 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

8. What are the liquidated damages for breaking the bond?

A trainee who withdraws from the programme, 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. \$40,000 to \$48,000 for PCP-EN
- ii. \$112,000 to \$131,000 for PCP-RN (Diploma)
- iii. \$133,000 for PCP-RN (Degree)

This estimation excludes additional costs such as uniform costs and administrative charges.

9. Will I be able to work part-time during the 2 years of the course?

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. Where can I find information on the courses and professions?

Organisation/Website Name	Description	Link
Care To Go Beyond	MOH's website on Nursing and Allied Health professions.	www.caretogobeyond.sg
ITE NITEC in Nursing	Course information on the NITEC in Nursing course.	https://www.ite.edu.sg/wps/portal/FullTimeCBC/?WCM_GLOBAL_CONTEXT=/wps/wcm/connect/itecontentlib/stecoursecatalog/staallcourses/stafulltime/7888238044486e2da979ff0228855d43
NYP School of Health & Social Sciences	Course information on the diploma level nursing courses.	https://www.nyp.edu.sg/schools/shss/ife-long-learning/nursing-pcp-rn.html
NUS Yong Loo Lin School of Medicine, Alice Lee Centre for Nursing Studies	Course information on the degree level nursing courses.	http://medicine.nus.edu.sg/nursing/education/pcp-rn-overview.html

2. When will the course commence?

The respective course commencement periods are provided below:

- i. PCP-EN: January
- ii. PCP-RN (Diploma): April and October (Two intakes per year)
- iii. PCP-RN (Degree): August

3. Where will the training be conducted?

PCP-EN

Classroom training will be conducted at the Institute of Technical Education College East (Simei Campus), 10 Simei Avenue, Singapore 486047. Trainees will also be posted to various hospitals for clinical attachments.

PCP-RN (Diploma)

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 hospitals for clinical attachments.

PCP-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 hospitals for clinical attachments.

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

Depending on the PCP and training attended, graduates will either be awarded with a Bachelor of Science (Nursing) for PCP-RN (Degree), Diploma in Nursing for PCP-RN (Diploma) or NITEC in Nursing for PCP-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 Programme?

Interested candidates are encouraged to apply early via <https://conversion.mycareersfuture.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. I submitted my online application but wish to make changes to it, or I wish to withdraw my application. How should I go about it?

Interested candidates are advised to check online applications carefully before submission as we are unable to amend an online application after it has been submitted into the system. Candidates who wish to withdraw their applications should send an email to WSG_Healthcare@wsg.gov.sg to inform WSG and our partners.

3. Is it compulsory to attach documents to my online application?

It is compulsory to attach academic transcripts and certificates. 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.

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

Candidates will be allowed to select up to 3 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.

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

Following the interviews, WSG will inform unsuccessful candidates via email notifications.

Enquiries on application status can be directed to WSG_Healthcare@wsg.gov.sg for assistance, unless otherwise advised by MOH Holdings or the participating organisations.

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

In order to focus on the course, having adequate financial support throughout the 2 years is crucial. Applicants are advised to consider their financial commitments prior to undertaking this 2-year 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.

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

There is no age limit for the programme. However due to the nature of the profession, potential applicants should be mindful of physical requirements of the job. Prior to admission to the course, applicants 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?

Applicants are advised to tender their resignation only upon confirmation of sponsorship by the participating organisation. Applicants 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. However, pregnant trainees may find it challenging to meet attendance and physical requirements of the course.

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.