

CAREER CONVERSION PROGRAMME FOR MULTI-SKILLED REAL ESTATE/ FACILITIES MANAGEMENT EMPLOYEES



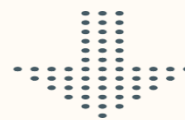
The **Career Conversion Programme for Multi-Skilled Real Estate/ Facilities Management Employees (CCP for Multi-Skilled REFM)**, supported by Workforce Singapore (WSG), is to enable Real Estate/ Facilities Management companies in their business transformation initiatives through job-redesign. This CCP will equip companies to redesign jobs and reskill existing employees or new hires into integrated, multi-skilled roles.

How will this CCP be applicable to my company?

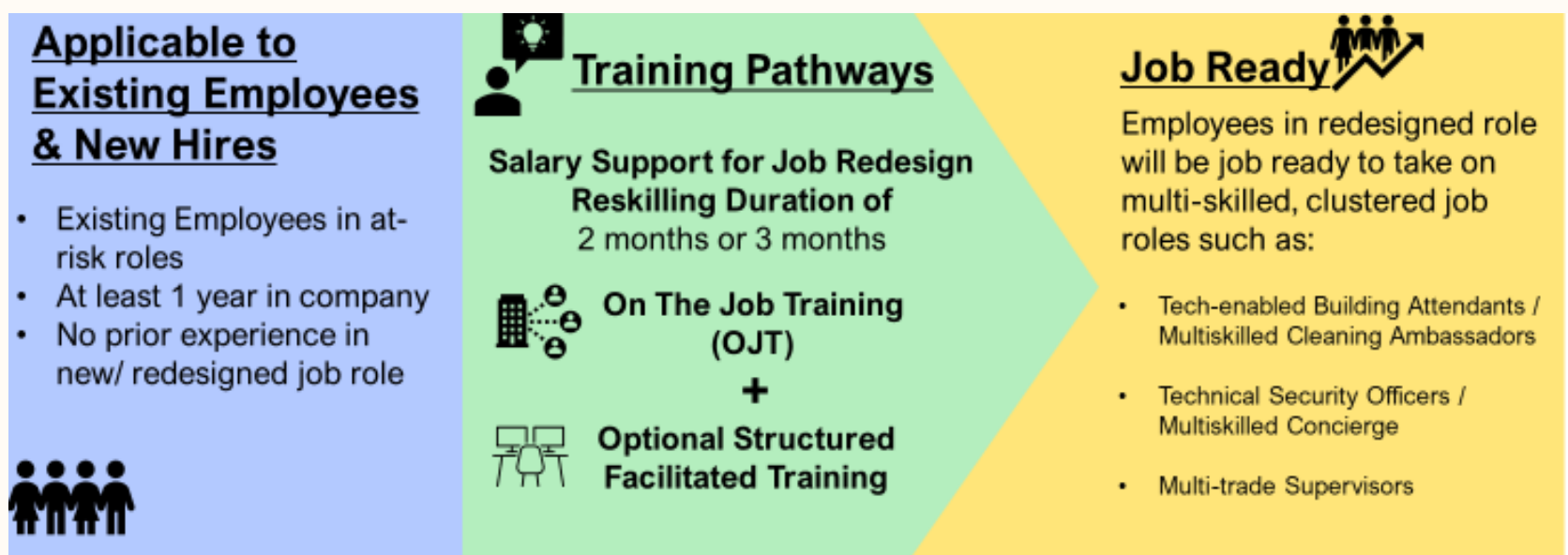


The **CCP for Multi-Skilled REFM** will equip companies to redesign and reskill existing essential employees or new hires to integrated, multi-skilled employees with Salary Support Funding. Some examples of redesigned job roles are technicians to tech-enabled concierge/ building representatives, security officers to technical security officers/concierge.

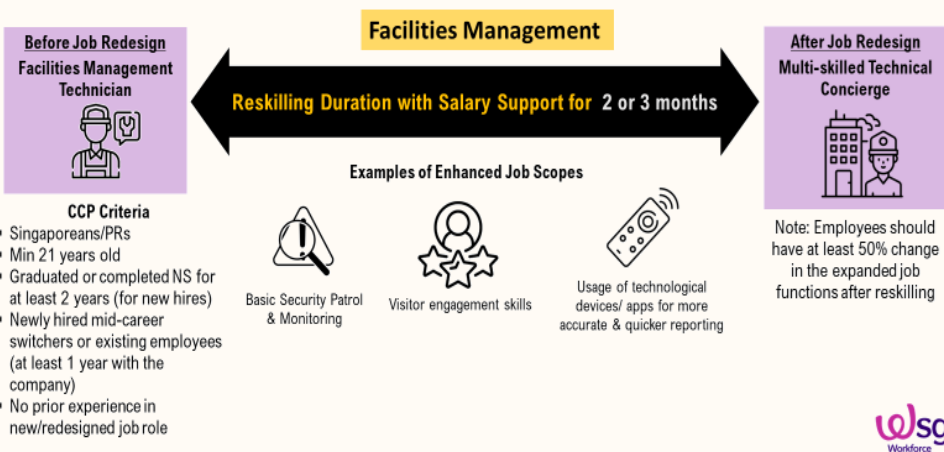
Company on / transitioning towards business transformation
e.g. IFM Operating Model



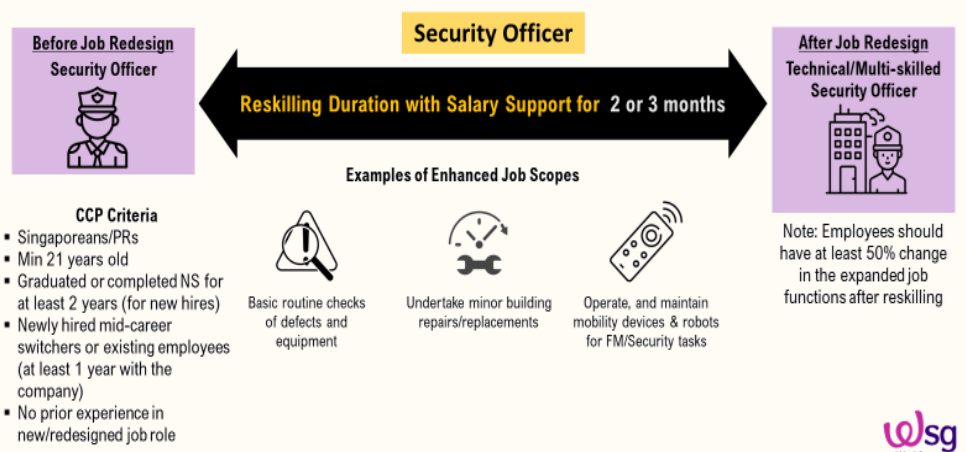
- Overlapping job scopes across different job types
- Enterprise may need to enhance productivity and optimise manpower deployment.



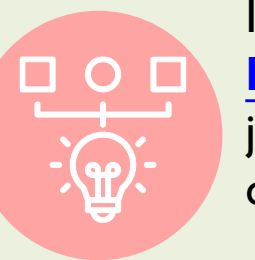
Example of Career Conversion Programme for Multi-Skilled Real Estate / Facilities Management Employees (CCP for Multi-Skilled REFM)



Example of Career Conversion Programme for Multi-Skilled Real Estate / Facilities Management Employees (CCP for Multi-Skilled REFM)



If my company has not redesigned job roles, can we still tap on this CCP?



In addition to the **CCP for Multi-Skilled REFM**, companies may also tap on **Productivity Solutions Grant – Job Redesign** with consultancy support to redesign job roles curated to your companies' needs e.g. redesigned job roles with updated career development pathways and job responsibilities, structured skills development roadmap.

The redesigned job roles may tap on the **CCP for Multi-Skilled REFM** to reskill existing employees and new hires.

As business model and operating requirement changes, building owners and service providers will need to invest in technology and its **People**



Interested to find out how this is applicable for your company? Share your contact details for a further discussion!

go.gov.sg/ccpmirfecoy