

BUILDING TALENT IN INTERNAL AUDIT

INTRODUCTION

Transform Your Hiring Strategy with the Career Conversion Programme (CCP)

Hiring candidates without direct experience in internal audit can present a strategic opportunity. As the generational workforce evolves, employers are encouraged to rethink their recruitment and retention approaches to adapt to changing dynamics. With longer careers becoming the norm, individuals are increasingly revisiting and adjusting their career plans.

Introducing the CCP for Internal Auditors – an initiative supported by government subsidies of up to 90% on new hires' salaries for six months. This programme includes a curated On-The-Job Training (OJT) component, aimed at onboarding new talent while nurturing their skills.

By participating in the CCP, your organisation gains access to a diverse pool of mid-career professionals eager to transition into internal audit roles. These individuals bring valuable experience from other fields and are committed to developing the skills necessary to excel in your organisation.

CCP FUNDING

Participating companies will receive the following funding support, provided the corresponding requirements are met.



Standard Rate
- 70% of trainee's monthly salary
(capped at S\$5,000 per month) for up to six months

**UP TO
90%
SALARY SUPPORT
FOR UP TO
6 MONTHS*1**
*T&Cs apply



Funding Component

- Salary support from Workforce Singapore



Period of Support
- Training duration of CCP
- six months



Enhanced Rate
- Singaporeans / Singapore Permanent Residents
Aged 40 years old and above; OR
- Long term unemployed
- 90% of trainee's monthly salary
(capped at S\$7,500 per month) for up to six months

CAREER CONVERSION PROGRAMME

PROGRAMME OVERVIEW

OJT Programme

Trainees will undergo a comprehensive six months OJT programme provided by the hiring company. This OJT covers essential Technical Skills and Competencies (TSCs) as well as Critical Core Skills (CCS), ensuring trainees have the skills they need to perform their duties. We have developed an OJT template outlining key competencies, which hiring companies can use to tailor the job scope for their trainees.



Mentorship Programme

We pair each CCP trainee with an experienced mentor who provides knowledge, guidance, expertise, and support to help them grow professionally.



Facilitated Training Programme (Optional)

We have identified five courses designed to help trainees develop the necessary competencies for their new roles.



WHO CAN APPLY

Employers

- Registered, incorporated and based in Singapore with a Unique Entity Number (UEN) registered with ACRA;
- New hires must not be immediate ex-employees of companies related to the applicant company;
- Offer a full-time PMET position directly related to internal audit job function, with a minimum 12-month employment contract;
- Provide a structured training plan and assign a supervisor to guide the new hire; and
- Commit to working with WSG and IIA Singapore on administrative matters related to the CCP.

This CCP is not applicable to those who are serving the Singapore government and its related agencies or organisations.

Individuals

- Be a Singapore Citizen or Permanent Resident; Minimum 21 years and above;
- New hires must have graduated or completed National Service, whichever is later, at least two years prior to the point of application;
- New hires should not have prior working experience in a similar job role within internal audit functions prior to joining the CCP;
- Must be a newly hired PMET for not more than three months from the date of application, and nominated by an eligible company for the CCP.
- Individuals shortlisted by participating companies for interviews will be contacted directly.

CONTACT US

Partner with us to leverage the CCP and transform your approach to hiring. Contact us today to learn more.

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Visit our website here:



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