

PROFESSIONAL CONVERSION PROGRAMME (PCP) FOR PRE SCHOOL TEACHERS

BOND / MINIMUM SERVICE PERIOD FREQUENTLY ASKED QUESTIONS

1. Where can I fulfill my bond?

The bond requirement is for you to work within the early childhood care and education (ECCE) sector. Hence you can work in either MOE registered kindergartens or MCYS registered childcare centres in Singapore.

2. What are the types of jobs I can take up to fulfill my bond?

Your bond can be fulfilled if you take up a job role which is related to your scope of training. For example, if you graduated with a Diploma in Early Childhood Care and Education-Teaching (DECCE-T), you should be employed as a pre school teacher. You may undertake other duties such as administration or management within the ECCE sector, however, your primary duties should still be related to your scope of training.

3. How soon after graduation must I be employed?

You should be employed in the ECCE sector right after your graduation or course completion, whichever is earlier. However, in the event that you need some time to conduct a job search or consider your job offers, you may take no more than 3 months to secure employment within the ECCE sector.

4. What happens if I switch employers within the early childhood sector?

As the bond which you need to fulfill requires you to work in the ECCE sector, you may switch employers as long as you remain the ECCE sector. Your bond is not attached to any specific employer unless you have prior commitments with a specific employer for sponsoring your training.

5. Must I fulfill the bond all at one go?

We strongly encourage you to fulfill the bond all at one go so that you can be released from the terms of the bond within the shortest time. The total time you have to complete the bond is up to 2x the number of months of your total bond. For example, if your bond was for 20 months, you have up to 40 months to serve out the bond. No further extensions will be granted.

6. Can I work part time to fulfill my bond?

Your bond requires you to work and contribute within the ECCE sector so as long as you are a **full time** salaried employee of a MOE registered kindergarten or MCYS registered childcare centre, taking on a job role which you are trained for, receiving monthly CPF contributions from your employer for the bond period, you are considered to have fulfilled the bond. The other terms and conditions of your employment after your training will be between your employer and you. **Part time employment will only be allowed on a case basis via written request to WDA**

7. What happens if I break the bond?

If you should break the bond, WDA reserves the right to recover from you 100% of the course fee subsidy and training allowance (if applicable) disbursed or incurred on your behalf during your period of training. Any waiver of recovery will only be considered on a case and exceptional basis.