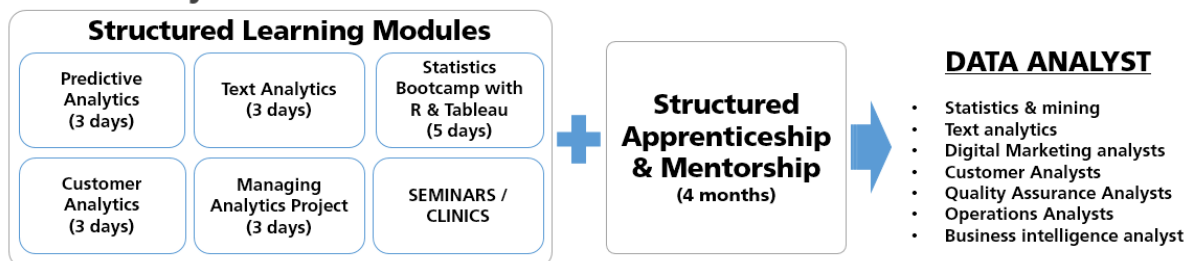**Annex A – Professional Conversion Programmes**

The Professional Conversion Programme (PCP) seeks to benefit both the workforce and employers. For the workforce, PCP provides opportunities to learn adjacent and new skills which are in demand by employers. Displaced professionals can have a career restart. Professionals at risk of displacement can also take proactive steps to recalibrate their careers. For employers, PCP can be an effective way to overcome the talent shortage, by tapping on the potential of the wider workforce and converting motivated and talented professionals to serve in new job roles.

NUS-ISS has a good track record in professional conversion through the existing graduate degree programmes and executive education programmes.

NUS-ISS will be launching a new series of PCPs over the next three years. The PCP will consist of two parts. The first part will be a series of short courses and covers theoretical knowledge, industry best experience sharing and clinic sessions. The second part is the practicum / apprenticeship. PCPs offer participants a good blend of theoretical understanding, versus hands-on experience and practice, which prepares them for new careers.

The first two PCPs to be launched in the last quarter of 2016 are the PCP for Data Analyst and the PCP for Full Stack Software Developer. The PCP for Data Analyst has a 22-day long course portion and a four-month apprenticeship. The PCP for Full Stack Software Developer has a 45-day course portion, followed by a four-month apprenticeship.

Professional Conversion Programme for Data Analyst

Structured Learning Modules

Predictive Analytics (3 days)	Text Analytics (3 days)	Statistics Bootcamp with R & Tableau (5 days)
Customer Analytics (3 days)	Managing Analytics Project (3 days)	SEMINARS / CLINICS

+

Structured Apprenticeship & Mentorship (4 months)

→

DATA ANALYST

- Statistics & mining
- Text analytics
- Digital Marketing analysts
- Customer Analysts
- Quality Assurance Analysts
- Operations Analysts
- Business intelligence analyst

Professional Conversion Programme for Full Stack Software Developer

Structured Learning Modules

- CLINICS & SEMINARS
- Security, Notification, & Messaging Fundamentals (10 days)
- Persistence & Analytics Fundamentals (10 days)
- Server-Side Foundation (10 days)
- Client-Side Foundation (10 days)

+

Structured Apprenticeship & Mentorship (4 months)

→

FULL STACK DEVELOPER

- Capable in front-end & back-end development
- Hybrid mobile app development
- Data modelling
- QA
- Optimisation
- Release and deployment management