

**Profiles of mid-career individuals who made a switch into PE industry through Professional Conversion Programmes (PCP)**

*Tim Tan, 56, 3D Metalforge*

56-year-old Tim Tan spent over 27 years in an Oil & Gas MNC, working up the ranks to become its Production and Planning Manager. Unfortunately, towards the end of Aug 2019, the company underwent global restructuring and closed its wellbore technologies division in Singapore where Tim worked.

It was a struggle as he embarked on a long journey to look for his next career landing – sending many job applications that did not eventually translate to concrete offers. Facing one closed door after the other, Tim started feeling anxious and worried about his chances of re-entering the workforce, especially at his age. That's when he remembered the information kit that came with the retrenchment package he had received earlier.

Within, Tim found out about WSG's career matching services and made an appointment for a 1-1 session with one of WSG's Career Coaches in Sep 2019, and even attended the career workshops organised by the agency. Through these sessions, Tim picked up various job search techniques and even met a WSG consultant who helped to match Tim to 3D Metalforge, a local SME that specialises in additive manufacturing and provides 3D printed services and products.

Within two weeks of reaching out to Tim, the SME offered him the role of Operations Manager to oversee their production and quality operations, inventory and procurement. Instead of focusing on his lack of prior experience and knowledge in additive manufacturing and metal 3D printing, 3D Metalforge chose and valued Tim's years of work experience; his deep reservoir of people management skills; and his aptitude to learn and adapt.

To help him bridge the skill gaps and assimilate into his new role quickly, the SME hired and put him through the PCP for Advanced Manufacturing Engineer in Mar 2020, during which he picked up new skills in areas of metal 3D printing – such as direct energy deposition and selective laser melting. Today, Tim is happy in his new role and looks forward to further honing his skills so that he can continue contributing to the company in the long term while mentoring his younger colleagues.

*Mohd Nasir Ja'apar ("Jay"), 47, 3D Metalforge*

47-year-old Mohd Nasir Ja'apar (or Jay as they know him) was previously a Senior Quality Engineer in an Oil & Gas company, looking after the company's certification and compliance, as well as review of technical requirements and quality audits for about six years. When COVID-19 hit, the company underwent retrenching exercise and Jay was let go in Apr 2020.

He felt great about his chances at getting back to work at first, but as his job applications kept coming back void, his confidence started to erode. Within four months, Jay found himself having sent out over 60 applications to no avail.

He eventually reached out to WSG's Careers Connect in mid May 2020 for assistance and started receiving career coaching. Having been used to being headhunted during better times, Jay's resume-writing skills had turned rusty and his Career Coach helped him get back on track. Together with WSG's consultants who work closely with hiring employers, Jay's revamped resume that highlighted his key skills and experience was sent to 3D Metalforge. Within three days after the interview, the SME made him an offer to join them as their Senior Quality Engineer.

While the job title remained the same, Jay was transiting from Oil & Gas into Precision Engineering – an industry in which he had no prior knowledge. Coming from a subtracting manufacturing background, he had to pick up new skills in additive manufacturing and learn how to inspect 3D printer parts.

To bridge his skill gaps and help him assimilate into the new industry more quickly, 3D Metalforge put him through the PCP for Advanced Manufacturing Engineer in Aug 2020. Although barely a month into his new job, Jay is excited about his new career path and looks forward to blazing a new trail for himself in the Precision Engineering industry.