

# Singapore Job Search Study Survey 2020

8 Jan 2021



# Agenda

- Job Search Study Survey 2020
- Implications and Next Steps
- Courses, Opportunities & Government subsidies

# Objectives

- Gauge the market demand for data protection professionals in 2020.
- Track and project the trend for data protection professionals in the next 2 years.
- Gain insights and profile of the demand for DPOs.

# DPEX Network Job Search Study

## Method:

Online scanning of advertisements of job postings of Data Protection and related positions.

Careers@Gov	Ministry of Health	Headhunt	Monster Singapore		
Building Careers	Ministry of Home Affairs	JobsCentral	Singapore Jobs Market		
CAAS Career Portal	Social Service Jobs	JobsDB	ST701		
Institute of Adult Learning	Singapore Jobs Online	Job-Q.com Singapore	Gumtree		
Maritime Careers	Career Jet	JobStreet	Linkedin		
Ministry of Education	Indeed	Job Search Online	RegionUp		

## Survey Period:

15<sup>th</sup> August to 15<sup>th</sup> September 2020.

# Methodology – Scanning of Data Protection jobs advertised

## Examples of Positions advertised:

### 1) Manager, Risk & Control (Regional Data Protection & Governance)

- Ensure that processes within the Division adhered to regulatory requirements identified.
- Provide guidance on compliance queries within the Division.
- Min 5 years experience required.

### 2) Data Protection Officer

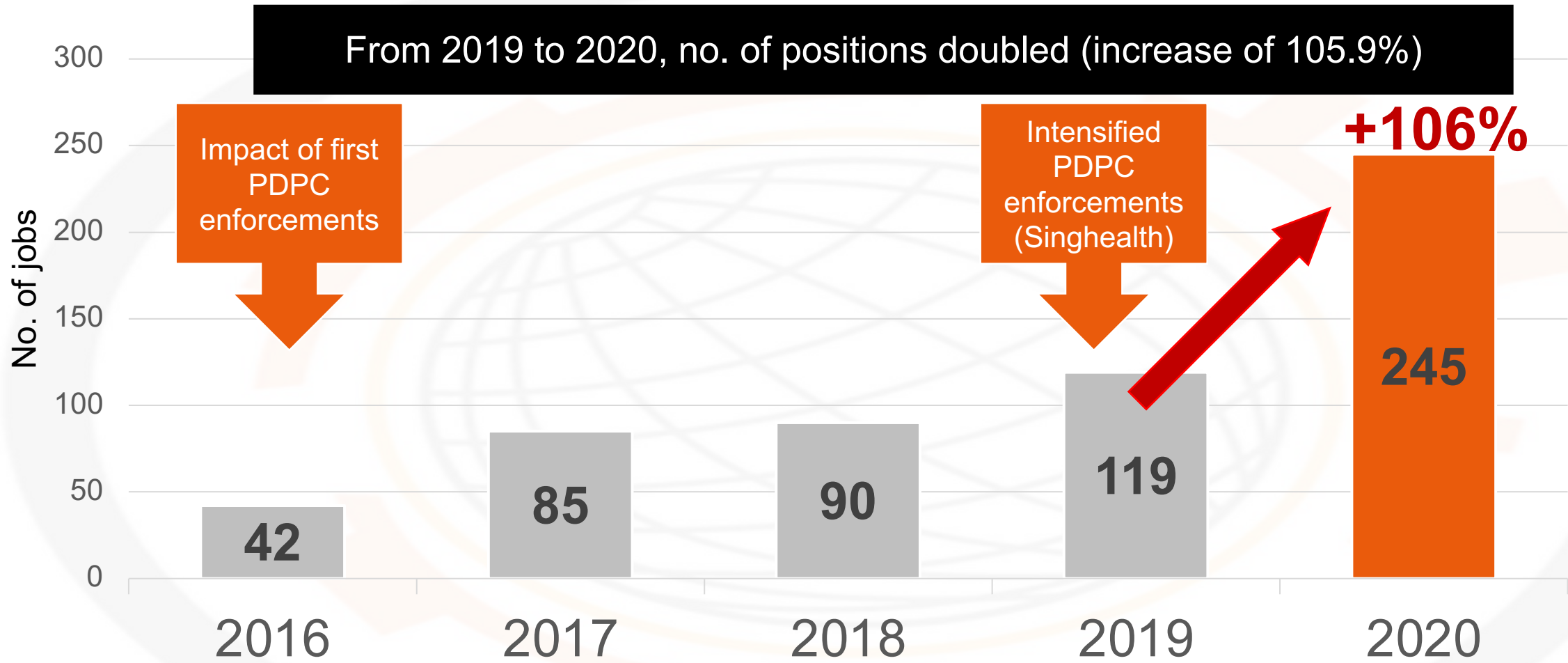
- Ensure company is compliant with the Personal Data Protection Act (PDPA). The DPO will be part of the Legal & Secretariat Team. Data Protection Officer
- responsibilities include advising on our compliance with the local data protection laws, monitoring our adherence to PDPA standards.
- Min 5 years experience required.



# Job Survey Findings

# Growth in Data Protection Jobs – 1 month job postings

From 2019 to 2020, no. of positions doubled (increase of 105.9%)



Momentum for demand for Data Protection expertise continues

# Countries in Region requiring a DPO therefore creating demand for DPO expertise



**General Data Protection Regulation (GDPR) in EU**  
Requirements for DPO



**Singapore**  
Mandatory appointment of DPO



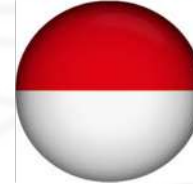
**Malaysia**  
(amendment to include DPO)



**Philippines**  
Mandatory appointment of DPO

## New Upcoming Laws/Rules with DPO requirements

**Indonesia**



**Thailand**



**India**



**China**



## Jurisdictions requiring DPOs Impact of GDPR



**46**

After GDPR  
**MAY 2018**

**22**

Before GDPR **2017**





**The Privacy Advisor**  
Original reporting and feature articles on the latest privacy developments

## Study: GDPR's global reach to require at least 75,000 DPOs worldwide

 Rita Heimes, CIPP/US  
 Sam Pfeifle  
The Privacy Advisor | Nov 9, 2016



SINGAPORE POLITICS ASIA WORLD VIDEOS MULTIMEDIA LIFESTYLE FOOD FORUM OPINION BUSINESS SPORT

SINGAPORE > Courts & Crime Education Housing Transport Health Manpower Environment

## Singapore certification for data protection officers



AXIOS

Jennifer A. Kingson Nov 1, 2019

## The global shortage of privacy experts

It's more important than ever for companies to have privacy experts, to help them obey proliferating laws on how consumers' data can be used — but it's hard to find people with the expertise to do it.

Huge shortage of data protection officers/expertise expected in the coming years due to data protection requirements , especially at the operational level

TECHNOLOGY NEWS FEBRUARY 14, 2018 / 8:11 PM / 2 YEARS AGO

## Rise of the data protection officer, the hottest tech ticket in town

Salvador Rodriguez

5 MIN READ



The need for DPOs is expected to be particularly high in any data-rich industries, such as tech, digital marketing, finance, healthcare and retail. Uber, Twitter, Airbnb, Cloudflare and Experian are advertising for a DPO, online job advertisements show. Microsoft, Facebook, Salesforce and Slack are also currently working to fill the position, the companies told Reuters

# 2020 Emerging Jobs Report | UK



Tech dominates, but with a human touch

The UK's top-three emerging jobs:

#1

Artificial Intelligence Specialist

#2

Data Protection Officer

#3

Robotics Engineer

# Dawn of a new paradigm

*It remains to be seen whether the Personal Data Protection Act will be effective at reining in tech behemoths and serial data abusers*

PUBLISHED : 8 JUL 2019 AT 04:30

NEWSPAPER SECTION: BUS

WRITER: SUCHIT LEESA-NGUANSUK & KOMSAN TORTERMOV

**NEW**  
**STRAITSTIMES** ESTABLISHED 1845

## Emerging job trends

By **Rozana Sani** - March 4, 2020 @ 7:07pm

### PRIVACY OFFICER

The sharing of personal information online requires privacy officers to ensure the data is secure.

Companies must appoint DPOs to manage compliance of the law and collaborate with the Office of the Personal Data Protection Commission....

These new laws are creating new career opportunities for data experts, benefiting from the surge in demand from companies needing such expertise.

# Singapore DPO program hopes to fill growing job market

Nov 27, 2018 Save This



Ryan Chiavetta, CIPP/US

Singapore is currently in need of data protection officers, and the demand for qualified candidates to fill those roles will only go up. Straits Interactive conducted a DPO survey similar to one the [IAPP did back in 2016](#). They predict Singapore will need at least 10,000 DPOs within the next three to five years as countries around it produce their own data protection rules.

## Demand for data protection experts surges in Singapore



By Staff Writer - October 27, 2019

A record number of 119 job positions for data protection officers (DPOs) or job positions requiring relevant data protection expertise were advertised in Singapore last July...

# On protecting data while enabling innovation: 6 highlights from MPs' rigorous debate on PDPA amendments



**the newspaper** NEWS SPORTS ENTERTAINMENT LIFESTYLE RACING  
POPULAR: COURT & CRIME | Food & Drink

**SINGAPORE**

## Data protection officers becoming more important

Samuel Devaraj  
Oct 01, 2020 06:00 am

When he joined Ohm Energy, Mr Luqman Haniff Omar was often asked why he carries two mobile phones.

He does it to ensure that his personal and work data are kept separate. It is also a reminder to take data protection seriously.

This mentality serves the data and security analyst well, especially after he took on the role of a data protection officer (DPO) at his company six months ago.



**PARLIAMENT** SINGAPORE | POLITICS

## Update to data law seeks to retain trust, spur innovation

It must protect consumers but also not shackle businesses: Iswaran



Addressing concerns on the higher fines, Communications and Information Minister S. Iswaran assured MPs that the "PDPC will ensure that financial penalties imposed are proportionate to the severity of the data breach".

November 12, 2020

**DIGITAL ECONOMY**

## Cybersecurity talent gap leaves Singapore firms exposed

As threats in the digital sphere mount, companies could find themselves stung

By Claudia Chong  
chongkmc@sph.com.sg  
@ClaudiaChongBT

The digitalisation train is speeding ahead, but a shortage of talent is exposing Singapore businesses increasingly to cyber and data privacy threats. And recent high-profile breaches and regulatory changes are further fuelling demand for digital security staff.

There have been about 1,100 cybersecurity-related job postings in Singapore this year (according to data from analytics firm Burning Glass Technologies). And in the Asia-Pacific, there is an estimated 2.6 million cybersecurity workforce gap, based on research by the International Information System Security Certification Consortium.

Professionals in the business and IT sectors point to several factors fuelling the demand-supply gap. For one, schools have previously not emphasised cybersecurity education much, said Sheralynn Tjioe, who heads up cybersecurity recruitment at Hays Singapore.

In addition, cybersecurity roles can be very niche, which makes it difficult to find suitable people in a small country like Singapore. Some hiring processes can even take up to a year.

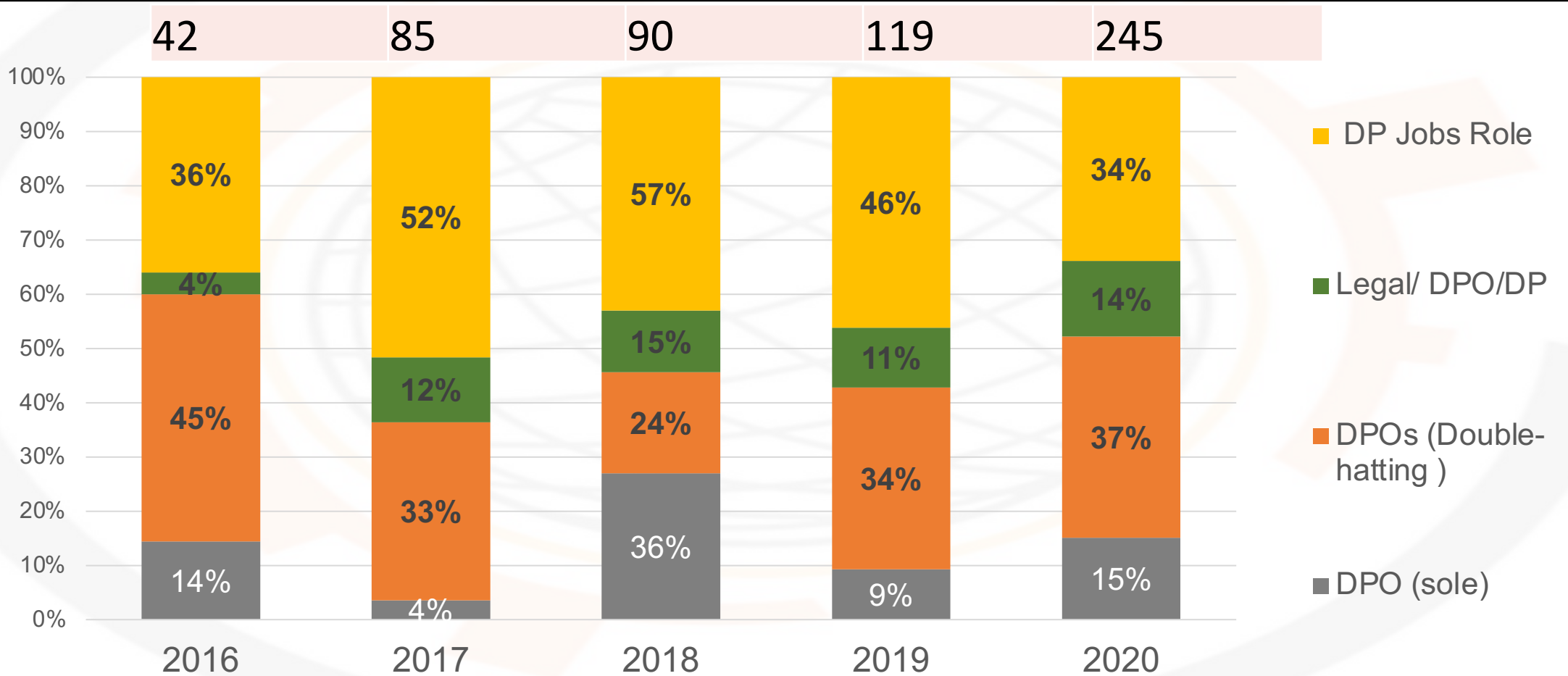
In a similar vein, Singapore also faces a crunch in personnel trained in data protection, said Kevin Shepherdson, CEO of data protection specialist Straits Interactive. While cybersecurity focuses more on IT systems, data protection covers the handling of personal data end-to-end – from creation to disposal – at the policy, people and processes level.

Under the Personal Data Protection Act (PDPA), companies must appoint a data protection officer (DPO) tasked with ensuring compliance with the PDPA. But in a 2019 survey

<https://www.straitstimes.com/singapore/politics/parliament-rigorous-debate-on-amendments-to-personal-data-protection-act>

# Growth in Data Protection Jobs – 1 month job postings

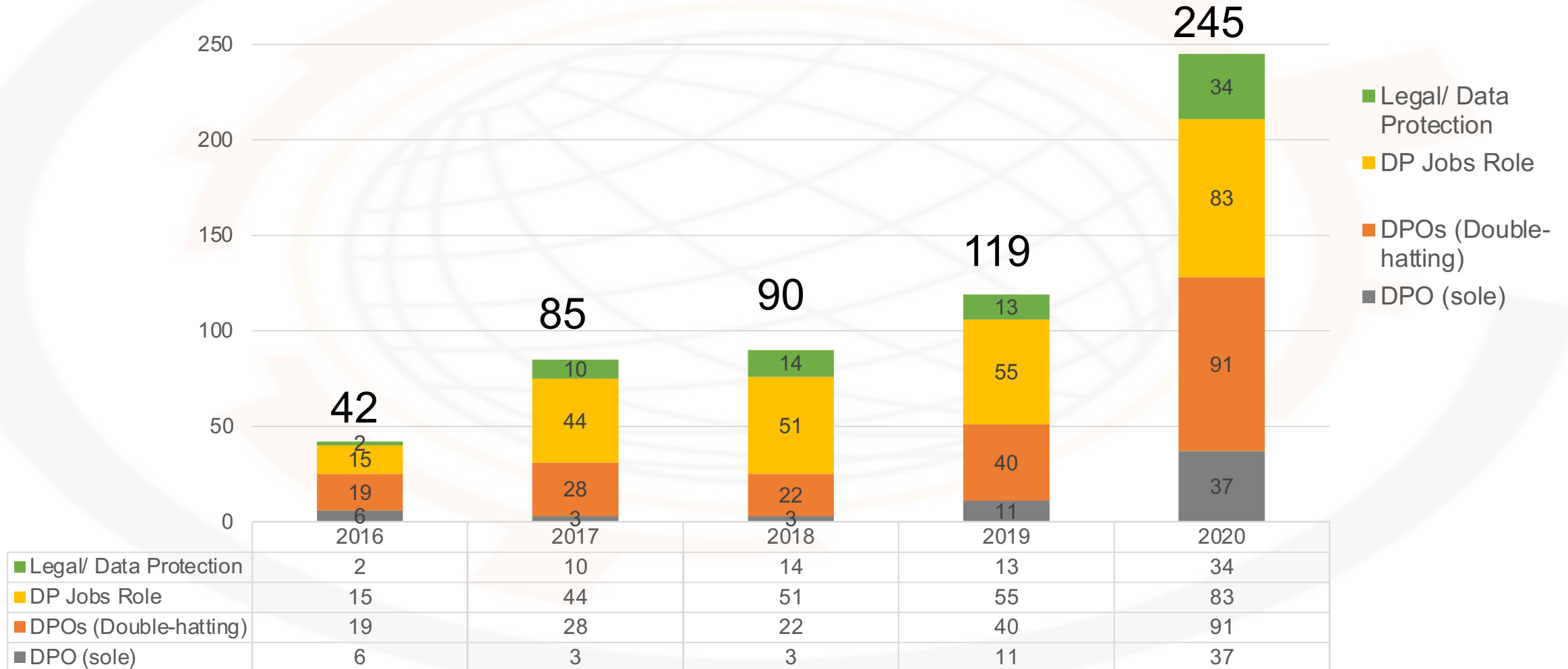
% of dedicated DPO role has increased in past 3 three years to 15% in 2020 (reflecting demand from MNCs). Majority of DPO role is "double hatting"



\* DP Jobs Role: Job functions with PDPA duties and/or required Data Protection knowledge (not including the DPO role for the organisation)

# Growth Trend in Demand for Data Protection jobs – by Categories

From 2019 to 2020, no. of positions increased across all DPO categories

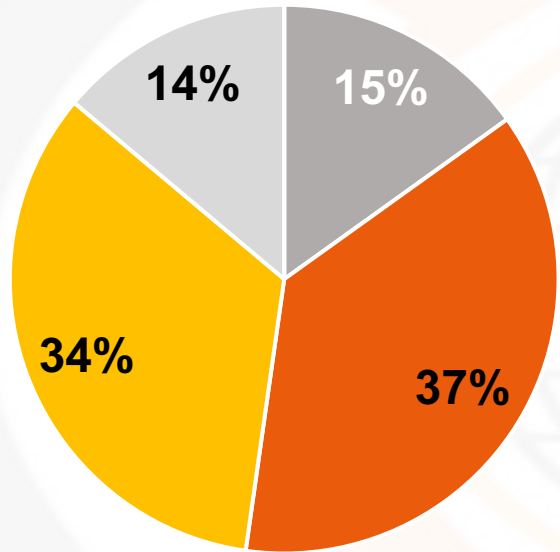




# Job advertised vs Current DPOs in the

Comparing the recruitment ads against actual deployment of existing DP talents we find they are fairly congruent except that current DP professionals are less likely to be dedicated solely for DP portfolio.

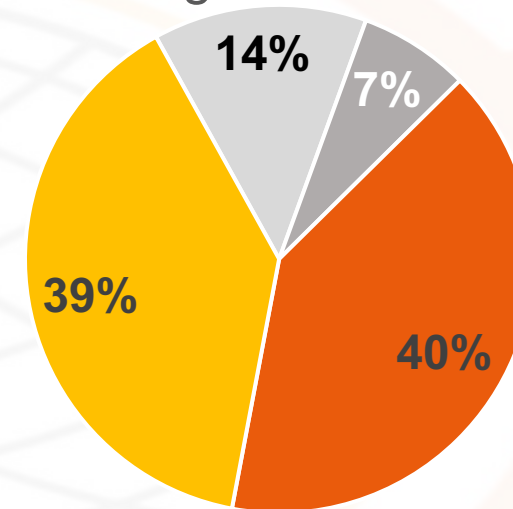
Profile of DPOs Job Vacancy Advertisement by Job description



- DPO (sole)
- DPOs (Double-hatting)
- DP Jobs Role
- Legal/ DPO/DP

Source: Singapore DP Job Search Study 2020

Profile of DPOs by Types working in Organisations

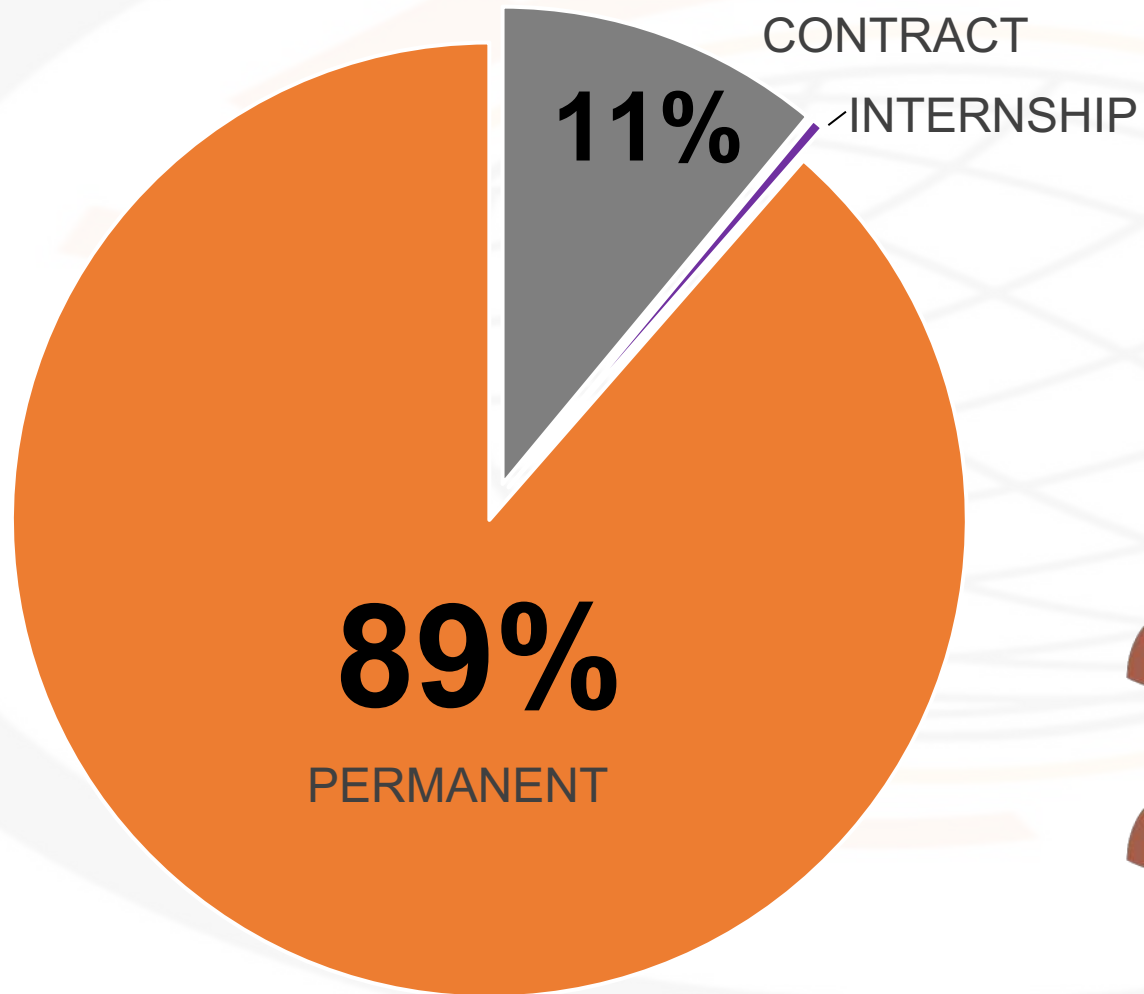


- I am a legal counsel with data protection responsibilities
- My role is solely dedicated to looking into Data Protection and related matters.
- My main role is DPO and "double-hatting" with other functions
- I am not a DPO but I have data protection roles and responsibilities

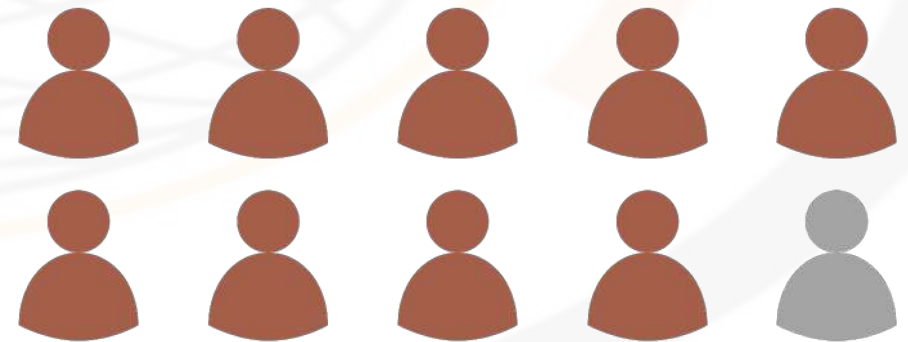
Source: Singapore DPO Survey 2020

Copyright 2021 Straits Interactive

# Growth in Data Protection Jobs Mainly Permanent Positions in 2020



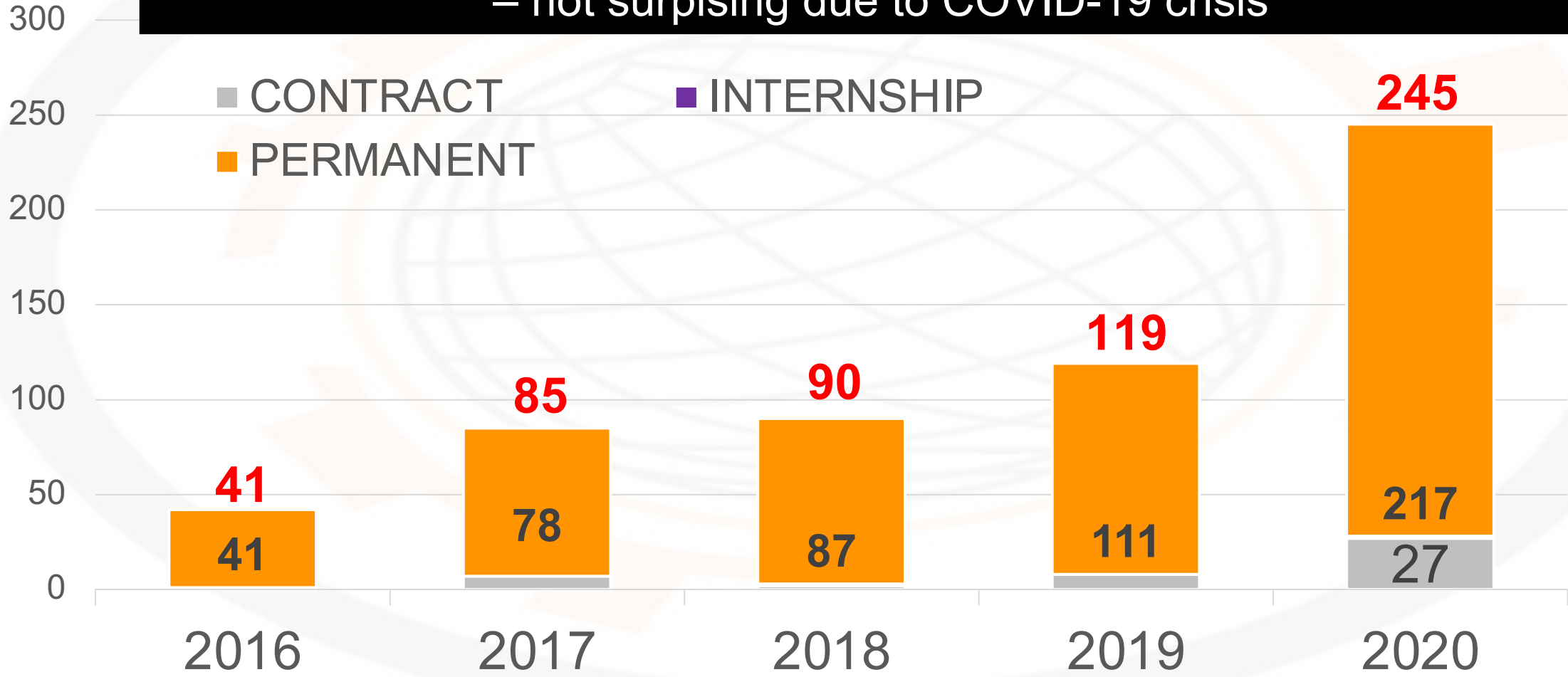
Job postings for Data protection expertise continue despite COVID-19 crisis



# Growth in Data Protection Jobs Remains Mainly Permanent Positions

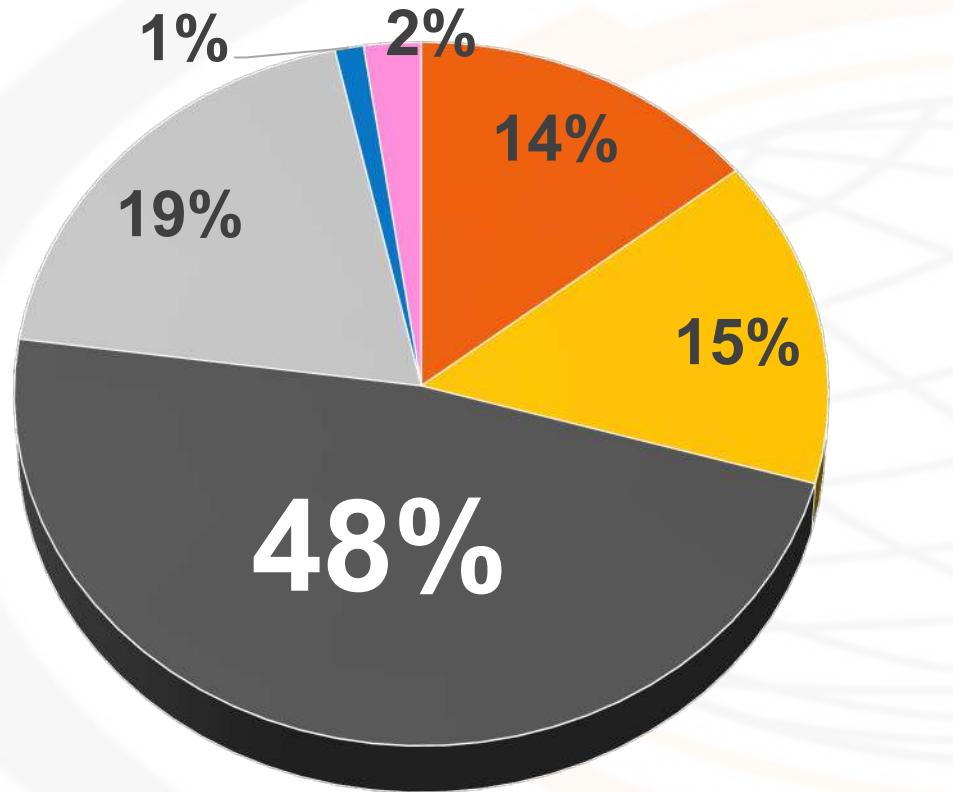
No. of jobs

12% of job positions in 2020 are contract positions – not surprising due to COVID-19 crisis



# Types of Job Vacancy – By position levels

Majority of the jobs for 2020 are ‘mid-managerial’ positions

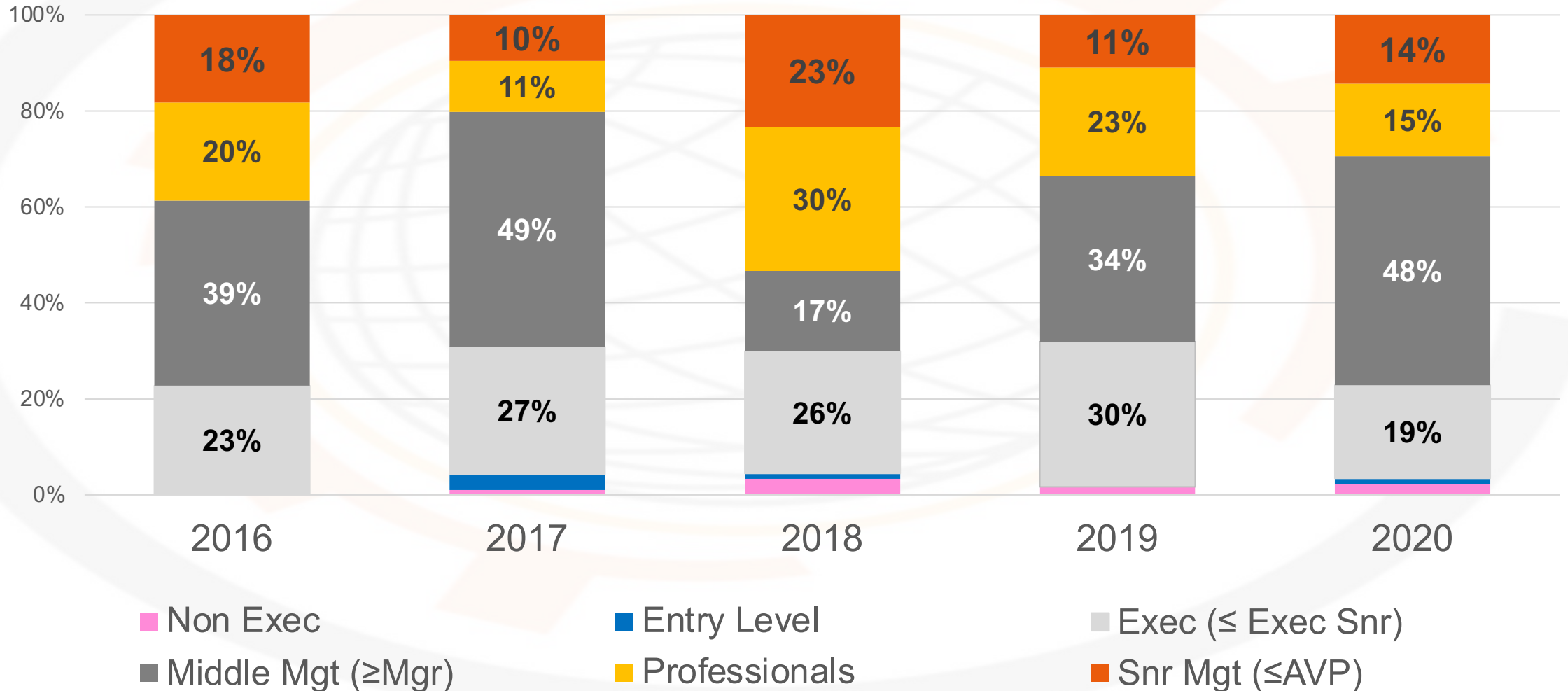


- Snr Mgt (≤AVP)
- Middle Mgt (≥Mgr)
- Entry Level
- Professionals
- Exec (≤ Exec Snr)
- Non Exec

- About half the positions (48%) are deemed “middle management” both in description and scope advertised.
- Many DPO positions are combined with other professional field e.g. IT or Legal or Governance/Compliance/Risk management.
- There is also significant percentage in the Senior management position, as in the trend in the last 4 years.

# Types of Job Vacancy Trend – By positions

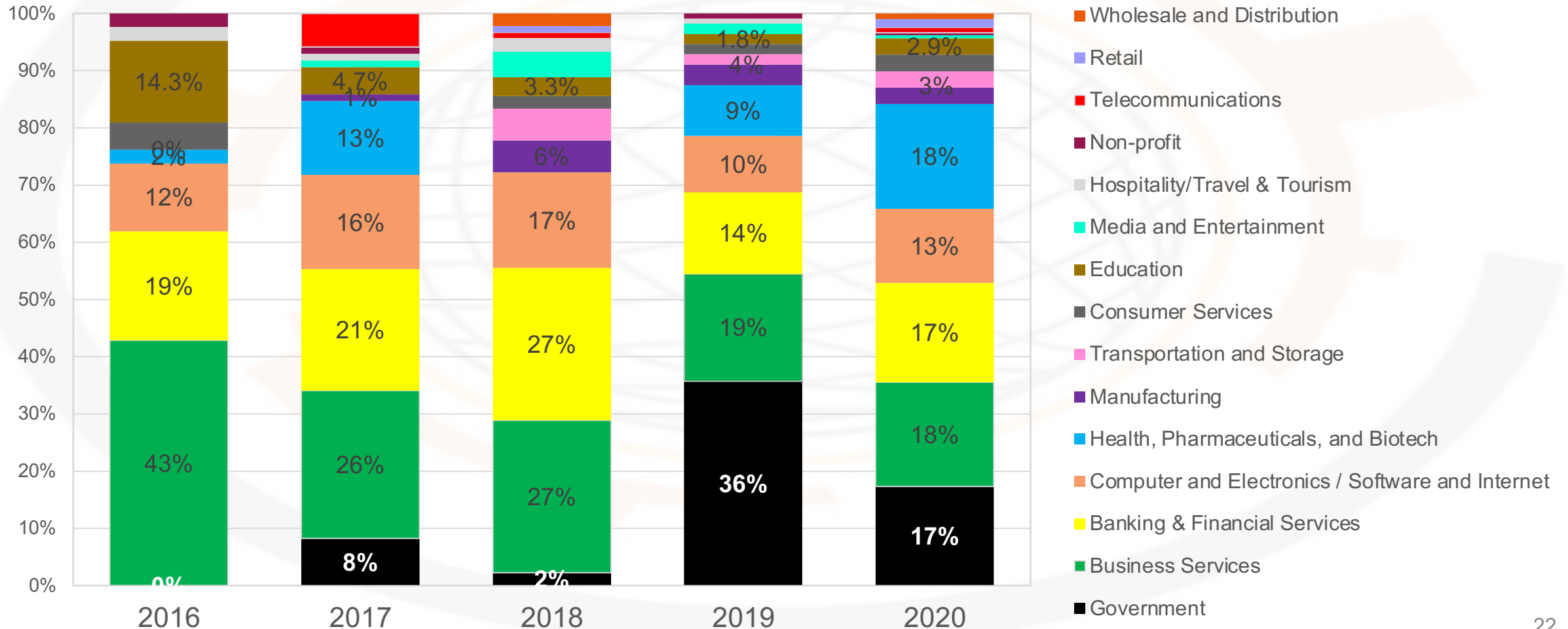
Majority of the DP positions in 2020 are mid-managerial positions



Examples of the “Professionals” category are legal counsels, lawyers, consultants, IT engineers with DP responsibilities and etc.

# Job Vacancies – By sectors

After Singhealth breach in 2019 (Jan), the government started hiring more DP professionals (36% in 2019). Demand for data protection jobs (35%) are still strong in the health/gov sectors despite the COVID-19 situation



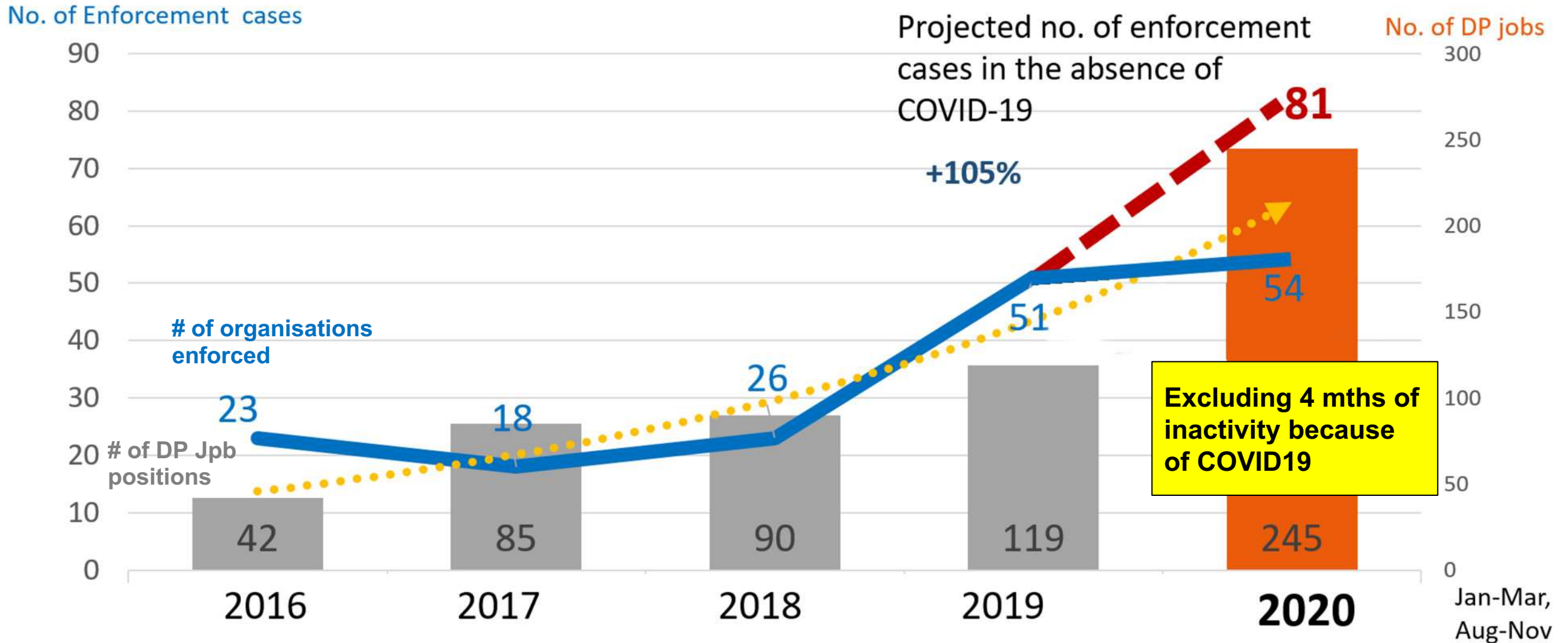
# Top 5 By sectors – By Job Vacancies

Industry	2016	2017	2018	2019	2020
#1	Business Services	Business Services	Business Services	Government	Health, Pharmaceuticals, and Biotech
#2	Banking & Financial Services	Banking & Financial Services	Banking & Financial Services	Business Services	Business Services
#3	Education	Computer and Electronics / Software and Internet	Computer and Electronics / Software and Internet	Banking & Financial Services	Government
#4	Computer and Electronics / Software and Internet	Health, Pharmaceuticals, and Biotech	Manufacturing	Computer and Electronics / Software and Internet	Banking & Financial Services
#5	Consumer Services	Government	Transportation and Storage	Health, Pharmaceuticals, and Biotech	Computer and Electronics / Software and Internet

*Organisations in the Business Services industry includes organisations that provide services like marketing, human resources, public relations, legal services and etc.*

# Growth in Data Protection & Enforcement Indicators

The growth in demand for Data Protection talents reflects a similar trend in PDPA enforcements.

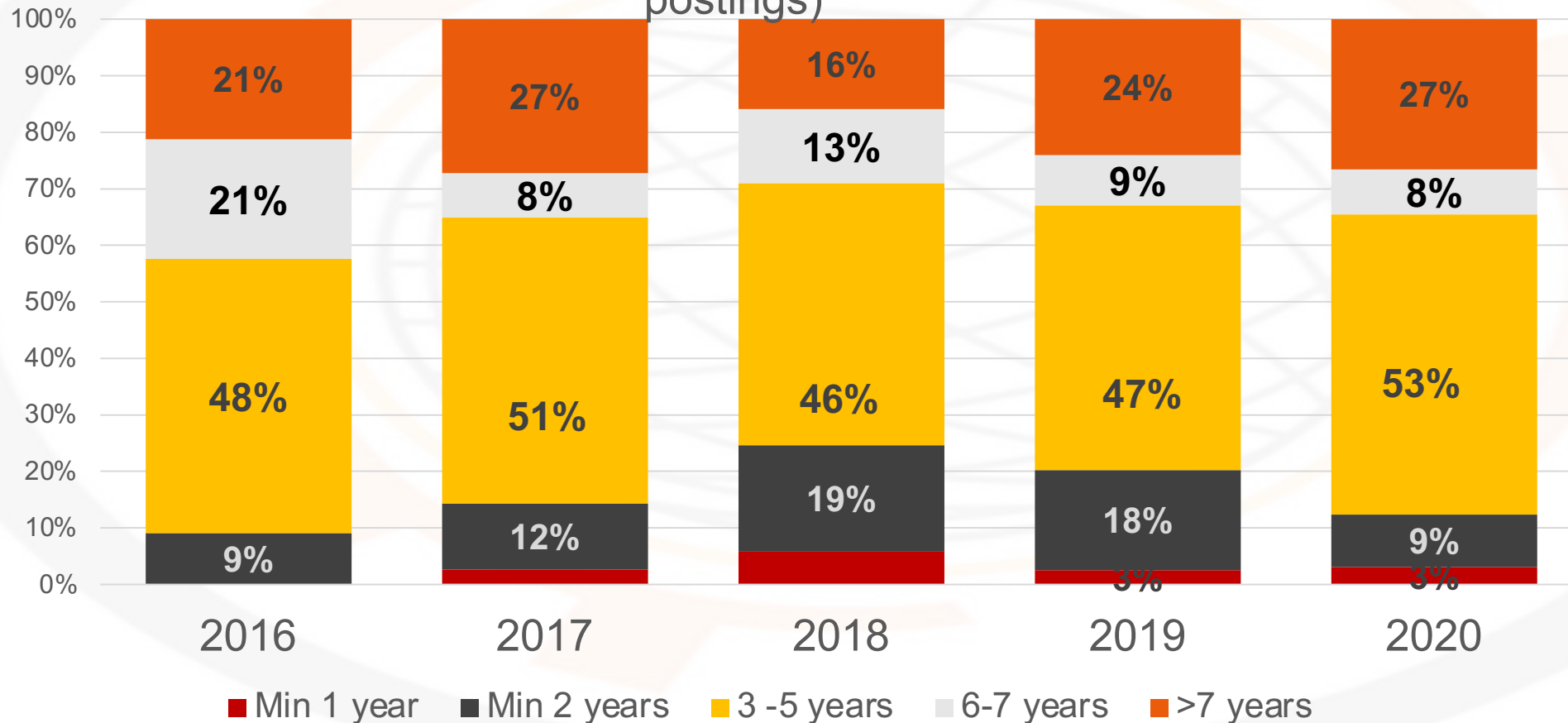




# Work Experience

Most organisation are seeking Data Protection positions with at least 3 years' experience.

No. of years of experience required – (All Data Protection job postings)

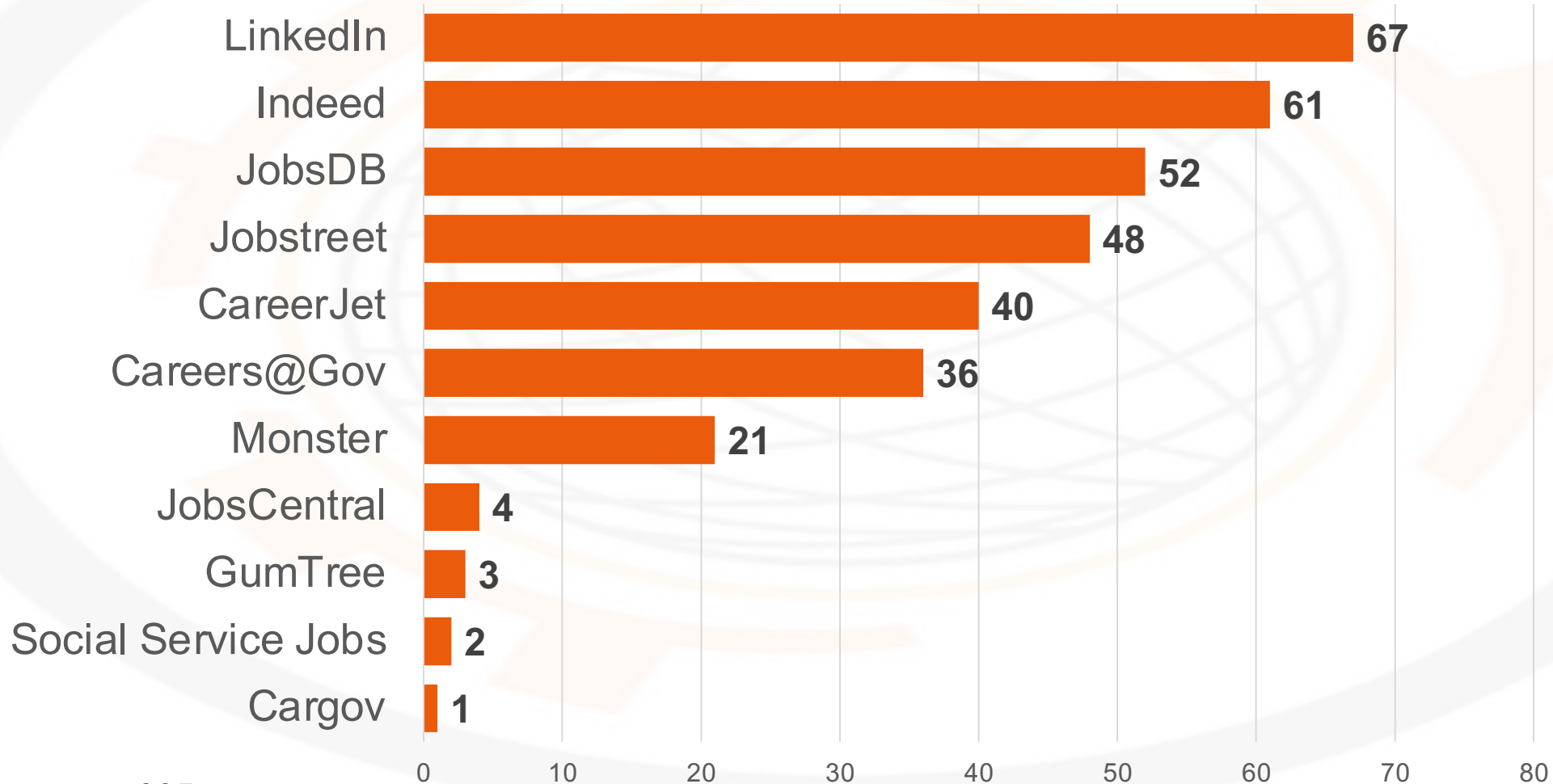


"Having attended your DPO course @ SMU, I was eager to continue my job hunt with some newly gained DPO knowledge. Coincidentally my interviewer was the DPO for our company, so I was able to put what I have learned to good use! And I got the job! Thanks to Straits Interactive and SMU Academy! This course has benefited university students like me."~

*Jackson Tan, Fresh Grad, SMU*

# Where are the Data Protection job vacancies

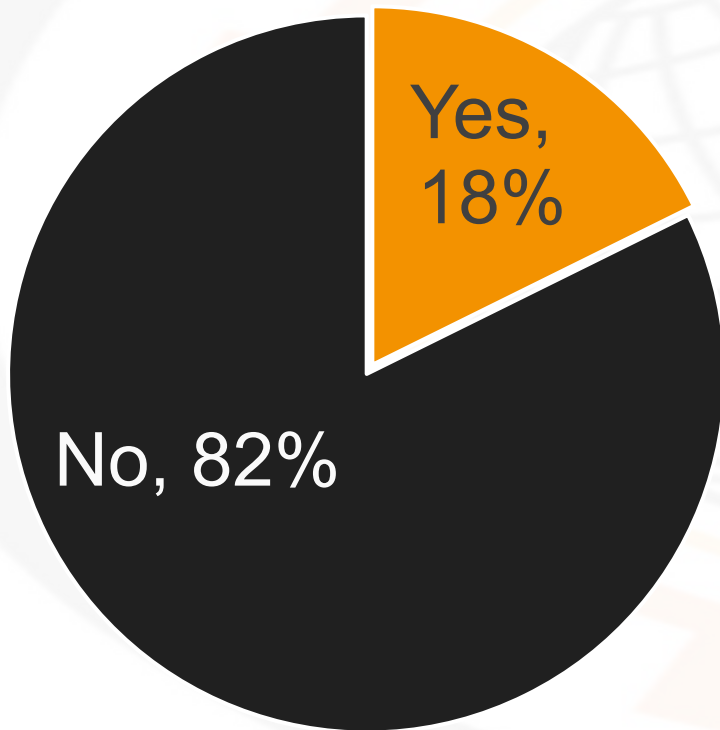
LinkedIn (20%), Indeed (18%) and JobsDB (16%) are the top 3 sites organisations use to source for DP talents



n = 335

## Incidence of Poaching skilled/experienced DPOs -

DPOs who have been approached to join another organisation because of data protection skill-set

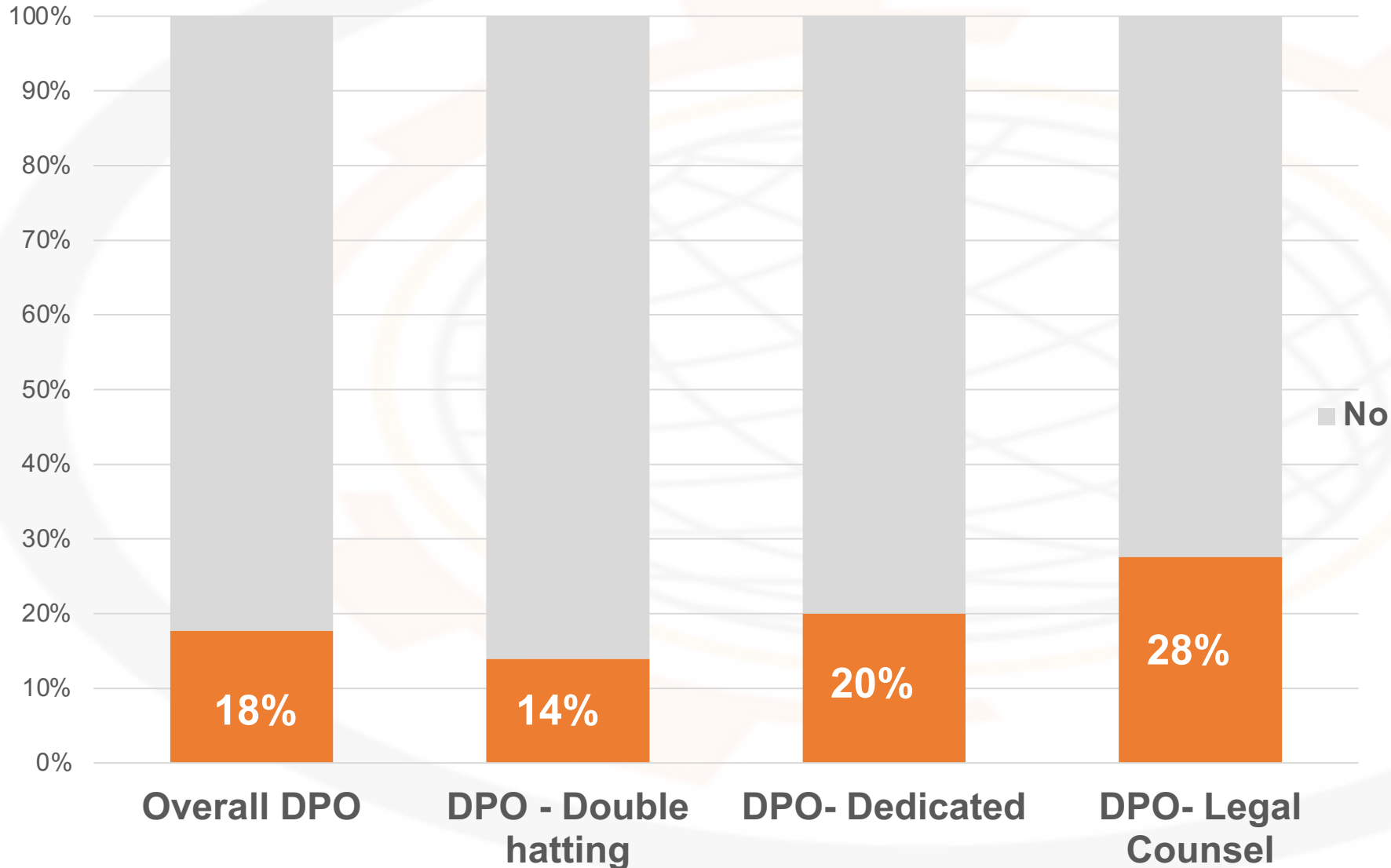


**1 in 5**



n = 130

## DPOs Approached to join another organisation because of data protection skillset



- 1 in 3 DPO who are legal counsels have been approached by recruiters
- 1 in 4 for Dedicated DPOs

Source:  
DPEXNetwork DPO  
Survey 2020

# Executive Summary

- The number of **Data Protection jobs in 2020 have doubled (106%)** over 2019. (Est total:>3000)
- The increase is a **continuation of a trend** of an increasing demand for DPOs **over the last 5 years.**
- **Data Protection roles are often “double hat”** with other corporate functions.
- Nine in ten of the vacancies (89%) are **permanent positions** despite the uncertainty due to COVID-19.

# Executive Summary

- About half the Data Protection jobs (48%) are required at the **mid-management level**.
- The demand for data protection professionals come from **across all industry sectors**, especially the **government, health and business services** sectors.
- Growth trajectory is set to continue in tandem with:
  - Extensive use of data with **growth in digitization**.
  - The **new amendments in the PDPA** requiring further increased professionalization of the data protection role
  - **Continued enforcements & new regional DP laws/amendments**

# Implications

- A separate study (Singapore DPO Survey 2020) found that organisations usually deploy DPOs in multiple roles (“double-hatting”). – It is more suitable for those with corporate/some working experience.
- This can be further reinforced by:
  - Data protection is commonly regarded as a role closely linked to the Compliance portfolio.
  - Data Protection requires the co-ordination of cross functional participation from almost all line units hence a mid-management role.



# Implications

- There is indication (Singapore DPO Survey) that:
  - 1 in 5 organisations experience data breach/incident in 3 years.
  - There is a practice poaching of experienced DP talents.
- The shortage of experience can be alleviated by training.
- In the near future the industry may turn to professional certification for recognition of expertise to supplement or substitute for the experience level required.
- This will be seen as a necessary part of business process as digital transaction becomes the norm.

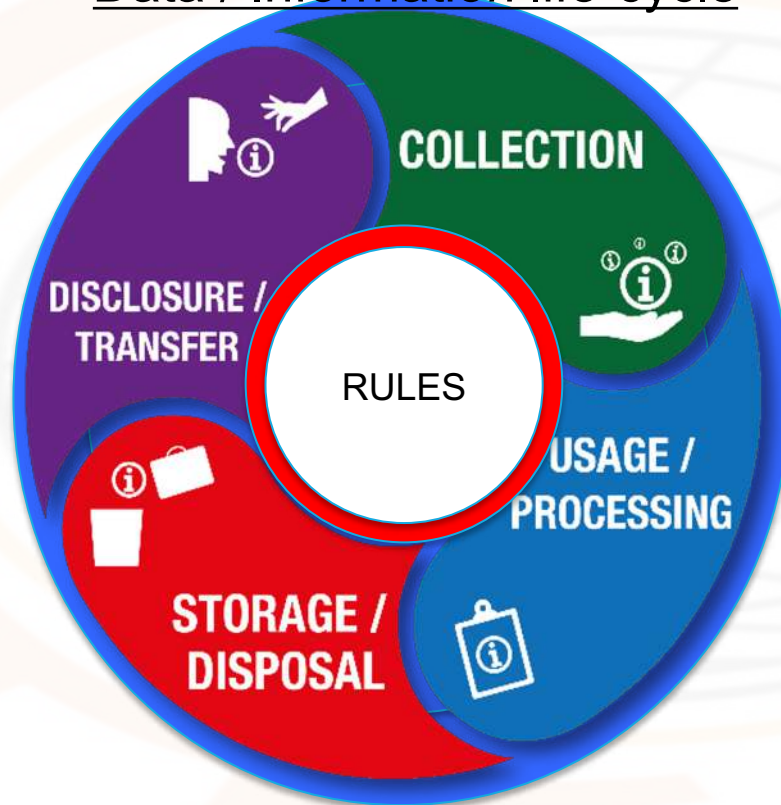
# Getting into Data Protection Field/ Being a DPO

# How to acquire data protection expertise

## CURRENT EXPERTISE/ Domain Knowledge

- Information Technology
- Human Resource
- Marketing
- Legal/Compliance
- Risk Management
- Audit
- etc

## KNOWLEDGE OF DP LAWS Data / Information life-cycle



**CUDS**

## SKILLS Data Protection / Privacy Mgmt



**APSR**

15  
Jan



## Hands-on Data Protection Officer (DPO) Training (Corporate)

*DP as a Service*

[This course is eligible for CITREP+ funding]  
This DPOC course equips professionals, managers and executives (PMEs) in Singapore with new competencies using a practical approach and borrowing from best practices, showing them how to implement, comply and to stay compliant with the PDPA.



**SGD 5348.93**

🕒 3 Days

15 Jan - 22 Jan - 05

Feb

# DPO Proficiency Cert – New / Untrained Data Protection Officers

	Basic	Enhanced
Ideal for	DPO / Compliance Officer	DPO / Compliance Officer
DPaaS Scope - Data Protection/ Breach Response Mgmt	Guidance & Support	Guidance & Support
Policies and SOP Templates/ Training Plan	✓	✓
Government Funding Available* – Courses (Up to 90% of 1 hr legal)	✓	✓
Advisory Services	3 months	6 months
DPOinBOX Data Protection Mgmt Software	Classroom Edition (1 seat – 3 mths)	Full Edition (2 seats – 6 mths)
Data Protection and Cyber Security Insurance**	Optional	Bundled*

CITREP funding – up to S\$3k (conditions apply)

# Local Data Protection Certification - New to Data Protection



4  
Feb

## PDPA – An Operational Perspective

[This course is eligible for SSG funding] This course lays the practical foundation and competencies necessary for a career in the new era of compliance in personal data protection.

🕒 1 Days

**SGD 856.00**

15 Jan - 22 Jan - 05  
Feb



## Practitioner Certificate in Personal Data Protection

[This course is eligible for SSG funding] This course teaches you how to utilise risk-based tools to establish a robust data protection infrastructure for your organisation.

🕒 Days

**SGD 1712.00**

*CITREP funding – up to S\$3k (conditions apply)*

- 18 - 19 Jan 2021 (Fully subscribed)
- 28 - 29 Jan 2021 (Fully subscribed)
- 08 - 09 Feb 2021 (Fully subscribed)
- 15 - 16 Feb 2021 (Fully subscribed)

*Currently on hold*

*To be extended to 3 Days*

# Certified Information Privacy Manager (CIPM)



15 Jan

Hands-on Data Protection Officer (DPO) Training (Corporate)



Practitioner Certificate in Personal Data Protection



## Road to International Certification - CIPM

Holding a CIPM designation shows that you understand the “how” of privacy. It demonstrates an understanding of privacy program governance and the skills necessary to establish, maintain and manage a privacy program across all stages of its operational life cycle.



The first and only certification in privacy program management, developed in response to overwhelming demand to collect and collate common practices for managing privacy operations.

**Conducted by Straits Interactive**



### Subject matter areas include:

- Creating a company vision
- Structuring the privacy team
- Developing and implementing a privacy program framework
- Communicating to stakeholders
- The privacy program operational life cycle



# Data Protection Learning Roadmap - 3 Different Routes



**SMU Academy**

1. Academic Qualification Route

Advanced Certificate Diploma/Degree



2. Professional Certification Route

IAPP  
CIPM, CIPT,  
CIPP/A, CIPP/E



3. GRC Certification Route

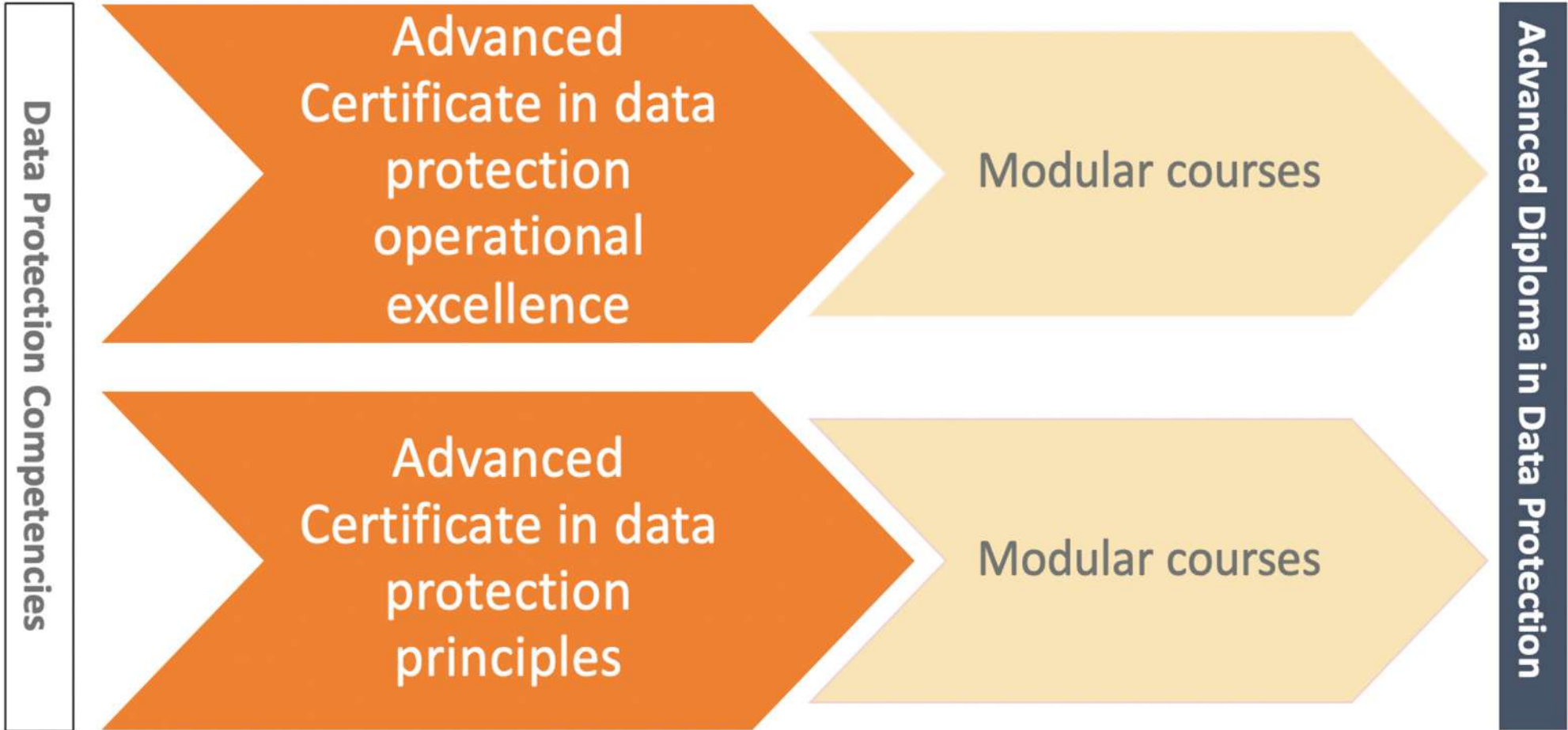
OCEG  
GRC  
Practitioner,  
GRCP



4. ISO Certification Route

ISO Certification to audit/implement framework in DP/GRC

# Academic / University Route







# Advanced Certificate in Data Protection Operational Excellence (AC-DPOE)

For DPO/Career Advancement

Practitioner Cert +  
PDPA Ops  
Or Hands-On DPO

IAPP  
CIPM

IAPP CIPT  
CISM/CISSP

Exempt

Exempt

Exempt

1.

Data  
Protection  
Trends &  
the Rise  
of the  
DPO

2.

A  
Practical  
Approach  
to Data  
Protection  
for DPOs

3.

Data  
Protection  
and Privacy  
Programme  
Management

4.

Information  
& Cyber  
Security for  
Managers -  
EXIN  
Certification

5.

Adv Tech  
and Appln  
for Data  
Protection  
by Design,  
DPIA, DPTM

**ADV  
CERT**

START HERE

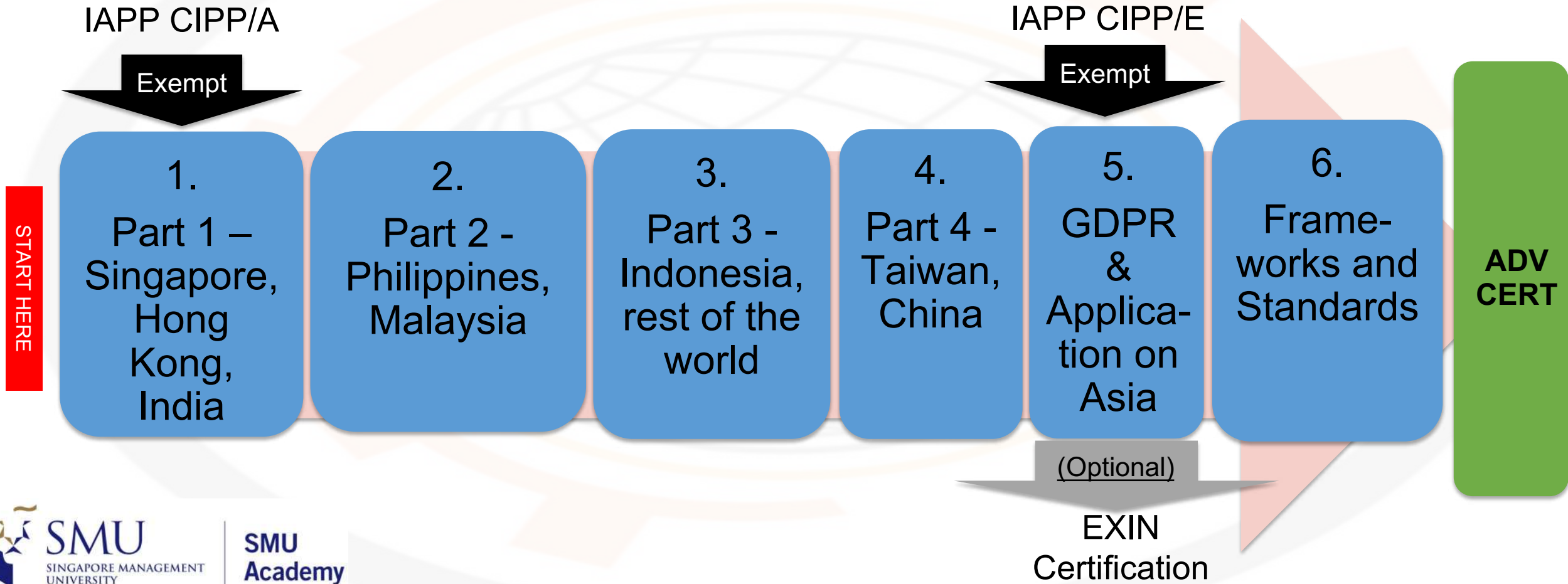
(Optional)

EXIN Certification



# Advanced Certificate in Data Protection Principles (AC-DPP)

## For Regional DPOs & Legal/Compliance



# GRC Route

## Advanced Cert in Governance, Risk, Data Compliance



# Professional Certification Route

*Awarded by International Association of Privacy Professionals (IAPP)*



**CIPM**

The "how"  
Operations

The CIPM says that you understand how to use process and technology to manage privacy in an organization—regardless of the industry or jurisdiction.

**Data Protection Officers**



**CIPT**

The "how"  
Technology

The CIPT shows that your know how to manage and build privacy requirements and controls into technology.

**Info-comm Professionals**



**CIPP** /A/  
E

The "what"  
Laws and regulations

The CIPP shows that you understand the laws, regulations and standards of privacy in your jurisdiction or discipline.

**Legal Professionals**

# Course Information



Courses – IAPP Route	Dates	After maximum funding (Inclusive of GST)	Special Price After 90% funding
CIPM	1 – 3 Feb	S\$745.00**	S\$510.00**
CIPT	5 – 7 Apr 21	S\$745.00**	S\$745.00**
CIPP/Europe	10 – 12 Mar 21	S\$745.00**	S\$510.00**
CIPP/Asia	3 – 5 Mar 21	S\$745.00**	S\$745.00**

*Note: Conditions apply.*

*\* Assuming 90% course fee funding*

*\*\*Assuming funding reimbursement of 90%, capped at S\$3,000*

# ISO Certification Courses

## Self-Learning Programme Costs

ISO Field	PECB	Level	Cost
ISO 19600 (Compliance Management) ISO 22301 (Business Continuity Management) ISO 31000 (Risk Management) ISO 21500 (Project Management) ISO 27035 (Incident Management) ISO 27701 (Privacy Information Management)	2-Day Programme	Foundation	US\$ 800
	5-Day Programme	Lead Implementer  Lead Auditor	US\$ 1200
ISO 31000 (Risk Management)	3-Day Programme	Manager	US\$ 1000

# Government Subsidies and Funding

# CITREP Funding For 3 Day Course

<p><b>NON-SME SPONSORED</b></p> <p>SINGAPORE CITIZENS (AGE 40 YEARS AND BELOW)</p> <p><b>&amp; PERMANENT RESIDENTS</b></p>	<p>Up to 70% of the nett payable course and certification fees, capped at \$3,000 per trainee.</p> <p>(*GST not claimable) <b>**70%, capped at S\$3,000 per trainee per course, S\$1295/1110</b></p>
<p><b>NON-SME SPONSORED</b></p> <p>SINGAPORE CITIZENS (AGE 40 YEARS AND ABOVE)</p>	<p>Up to 90% of the nett payable course and certification fees, capped at \$3,000 per trainee.</p> <p>(*GST not claimable) <b>**90%, capped at S\$3,000 per trainee per course, , S\$510/S\$745</b></p>
<p><b>SME-SPONSORED</b></p> <p>SINGAPOREAN CITIZENS / PERMANENT RESIDENTS</p>	<p>Up to 90% of the nett payable course and certification fees, capped at \$3,000 per trainee.</p> <p>(*GST not claimable) <b>**90%, capped at S\$3,000 per trainee per course, , S\$510 /S\$745</b></p>

*Note: Conditions apply.*

*\*\*Estimated sample fees, assuming full funding reimbursement of S\$3,000*



# SSG Funding For 3 Day Course

SINGAPORE CITIZENS BELOW 40 YEARS OLD / PERMANENT RESIDENTS	Individual or Non-SME Sponsored	S\$963*
	Sponsored by SME <sup>1</sup>	S\$363*
SINGAPORE CITIZENS	Aged 40 and above <sup>2</sup>	S\$363*
	Aged 35 and above, and earn <=\$2,000 per month <sup>3</sup>	S\$213*
OTHERS		S\$3,210*

\* includes 7% GST

\*\* Singapore Citizens aged 25 and above may use their SkillsFuture Credit to offset respective course fees

1 Up to 90% course fee funding for employees of SMEs under **Enhanced Training Support for SMEs (“ETSS”)**

2 Up to 90% course fee funding under **SkillsFuture Mid-Career Enhanced Subsidy (“MCES”)**

3 Up to 95% course fee funding under **Workfare Training Support Scheme (“WTS”)**

# SSG Funding For 2 Day Course

SINGAPORE CITIZENS BELOW 40 YEARS OLD / PERMANENT RESIDENTS	Individual or Non-SME Sponsored	S\$642*
	Sponsored by SME <sup>1</sup>	S\$242*
SINGAPORE CITIZENS	Aged 40 and above <sup>2</sup>	S\$242*
	Aged 35 and above, and earn <=\$2,000 per month <sup>3</sup>	S\$142*
OTHERS		S\$2,140*

\* includes 7% GST

\*\* Singapore Citizens aged 25 and above may use their SkillsFuture Credit to offset respective course fees

1 Up to 90% course fee funding for employees of SMEs under **Enhanced Training Support for SMEs (“ETSS”)**

2 Up to 90% course fee funding under **SkillsFuture Mid-Career Enhanced Subsidy (“MCES”)**

3 Up to 95% course fee funding under **Workfare Training Support Scheme (“WTS”)**

# Professional Career Conversion (PCP)

# Data Protection Excellence Network

## Training & Certification

Supply  
Expertise  
Sponsorships  
Assistance/Study Awards

DP Expertise  
Internships  
Opportunities

Demand  
Data Privacy Laws  
Operational Compliance  
Funding Schemes

University  
Students  
Full-time NS  
Men

Career Switchers  
Long-Term  
Unemployed

Career  
Opportunities

Companies  
looking for  
DPOs/  
Competencies

**PCP & CSP  
Funding  
Grants**

## Data Protection Platform

Project / Research

Best Practices

Consulting / Advisory  
Solution Providers

# PCP PROGRAMME OVERVIEW

## Why was programme developed?

- Develop a core pool of Singaporeans & PRs with data protection expertise
- Build up human capital to boost Singapore's position as a trusted, world class business hub

## How will programme benefit companies?

- Projects undertaken to assist companies with data protection efforts
- Classroom training & On-the-Job project bridge critical data protection skill gaps
- Job Ready trainees with data protection skills

## What are some expertise that will be developed?

- Operational skills in data protection for those taking on Data Protection Roles
- Project development and management skills

### Programme Owners



### Programme and Training Manager



### Supported By



# PCP TRAINING COMPONENT

## Advanced Certificate in Data Protection Operational Excellence – 12 days

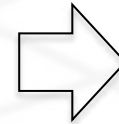
A Practical Approach to Data Protection for DPOs (3 days)

Information & Cyber Security for Managers - EXIN Certification (2 days)

Advanced Data Protection Techniques: Data Protection by Design, DPIA & DPTM (2 days)

Data Protection Management Programme (DPMP) (3 days)

Data Protection Trends & the Role of the DPO (2 days)



(Optional) Exam taken separately

The Data Protection PCP curriculum is developed in collaboration and supported by the following partners



# PCP TRAINING COMPONENT

## Advanced Certificate in Data Protection Operational Excellence – 12 days

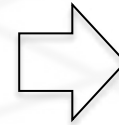
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The Data Protection PCP curriculum is developed in collaboration and supported by the following partners



# PCP-DP COMPONENTS FUNDING



Criteria	Course Fee Funded by SSG	Nett Course Fee Payable by Coy*
For SCs (below 40 years old) or PRs	S\$8,400	<b>S\$3,852</b>
For SCs (40 years old & above) or For SME-sponsored SCs & PRs	S\$10,800	<b>S\$1,452</b>

Criteria	Salary Support**
For SCs (below 40 years old) or PRs	<b>70%</b> of basic monthly salary & fixed allowance, capped at \$4,000 per trainee per month
For SCs (40 years old & above)	<b>90%</b> of the trainee's monthly salary & fixed allowances, capped at \$6,000 per trainee per month



# PCP FUNDING EXAMPLES (6 months)

Age of New Hire	SC (Below 40yr) or PR (6 months)	SC (40yr and Above) or LTU (6 months)
Monthly Basic Salary:	S\$5,800 (S\$34,800)	S\$6,700 (S\$40,200)
Monthly Salary Support:	S\$4,000 (70% capped at \$4k/mth)	S\$6,000 (90% capped at \$6k/mth)
Total Salary Support (6 months):	S\$24,000	S\$36,000
Course Fee Subsidy:	S\$8,400 (70%)	S\$10,800 (90%)
<b>Total Savings for Company:</b>	<b>S\$32,400 (69.23%)</b>	<b>S\$46,800 (89.66%)</b>

# PCP + JGI STACK-UP FUNDING EXAMPLES (12mths)

Age of New Hire	SC (Below 40yr) or SPR (12 months)	SC (40yr & above) or LTU (12 months)
Monthly Basic Salary (12 months):	S\$5,000 (S\$60,000)	S\$6,600 (S\$79,200)
Monthly Salary Support (JGI – if eligible):	S\$1,250 (cap at 25% of first S\$5k/mth)	S\$2,500 (cap at 50% of first \$5k/mth)
Monthly Salary Support (PCP-DP):	S\$1,750 (35% monthly capped at \$2k/mth)	S\$2,970 (45% monthly capped at \$3k/mth)
Total Salary Support:	S\$15,000 + S\$21,000 = S\$36,000 (60%)	S\$30,000 + S\$35,640 = S\$65,640 (82.88%)
Course Fee Subsidy:	S\$8,400 (70%)	S\$10,800 (90%)
<b>Total Savings for Company:</b>	<b>S\$44,400 (69.8%)</b>	<b>S\$76,440 (95%)</b>

# PCP-DP FUNDING ELIGIBILITY (Participants)

- 1) Participant must be a **Singapore Citizen (SC)** or **Permanent Resident (PR)**; and
- 1) Participant must be **25 year-old and above**; and
- 1) Participant must have Graduated or Completed National Service for **at least 2 years** (whichever is later); and
- 1) Participant is a career switcher (with at least 2 years of full-time work experience, and has not been in a Data Protection role); and
- 1) Participant must be a new hire or existing employee with the organisation, for **not more than 3 months prior to PCP Start Date**; and
- 1) Participant Must Not be a Shareholder of, or related to the Owner of the PCP-participating company or its related entities.

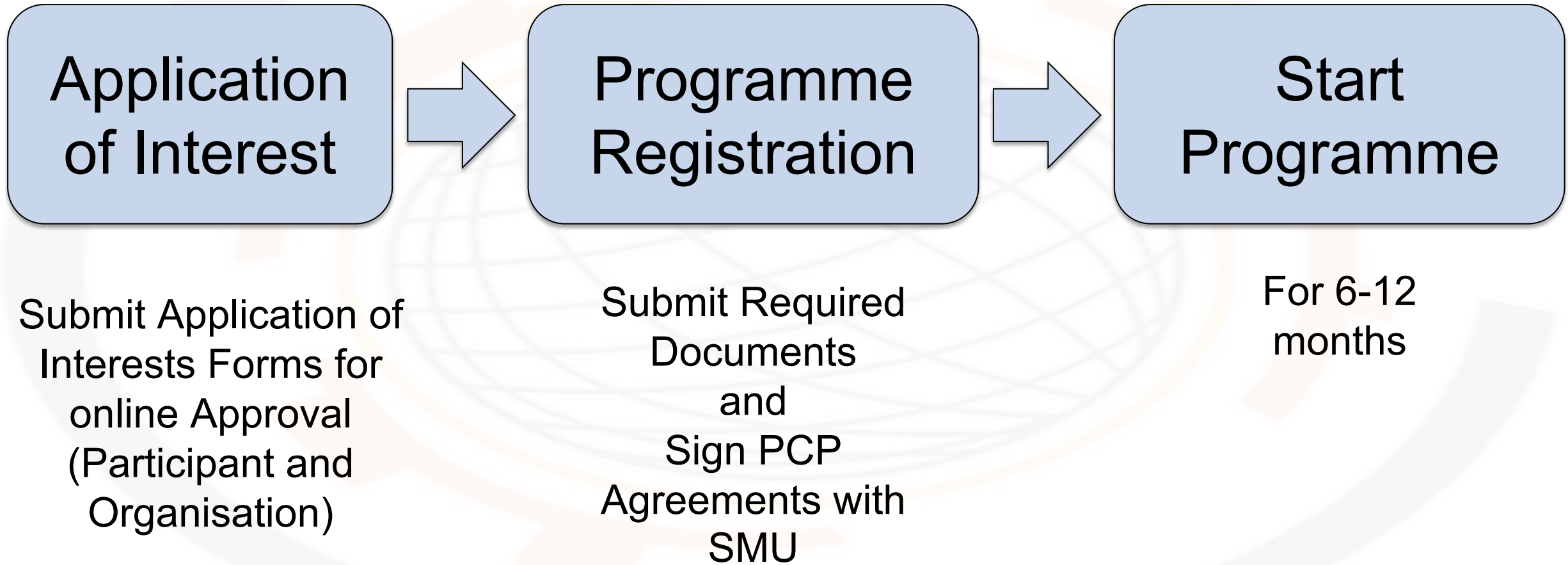
# PCP-DP FUNDING ELIGIBILITY (Organisations)

- 1) Organisation must be a Company, Business or Association **registered with Accounting and Corporate Regulatory Authority (ACRA)**, or a **Voluntary Welfare Organisation (VWO)** in Singapore; and
- 1) Organisation's business operations may be run in Singapore or Overseas; and
- 1) Organisation must ensure that registered Participant fulfills All the eligibility criteria for the participant.

# DEFINITION OF SMALL, MEDIUM ENTERPRISE (SME) IN SINGAPORE

- Companies with at least 30% local shareholding ;  
and
- Group annual sales turnover of less than SGD100 million ;  
or
- Group employment size of not more than 200 workers.

# PCP PROCESS FLOW



# **PCP for Data Protection (PCP-DP) Apply Your Interest**

**Companies: <http://bit.ly/PCP-DPOrg>**

**Individuals: <http://bit.ly/PCP-DPInd>**

**Enquiries Email: [pcp\\_dp@straitsinteractive.com](mailto:pcp_dp@straitsinteractive.com)**

# More about PCP for Data Protection (PCP-DP)



**[bit.ly/DPEX-PCPDP2019](https://bit.ly/DPEX-PCPDP2019)**

**Enquiries Email : [pcp\\_dp@straitsinteractive.com](mailto:pcp_dp@straitsinteractive.com)**



# OTHER FUNDED CERTIFICATION PROGRAMMES IN DATA PROTECTION

- Data Protection Study Award Programme (DPSP)
  - 100% Funded up to S\$2,500 per student per course.\*
- Data Protection Full-time National Servicemen (NSF) Award Programme (DPNP)
  - 100% Funded up to S\$2,500 per NSF per course.\*

\*Subjected to Endorsement by Participants' Higher Learning institutions for all eligible Participants.



*Certified*

Hands-On  
Data  
Protection  
Officer  
Training

# Welcome to the Data Protection Excellence (DPEX) Network

Asia's Largest Network of Data Protection Officers and Professionals

JOIN OUR COMMUNITY 👤

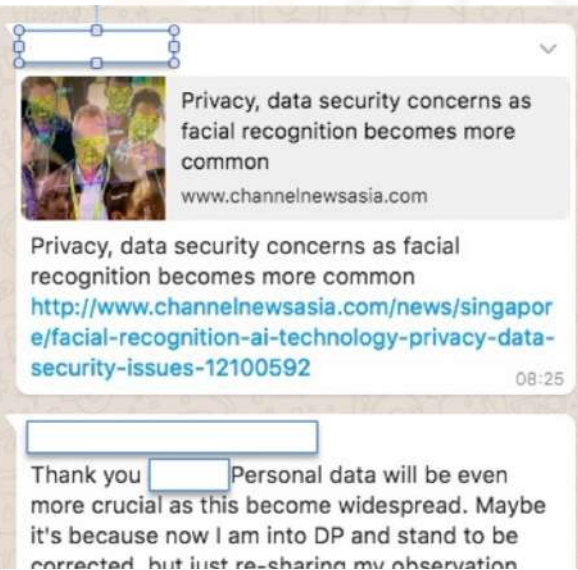
## ACCREDITATION PARTNERS



# DPEX COMMUNITY STAY CONNECTED

Please provide  
Hp number

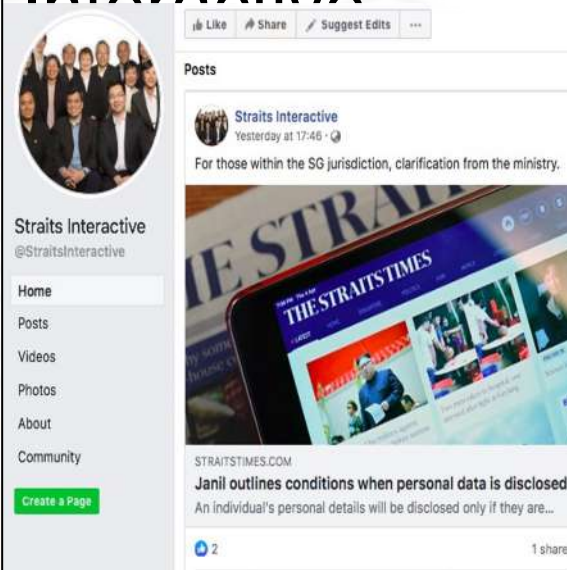
## Whatsapp Group



- Closed group
- Discussions, sharings
- News, events

## Facebook

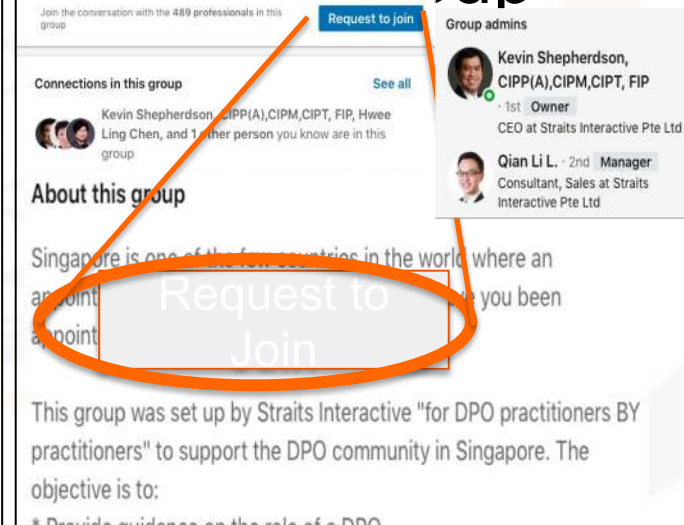
### Facebook – Straits Interactive



- Open group
- Follow us / Like us
- News, events

## Linkedin

### Data Protection Officer (DPO) Support Group –



- Closed group
- Request to join
- Articles, webinars, events

# DPEX Network (dpexnetwork.org)

**WELCOME TO THE DATA PROTECTION EXCELLENCE (DPEX) NETWORK**  
Asia's Largest Network of Data Protection Officers and Professionals

**ACCREDITATION PARTNERS**

- OCEG
- IAPP
- EXIN
- Telkom University
- NIDA
- SMU
- De La Salle University

**DPEX NETWORK LATEST**

- Learn about the exceptions of consent obligation in the proposed amendment to PDPA in Singapore
- Learn about the definition of consent in the proposed amendment to PDPA in Singapore
- Learn about Data Protection Roadmap for Career Enhancement- a video of the webinar
- How did a breach happen to an financial & insurance organisation? See video to understand what happened.

**Upcoming Calendar**

**EVENTS & WEBINARS**

- 14 Jul**: Update: DPEX DPO Community (3:00 PM - 4:00 PM)
- 17 Jul**: WEBINAR: Data Protection- Adaptive Skills for the New Normal (3:00 PM - 4:00 PM)
- 23 Jul**: Knowledgenet Philippines (IAPP) Webinar: Pandemics and Privacy... a Whole New Duty of Care (4:00 PM - 5:00 PM)

**COURSES**

LETTER | Covid-19: Reason

**Our Blog**

- BIG CYBERSECURITY THREAT: EMPLOYEES**  
By: Henry J. Schumacher  
For obvious reasons I am following the issue of Wirecard and the &lsquo;disa...  
[Read More >](#)
- THE CONSENT OBLIGATION - CHANGES AS THE GOOD, THE...**  
On Thursday 14 May 2020, the Ministry of Communications and Information and the Personal Data Prote...  
[Read More >](#)
- COVID-19: Pandemic Data Protection Tips for Organ...**  
The novel coronavirus, or COVID-19, has been receiving global attention, and consumers and investor...  
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- COVID-19: Human Rights and A Data Privacy Perspec...**  
Recent DevelopmentWith the enhanced community quarantine announced by the Philippines government on...  
[Read More >](#)
- COVID-19: Privacy Considerations for Employers**  
Employers do have a general legal obligation to provide a safe work environment for its employees a...  
[Read More >](#)

**Featured Videos**

- COMPLIANCE**  
How to go about complying with the PDPA
- Data Privacy Breaches in Leisure Travel Corporation**
- Enforcements in Finance & Insurance AIA, Singapore**
- Top 5 questions**  
Regulators ask companies
- Who needs to get involved in PDPA Compliance?**

THANK YOU!

