

CAREER TRANSITION SUPPORT SERVICES



ABOUT POLWEL

POLWEL Co-operative Society Limited serves as a credit co-operative for serving officers of the Singapore Police Force (SPF) and it is also the business arm of the Police Central Welfare Fund (PCWF). The control of the affairs of the Society is entrusted to a Board of Directors comprising SPF and Home Team senior officers. The President of POLWEL is the Commissioner of Police.

POLWEL has three business units – Financial Services Division, Approved Assessment Organisation, and Business & Employment Services Division – generating business revenue of more than \$10 million annually. In turn, the financial returns are channelled towards the social mission of the Society for the benefit of PCWF members.

ASSISTING RETIRING AND RETIRED OFFICERS

In 2005, POLWEL set up a business unit (now known as Business & Employment Services Division - BESD) with the objective of offering employment services to retired officers from SPF by tapping on their specialist skills and knowledge.

The job placements and employment opportunities provided by POLWEL BESD have enabled these officers to gain meaningful employment and earn an income during their retirement years. Subsequently, the employment services were also extended to retired officers from other Home Team Departments.

In recent years, POLWEL BESD has been working closely with SPF's Career Transition Office (CTO) to engage retiring SPF officers and assist them in their second career transition.



DO YOU KNOW THAT...



POLWEL is one of the leading and fastest growing co-ops in Singapore, with more than 15% average annual growth between 2014 to 2018.



POLWEL has more than 10 years of experience in helping retiring and retired officers in their career transition.



The current manpower strength of POLWEL stands at about 140, of which more than 50% are retired SPF or Home Team officers.



POLWEL's efforts to help older workers in assimilating and adapting to a new working environment were highlighted by the Tripartite Alliance for Fair & Progressive Employment Practices (TAFEP) in their quarterly newsletter 'Upbeat'.



"Since I joined POLWEL in 2017, POLWEL has offered me a variety of project assignments and it really keeps me active. At the same time, I am learning many new things every day. I am happy to be part of the POLWEL family!"



Masrun Bin Ahmad
Retired SPF Officer

EMPLOYMENT OPPORTUNITIES WITH POLWEL

In line with its expansion, POLWEL is reaching out to retiring and retired SPF and Home Team officers to register their interest in the following positions:

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|-------------------------------------|---|
| • Security WSQ Assessor | ACTA or ACLP qualification required |
| • Security WSQ Developer | DACE qualification required |
| • Prosecution Officer | Prosecution or investigation experience required |
| • Inspector / Auditor | For various security and enforcement domains |
| • Operations Officer | Frontline duties and required to perform shift work |
| • Investigation Assessor | Investigation experience required |
| • Firearm Instructor | Relevant certification and experience required |
| • Trainer / Facilitator / Developer | For various subject domains |
| • Role Player | For assessment |

PERSONALISED CAREER CONSULTATION SERVICES BY POLWEL

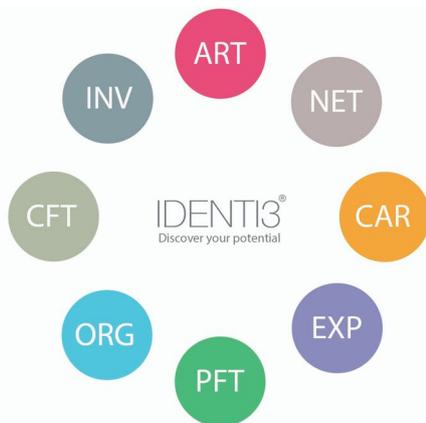
Sign up for a career consultation session to receive 1-to-1 career guidance by a professional coach to help you discover your strengths and inclinations, so that you can make informed decisions and embark on a successful second career transition.

Career Consultation Session

\$700 (subject to GST) for 4-hour contact session personalised for individual needs

Officers can opt for selected areas to be covered prior to the 1-to-1 consultation session:

- Identi3® Personality Profiling Test
- Career Profiling, Planning & Advisory
- Resume Review / Critique
- Preparation for Interview
- Resource & Networking
- Professional Grooming
- Assist with Specific Job Application



With the use of Identi3®, an award-winning psychometric profiling tool, officers will gain a heightened level of self-awareness and psychological advantage.



"Ms Klaire is one of the rare few trainers / teachers who scintillate for their brilliance, dedication, knowledge and competence. She is an asset to anyone who engages her. Thank you for getting her to guide me and I thank her for being so remarkably wonderful. Simply Wow!"

- Mr Selvakumar Prakasam (27 August 2019)



"Excellent session. Very beneficial to prepare those going to the next chapter of their career after SPF. Very personalised and professionally conducted. The profiling session done was also very useful and reinforced one's prospect for their next career. Thank you!"

- Mr Zainal Bin Ramli (10 April 2019)