Overview of SkillsFuture Movement

World Bank Group
Knowledge Exchange Series: Singapore

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Presented by Dr. Michael Fung
Deputy Chief Executive
SkillsFuture Singapore Agency (SSG)

Email: Michael_Fung@ssg.gov.sg
Statutory Board under Ministry of Education since 2016

- Drive and coordinate the SkillsFuture movement
- Strengthen ecosystem of quality education and training, including adult training infrastructure and adult educators
- Promote a culture of lifelong learning through pursuit of skills mastery
- Raise quality of private education institutions and training providers

Statutory Board formed on under Ministry of Manpower
- Help workers to meet their career aspirations and secure quality jobs
- Help companies to become manpower-lean enterprises to remain competitive

Vision

A nation of lifelong learners; a society that values skills mastery

Mission

Enable individuals to learn for life, pursue skills mastery and develop fulfilling careers, for a future-ready Singapore

Every individual in a fulfilling career with progressive employers

Enable individuals to adapt and employers to transform
Developed comprehensive, diverse Continuing Education and Training (CET) landscape

Autonomous Universities
- NUS
- Nanyang Technological University
- SMU
- Singapore Institute of Technology
- SIT
- SUSS
- National University of Social Sciences

Polytechnics & ITE
- SIT
- SP
- Ngee Ann Polytechnic
- NYP
- Nanyang
- Temasek Polytechnic
- Republic Polytechnic

Government – linked Providers
- People's Association
- SIMTech
- IP academy
- CUGE

Private Training Providers
- TUV
- LearningHub
- at-sunrice Globalis Academy
- ILSC
- SC蝉
- Hua Mei Training Academy
- International Language Centre
- Centre for Excellence
- ASCOTT

Online Private Providers
- udemy
- udacity
- coursera

In-house Providers*
- BreadTalk
- McDonald's
- SIA Engineering Company
- HOME-FIX
- SHANGRI-LA
- PRINCE'S
- Tan Tock Seng Hospital

Trade Associations’ Training Arm
- Singapore Chinese Chamber of Commerce
- SNEF
- SHATEC
- TaF.tc
- TMI
- Sapi

* Refers to business enterprises who conducts their own in-house WSQ programmes

and many more…
Increasing Frequency and Impact of Disruptions

- Shifting demographics
- Globalisation / Localisation
- Technology, Digitalisation
- Longevity, Multiple careers
- Global pandemic

(The image also includes a reference to 'The Future of Work: Global pandemic' and 'The 100-Year Life: Living and working in an age of longevity.')
Paradigm shift for education and training

- Multiple pathways
- Integrate work-study
- Priority and emerging skills
- Empower individuals
- Front-loaded to life-long learning
The SkillsFuture Movement

A national movement that started in 2015 to provide Singaporeans with the opportunities to develop to their fullest potential throughout life through skills mastery and lifelong learning.

Four Key Thrusts of SkillsFuture

1. Help individuals make well-informed choices in education, training & careers
2. Promote employer recognition & career development based on skills & mastery
3. Develop an integrated high-quality education & training that responds constantly to evolving needs
4. Foster a culture that supports & celebrates lifelong learning

To achieve a vision of building a skilled, adaptable, and resilient workforce
Range of initiatives to support learning throughout life

SkillsFuture For You!

SkillsFuture Credit
Singaporeans aged 35 and above can claim up to S$500 in SkillsFuture Credit each year for a planned range of learning.

SkillsFuture Career Advisors Programmes
Available to help you identify skills gaps that could lead to career advancement or meaningful work.

SkillsFuture Advice
Offered to help you identify your current skill strengths and areas for improvement.

SkillsFuture Study Awards
Eligible students studying in university and polytechnics can apply for SkillsFuture Study Awards.

SkillsFuture for Digital Workplace
Free digital workplace skills programmes provided by local institutions, including courses in cybersecurity, e-commerce, and digital marketing.

SkillsFuture Mid-Career Enhanced Subsidy
Eligible Singaporeans aged 40 and above are eligible for a one-time subsidy of up to 80% of course fees.

SkillsFuture Work-Study Degree Programmes
Eligible young Singaporeans aged 25 to 30 can apply for a 3-year course that integrates work experience with academic learning.

SkillsFuture Earn and Learn Programmes
Free programmes offered by local and polytechnic institutions to help you gain work experience while learning.

Enhanced Internships
Eligible internships are now available for challenging and meaningful work experience.

FOR ALL SINGAPOREANS

Need education and career guidance?
1

Want to track your learning and career?
2

STUDENTS

Programmes for the road ahead
3

You have much to gain from work experience
4

Range of initiatives to support learning throughout life
5

Skills Framework
The SkillsFuture framework comprises over 3000 skills. It is a practical tool to help you identify skills to learn and make career advancement.

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TechSkills Accelerator (TeSA)
Fresh IT graduates, existing IT professionals, and small and medium enterprises (SMEs) can apply for the TechSkills Accelerator (TeSA) to acquire high-skilled skills relevant to the IT sector. This programme aims to help Singaporeans to stay competitive in the digital economy.

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Chart out skills needs of industry sectors

Skills Frameworks – Serve as common skills language for individuals, employers and training providers

• Co-created by employers, industry associations, education institutions, unions, together with the Government for the Singapore workforce

• Help to facilitate skills recognition and support the design of training programmes for skills and career development

• Support building deep skills for a lean workforce, to enhance business competitiveness and support employment and employability

• Provide key information on:
  • Sector overview
  • Career progression pathways
  • Occupations/job roles
  • Existing and emerging skills required for occupation/job roles
  • List of training programmes

Source: skillsfuture.sg/skills-framework
Empower individuals to make informed learning and career choices

**MySkillsFuture** – One-stop online portal for education, training and career guidance

- Individuals (starting from Primary 5 students) have **lifelong accounts**
- Key resources include: self-assessment tools, industry insights career resources, Training Exchange (to search for courses)
- Training quality and outcome survey results are published on the portal to help individuals make informed training decisions

**SkillsFuture Advice** – Bring SkillsFuture information and resources to the community

- Help Singaporeans **understand the importance of lifelong learning and how they can use the various resources** for their learning and career planning
- Partnerships with community organisations, government agencies, and private sector to organize workshops
Strengthen skills-based progression pathways

**Work-Study Diploma, Post-Diploma** – Help polytechnic/ITE students deepen skillsets, gain head-start in careers related to field of study

- Individuals are matched with a job related to their field of study and undergo structured training programme and receive industry-recognized certifications
- S$5,000 for individuals and up to $15,000 for employers to defray costs of developing structured training and career progression pathways

**Work-Study Degree** – Help undergrads acquire work-relevant skills; facilitate transition to the workplace

- Curricula that closely interlace institution-based learning with structured on-the-job training through partnering with companies on the development and delivery of the programmes

**Work-Study Certificate (Bootcamp)** – Equip individuals with job-specific skills in job roles in acute demand

- 8- to 12-weeks of intensive training to gain job-role specific behavioural, mind-set and technical skills
- Participants receive training allowance capped at S$500 per month and participating employers receive a mentorship grant of S$5,000
Support adult learners to learn throughout careers

**SkillsFuture Credit** – Strengthens individual ownership of skills development and lifelong learning

- **Learning credits** to all Singaporeans aged 25 and above to defray out-of-pocket training costs, over-and-above training subsidies
- Periodic top-up of learning credits

**SkillsFuture for Digital Workplace** – Builds foundational digital literacy skills across workforce

Two-day course that helps individuals to:
- Develop an awareness on the future of work
- Able to work in a technologically rich environment confidently
- Able to use frequently-used mobile apps
- Develop an appreciation of cyber security, use of data
Accelerate acquisition of priority and emerging skills

**SkillsFuture Series** – Equips Singaporean workforce with skills in priority and emerging areas

- Curated list of industry-relevant and short courses that focus on **priority and emerging skills areas**
  - Advanced Manufacturing
  - Cyber Security
  - Data Analytics
  - Digital Media
  - Entrepreneurship
  - Finance
  - Tech Enabled Services
  - Urban Solutions

- Courses anchored by public-funded institutes of higher learning
- Tiered across three proficiency levels, i.e. basic, intermediate and advanced, to cater to different learning needs
Recognise and promote culture of lifelong learning

**SkillsFuture Study Award** – Supports early to mid-career Singaporeans to deepen specialist skills needed in priority sectors

- For Singaporeans with 2-3 years working experience who are committed to **developing and deepening their skills in key growth sectors**
- S$5,000 to defray out-of-pocket training costs

**SkillsFuture Fellowship** – Recognises Singaporeans with deep skills and supports their continued journey towards skills mastery

- For Singaporeans with at least 10 years’ working experience and are **advocate of lifelong learning**, and devoted to mentoring and developing others
- S$10,000 to defray out-of-pocket training costs
Support enterprises in business transformation

**SkillsFuture Enterprise Credit** – Encourages enterprises to invest in transformation and capabilities of employees

- One-off S$10,000 credit; cover up to 90% of out-of-pocket expenses, over and above existing subsidies.

- Supports enterprise transformation, workforce transformation, including upskilling of employees.

**SkillsFuture Employer Award** – Recognises exemplary employers that made significant efforts in investing in employees’ skills development

- Highest skills award for employers, recognising them as skills development leaders and employers of choice

- Strong track record of supporting SkillsFuture movement, and commitment in developing company culture that supports lifelong learning and skills mastery
Disruptions from COVID-19

Impact across all economic sectors; accelerated pace of digitalisation

- Sharp increases/decreases in supply and demand of products and services
- New modes for delivery of products and services, interpersonal interactions
- Rapid transformation for businesses
- Skills and mindset transformation for workers
- Acceleration of need for digitalisation

Source: Forbes
Responding to COVID-19 Challenges

**Supporting Companies** – Reduce short-term pressures, support transformation

- Job Support Scheme – wage support
- Loans support – lower cost loans, enterprise financing, loan insurance, temporary bridging
- Boosters – e-commerce, food delivery, Business Go Digital
- Rental relief

**Supporting Workforce** – Support livelihoods, upskill for jobs in demand

- Income relief, support grants
- Self-employed persons assistance
- Deferred loan, premium payments
- Job search and skills training support – career centres, place-and-train, train-and-place, professional conversion
Responding to COVID-19 Challenges

**Enhanced Training Support Package** – Helps companies retain employees, deep skill workforce for recovery

- Tourism, air transport, food & beverage, retail, land transport, arts & culture, aerospace, marine & offshore sectors; more as needed
- 90% enhanced course fee grants; enhanced absentee payroll and training allowance
- Digital learning workshops; equipment and broadband access

**Training for Essential Roles** – Rapid scale up of essential skills for critical roles for national response

- Essential roles in healthcare, security, cleaning, food services, safe management
- Limited in-person training; rapid conversion to synchronous online delivery
- Policy adjustments to enable quick scale-up

Source: NTUC Learning Hub

Source: NUS
Responding to COVID-19 Challenges

**SGUnited Jobs and Skills Package** – Help 100,000 access jobs, pick up job-related skills and capabilities

- SGUnited Jobs – create jobs
- SGUnited Traineeships – for fresh graduates
- SGUnited Enterprise Attachments, Training – for mid-careerists
- SGUnited Skills – train-hold-place displaced workers
- Salary and training support; job-creation and placement incentives
- National Jobs Council – chaired by Senior Minister; involve multiple ministries, industry leaders
- Job-Fairs – physical, virtual
Multi-stakeholder collaboration key to success
Conclusion

• We are seeing increasing frequency and impact of disruptions to the economy and society; transformation is key to stay resilient and competitive.

• To enable transformation, we need skilled workforce, with mastery of relevant and emerging skills

• Increasing pace of change calls for new paradigm for education and training. A lifelong learning system that is more flexible and adaptive – to meet changing economic and societal needs

• The SkillsFuture movement has laid the foundation to enable the transformation and upskilling of companies and workers across all industry sectors. This will build the adaptability and resilience of the workforce, to confidently navigate disruptions and emerge stronger.
Thank you

For more information, please visit:

www.skillsfuture.sg