

Skills Development in Face of Disruptions

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on “AI & Human, How Can We Coexist?”
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SKILLS *future* SG

Statutory Board under Ministry of Education since 2016



SKILLS *future* SG

Wsg Workforce Singapore

- 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

Build a better future based on skills

Vision

Every individual in a fulfilling career with progressive employers

Mission

Enable individuals to adapt and employers to transform

Developed comprehensive, diverse Continuing Education and Training (CET) landscape

Autonomous Universities



Private Training Providers



In-house Providers*



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

Polytechnics & ITE



Online Private Providers



Government – linked Providers



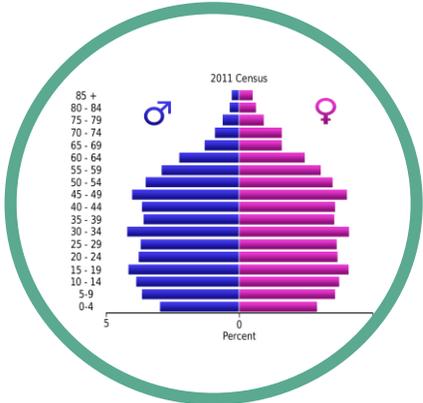
Trade Associations' Training Arm



Increasing Frequency and Impact of Disruptions



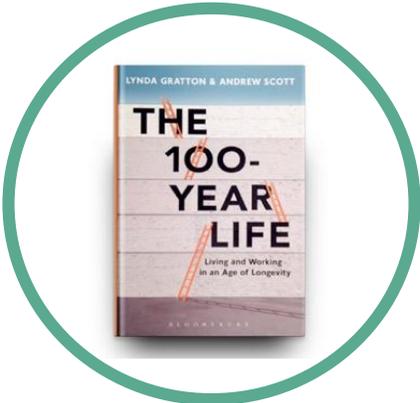
Technology,
Digitalisation



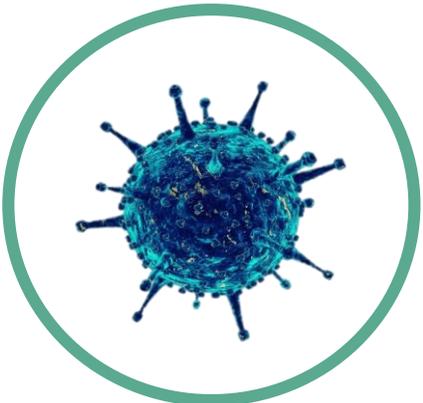
Shifting
demographics



Globalisation /
Localisation



Longevity,
Multiple careers



Global pandemic

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!

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13 SkillsFuture Study Awards
Enjoy supportive while developing and deepening your skills in future economic growth clusters and areas of demand. You can get a monetary award of \$5,000 to defray out-of-pocket expenses associated with your course.
skillsfuture.sg/studyawards
- 

12 SkillsFuture Credit
Singaporeans aged 25 and above are given an initial credit of \$500 which will be topped up periodically. These credits do not expire. You can use them for a broad range of courses.
skillsfuture.sg/credit
- 

11 P-Max
Explore career opportunities with small and medium-sized enterprises (SMEs) with good progression opportunities for Professionals, Managers, Executives, and Technicians (PMETs).
skillsfuture.sg/p-max
- 10 SkillsFuture Career Advisors Programme**
Speak to industry veterans who will provide career advice and help you expand your understanding of the skills and jobs that are in demand in specific sectors.
skillsfuture.sg/career-advisors
- 9 SkillsFuture Advice**
Understand the importance of career planning, skills upgrading and find out more about the various government initiatives available to support you in your skills and career development.
skillsfuture.sg/advice

<p><i>Interested to learn about digital technologies?</i></p> <p>14</p>	<p><i>Get recognised for attaining WSQ full qualifications.</i></p> <p>15</p>	<p><i>Over 40? Get subsidy for learning.</i></p> <p>16</p>	<p><i>Committed to skills mastery and contributing to the skills development of others?</i></p> <p>17</p>	<p><i>Get savvy with emerging and critical skills areas.</i></p> <p>18</p>
<p><i>Want \$5,000 to defray course-related expenses?</i></p> <p>13</p>	 <p>14 SkillsFuture for Digital Workplace You can develop your understanding of emerging technologies and their impact on work, and gain and deepen skills such as the interpretation and use of data and information. skillsfuture.sg/digitalworkplace</p>	 <p>15 SkillsFuture Qualification Award If you have attained a WSQ Diploma/ Specialist Diploma/ Graduate Certificate/ Graduate Diploma, you are eligible for a cash award of \$1,000. If you have attained a WSQ Certificate/ Higher Certificate/ Advanced Certificate, you are eligible for a cash award of \$200. skillsfuture.sg/qualificationaward</p>	<p>16 SkillsFuture Mid-Career Enhanced Subsidy Singaporeans aged 40 years and above can receive at least 50% funding for programme costs for courses funded by the Ministry of Education and up to 90% funding for course fees for certifiable skills-training courses supported by SkillsFuture Singapore. skillsfuture.sg/with-ecce-disubsidy</p>	<p>18 SkillsFuture Series Choose from a suite of short courses in eight emerging and critical skills areas such as advanced manufacturing, data analytics, and cyber security. These short courses cater to learners with different skills proficiencies. skillsfuture.sg/series</p>
<p><i>All Singaporeans 25 and above receive this.</i></p> <p>12</p>	<p><i>Find your career at an SME.</i></p> <p>11</p>	<p><i>Need some expert career advice?</i></p> <p>10</p>	<p><i>These workshops are conducted in your neighbourhood.</i></p> <p>9</p>	<p>WORKING ADULT Upskilling and Reskilling On Your Journey</p>



<p>FOR ALL SINGAPOREANS Helping you navigate your career</p> <p>1</p>	<p><i>Need education and career guidance?</i></p> <p>2, 3</p>	<p><i>Want to track your training and career?</i></p> <p>4</p>	<p>STUDENTS Preparing for the road ahead</p> <p>5</p>	<p><i>You have much to gain from this internship.</i></p> <p>6</p>	<p><i>Yearning for overseas work experience?</i></p> <p>7</p>
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1 Education and Career Guidance (ECG)
Meet ECG counsellors to learn about the range of education and career options available to help you make an informed choice. Secondary school students can learn about post-secondary education pathways. Those in ITE, polytechnic, junior colleges and universities will be exposed to a range of career choices. A duba may obtain career and training advice through career centres.
skillsfuture.sg/ecg

2 MySkillsFuture
Singaporeans can access resources and tools related to jobs, education and skills training at MySkillsFuture, a one-stop online portal which incorporates the national Job Bank. You can take charge of your skills and career development throughout life and make informed learning and career choices.
myskillsfuture.sg

3 Skills Framework
The Skills Framework provides up-to-date information on employment, career pathways, occupations, job roles, existing and emerging skills, as well as relevant education and training programmes. It is developed for the workforce by the government together with employers, unions and professional bodies.
skillsfuture.sg/skills-framework



8 TechSkills Accelerator (TeSA)
Fresh ICT graduates, and both ICT and non-ICT professionals, can upgrade and acquire new skills and domain knowledge to stay competitive and meet the challenges of a fast-moving digital economy through TeSA, a framework of initiatives for professional development in ICT.
skillsfuture.sg/tesa

7 SkillsFuture Work-Study Degree Programmes
Acquire deep technical and other essential skills at the Singapore Institute of Technology (SIT) and the Singapore University of Social Sciences (SUSS). These programmes, developed and delivered in partnership with companies, will facilitate your transition to the workplace.
skillsfuture.sg/workstudydegree



6 SkillsFuture Earn and Learn Programme
Eligible polytechnic and ITE graduates will be placed in jobs and receive a salary while undergoing structured on-the-job training and obtaining industry-recognised advanced certifications. Trainees will receive a sign-on incentive of \$5,000.
skillsfuture.sg/earnandlearn

5 Young Talent Programme
ITE, polytechnic and university students can take up overseas internships and work-study programmes, to prepare for international assignments in your career.
skillsfuture.sg/ytpp

4 Enhanced Internships
ITE and polytechnic students can take up Enhanced Internships to learn through work placements. You can deepen and apply your technical and soft skills while gaining industry experience.
skillsfuture.sg/enhancedinternships

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

TRAINING EXCHANGE

All information listed is provided by training providers.
To enrol or find out more about the courses, please contact the training provider.

BROWSE BY CATEGORIES SEARCH

Search by keywords

Popular New Featured SF Series PSEA Online Courses SkillsFuture@PA
Information Communication Technology Lifelong Learning WTS SF Series_Data Analytics SF Series_Tech Enabled Services
SF Series_Tech-Enabled Services Human Resources Others

SORT BY
Select

FILTER BY Clear all

Training Duration Less than 1 day More than 1 year

Full Fee \$0 More than \$5,000

Vacancy Available (418)

4,499 course(s) found for "NICF Social Media Analytics"
Accurate as of 04 Aug 2018

NICF- SOCIAL MEDIA ANALYTICS.
CRS-Q-0030098-IT

SFS
INSTITUTE OF SYSTEMS SCIENCE,
NUS

Information and Communications

Full Fee	Nett Fee After Subsidy ⓘ
\$ 2,700.00	\$ 810.00

BOOKMARK COMPARE [Back to Top](#)

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

Course Fee before Subsidy: \$117.62

Course Fee Subsidy (90%): \$105.85

Fees Payable (incl. GST): \$20.00

SkillsFuture Credit Claim: \$20.00

Payment Required: \$0.00



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.



Source: AFP

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

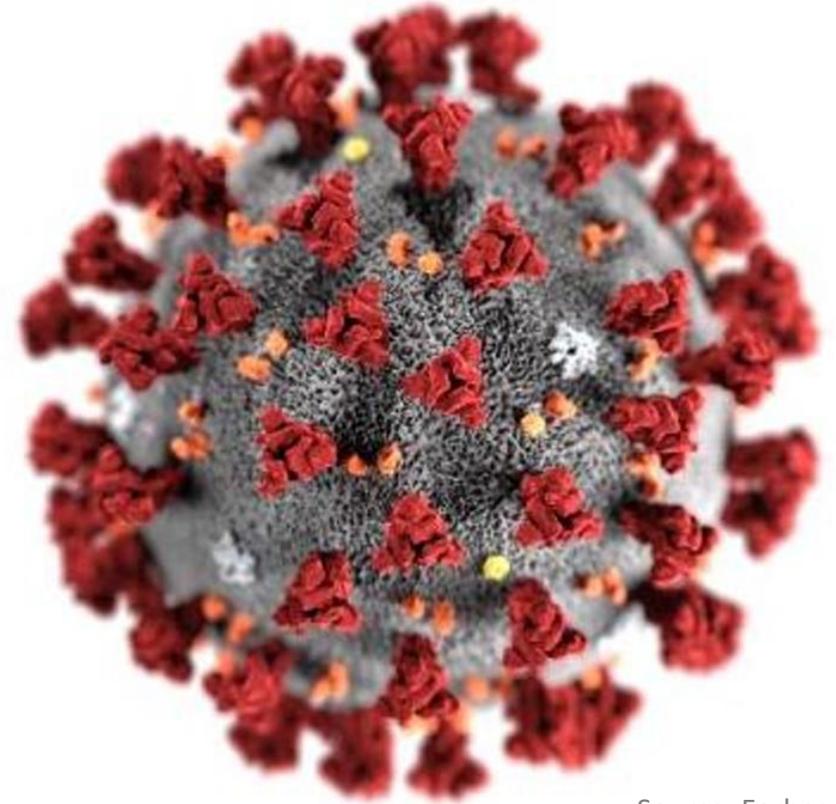
- Highest skills award for employers, recognising them as skills development leaders and employers of choice
- Strong track record of supporting SkillsFuture movement, and commitment in developing company culture that supports lifelong learning and skills mastery



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



Source: 99.co

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



Source: MSN.com

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



Source: NTUC Learning Hub

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: 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; hiring and placement incentives

- National Jobs Council – chaired by Senior Minister; involve multiple ministries, industry leaders

- Job-Fairs – physical, virtual



CREATING OPPORTUNITIES FOR EVERYONE



SGUNITED JOBS VIRTUAL CAREER FAIR



SGUNITED TRAINEESHIPS PROGRAMME



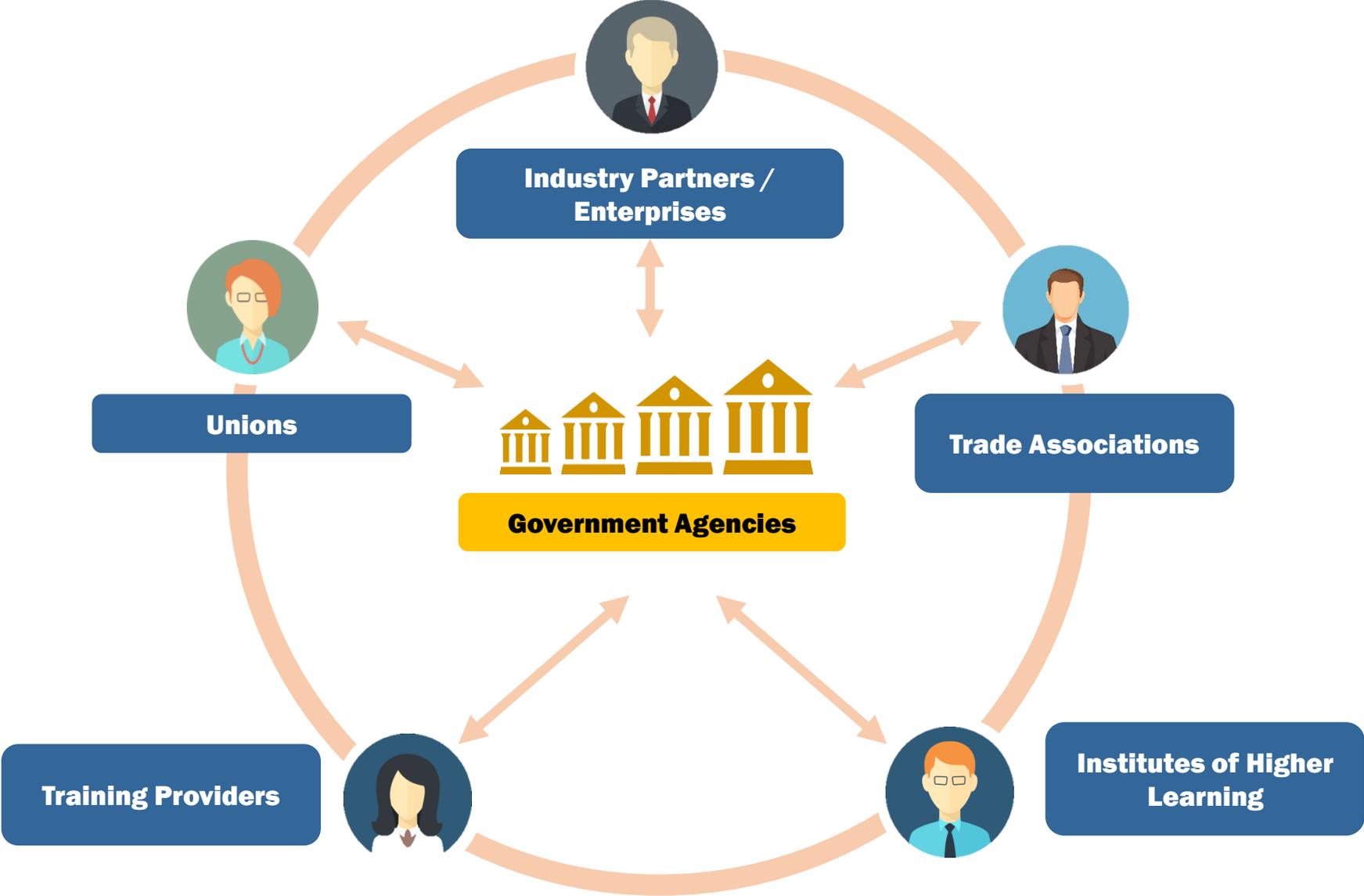
MYCAREERSFUTURE.SG



VIRTUAL WORKSHOPS AND SEMINARS



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