

Delivering Skills for the Future Workforce

Dr. Michael FUNG
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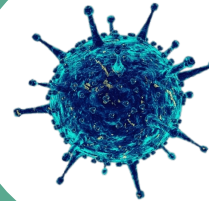
Future of Work – Disruptions



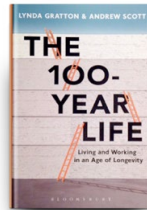
**Technology, Automation,
Digitalisation**



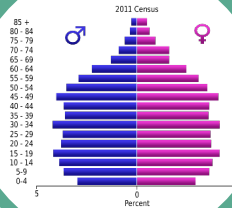
**Globalisation /
Localisation**



**Global
Pandemic**



**Longevity,
Multiple Careers**

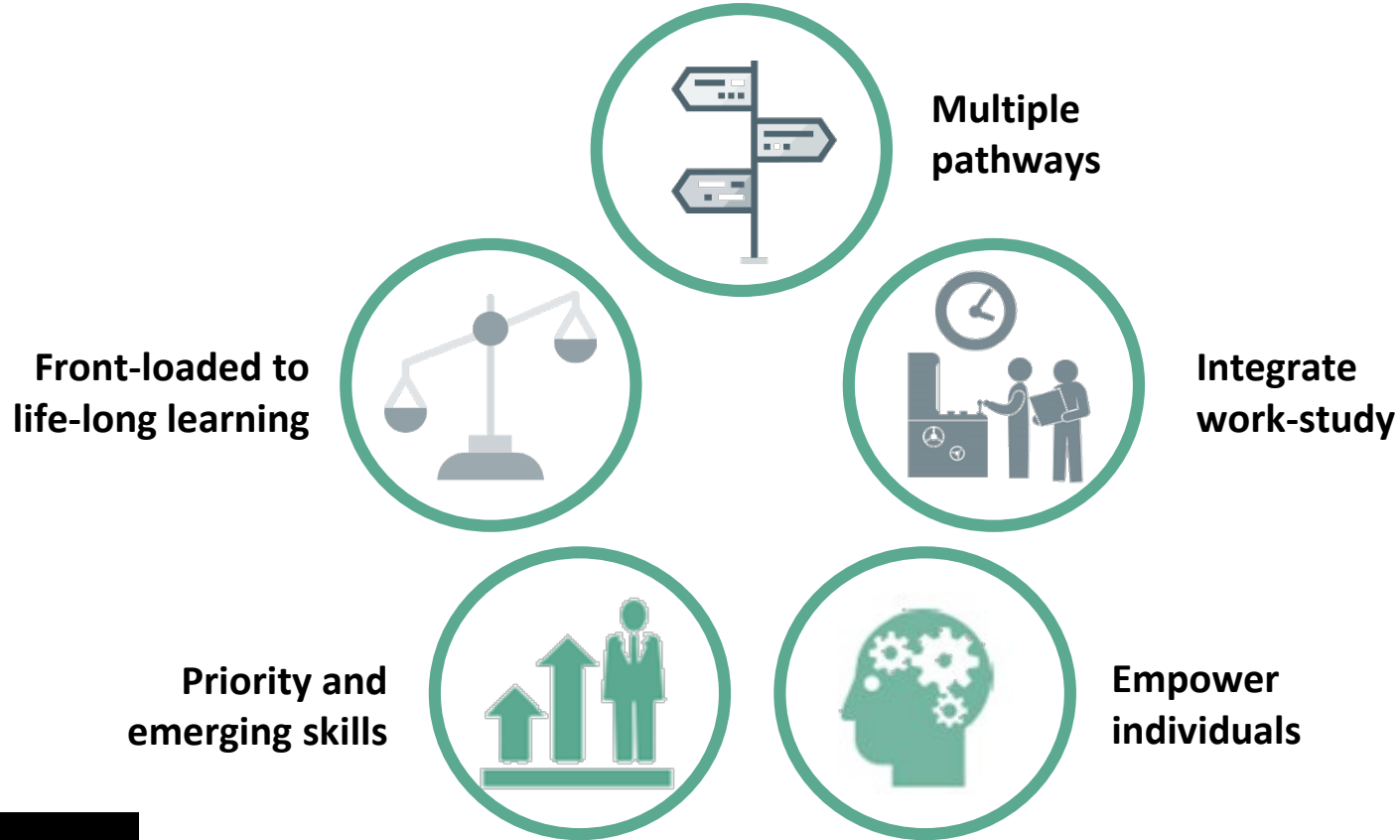


**Shifting
Demographics**

Implications on Skills Development

- Flexible
- Agile
- Work-ready skills
- Continual upskilling and reskilling
- Accessible
- Affordable

New Paradigm for Education



SKILLS*future* Movement



A **national movement** 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

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

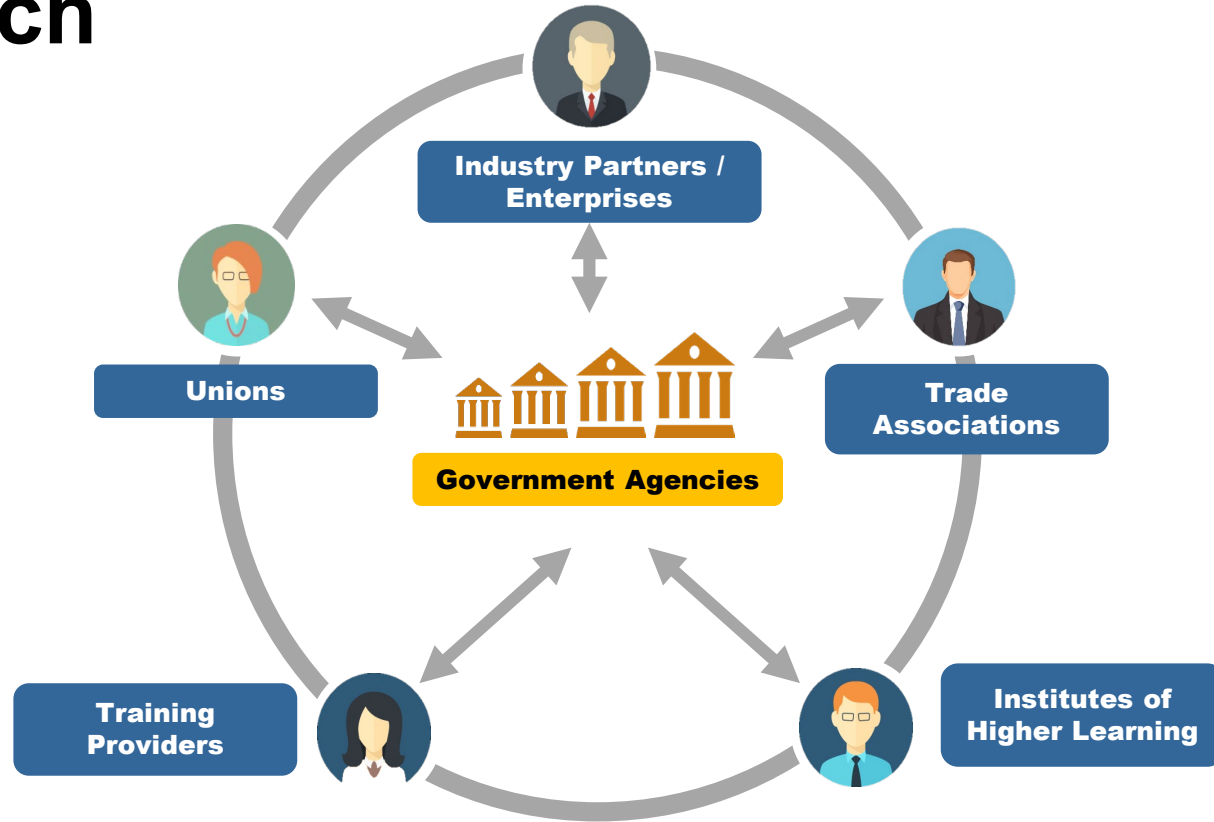
SkillsFuture National Initiatives

- **Skills Frameworks**
- **Skills-based Progression Pathways** – Workforce Skills Qualification System, Work-Study programs
- **Skills Advisory** – MySkillsFuture, SkillsFuture Advice
- **Training Support** – Credit, Enterprise Credit, Subsidies
- **Digital Skills** – SkillsFuture Series, SkillsFuture for Digital Workplace
- **Critical Core Skills**
- **Recognition and Awards** – Fellowships, Employers



Source: skillsfuture.sg/skills-framework

Multi-Stakeholder Ecosystem Approach



Increasing Global Efforts



HRD Services; National Competency Standards; Learning Card; Lifelong Education Voucher

University extensions; Vocational Training Council; articulation pathways; qualifications framework mapping

PH Skills Frameworks; PTTC; TESDA; priority sectors - construction, creatives, food, health, outsourcing, logistics, manufacturing, tourism

SkillsFuture movement; Workforce Skills Qualification system; CET ecosystem

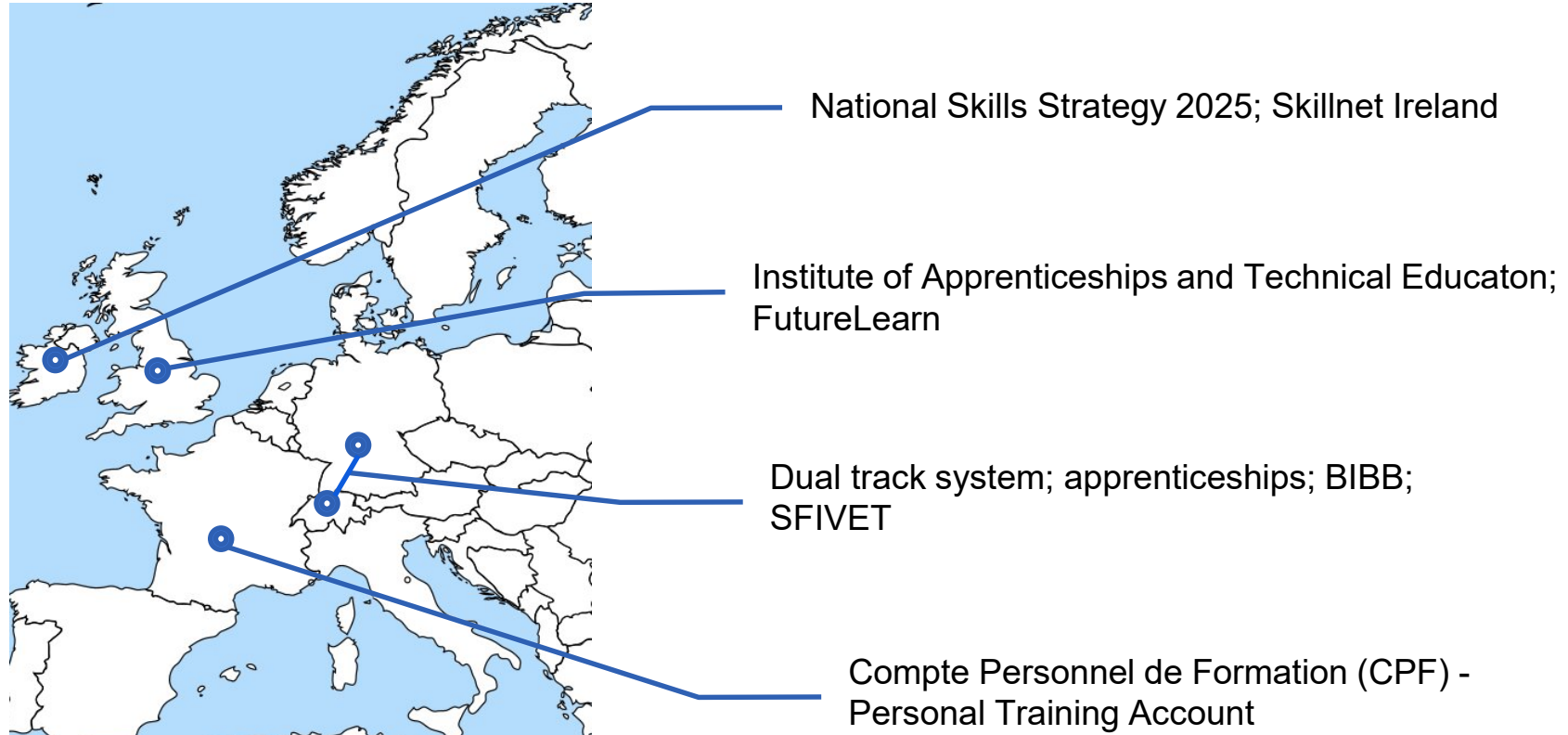
Increasing Global Efforts



Technical and Further Education (TAFE); National skills strategies

Te Pūkenga Institute of Skills and Technology

Increasing Global Efforts



Increasing Global Efforts



Training Credit \$250/year

Community colleges; private sector, NGOs;
State interventions

Lifelong learning from universities, foundations.



Institute for the Future of Education

OUR DREAM

Create the future of education to improve the lives of millions of people around the world.

OUR PURPOSE

We generate, transfer and disseminate applicable knowledge on educational innovation in an experimental, interdisciplinary, open, and world-class way, connecting, inspiring, and accompanying those who seek disruptive solutions for the future of higher education and lifelong learning.

Key Themes for the Future of Education



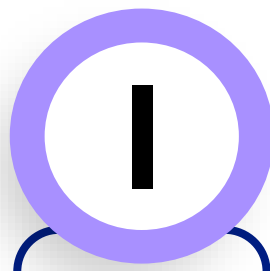
Fit for Purpose

Pedagogical and technological approaches that lead to effective learning



Accessible

Cater to different learners needs and contexts



Inclusive

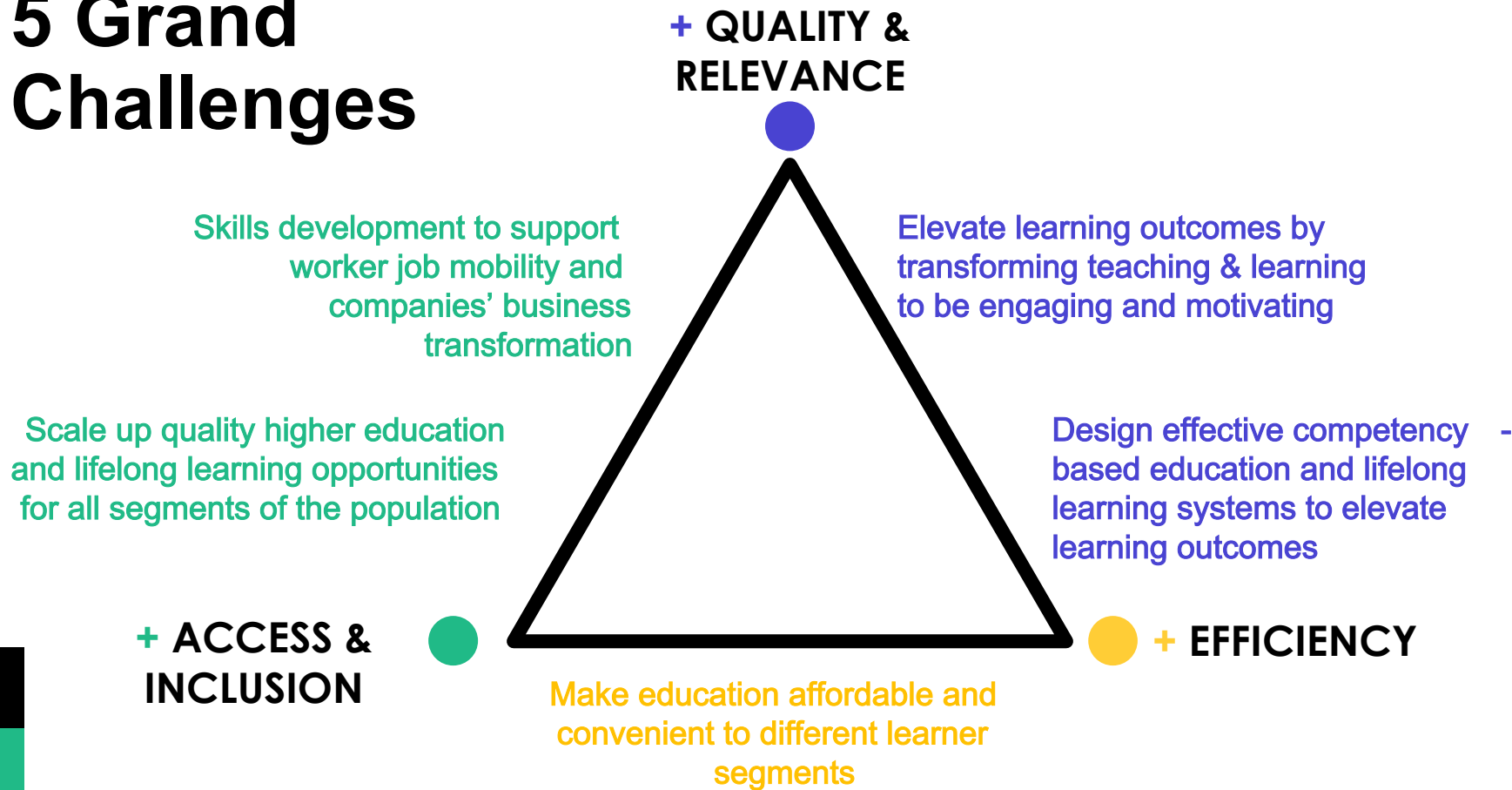
Higher Education and Lifelong learning opportunities for all segments of the population (universal access)



Relevant / Responsive

Meet the Dynamic changing needs of industries and society

5 Grand Challenges



Research Focus

**Competency-
based
education**

**Effective and
engaging
learning
models**

**Educational
technology**

**Policy,
governance
and systems**

**Reasoning for
complexity**

**Socially-oriented
interdisciplinary STEM**

Global Impact Projects

- **Lifelong Learning Best Practices** – playbook and educating institutional leaders on effective governance and implementation of lifelong learning programs.
- **Skills Development Models** – lifelong learning strategy for cities/states; sustainable public-private partnerships for low-resource environments
- **AI-Powered Evaluation and Predictive Models** – for effective competency-based assessment and proactive interventions in education
- **T-Prize** – design thinking approach; open innovation in solutions for educational challenges in LAC

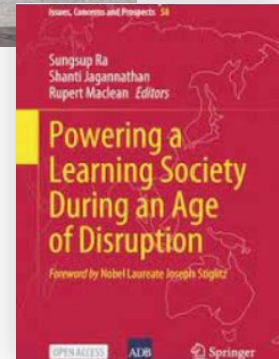
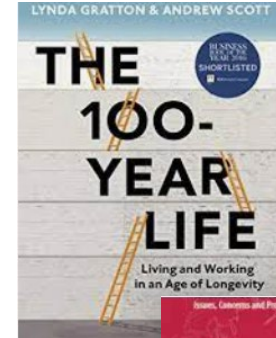


Summary

- Increasing frequency and impact of **disruptions**
- Ongoing **upskilling** with relevant technical + soft skills for adaptability, resilience, and confidence
- **New paradigm** for education and training – lifelong, flexible, adaptive, accessible
- Education and training **institutions** must respond to new paradigm; new learner segments, new capabilities
- **Multi-stakeholder approach** to build ecosystem to support lifelong learners

Resources

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The Future of Education

<http://ife.tec.mx>
michaelfung@tec.mx



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