

# Future Skilling the Workforce: SkillsFuture Movement in Singapore

Global Human Resources Forum 2023, hosted by The Korea Economic Daily, Ministry of Education (South Korea), The Korea Research Institute for Vocational Education and Training

Session C-2: A Tale of Two Nations: How Germany and Singapore are striving to nurture HR in the era of digitalization

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Chief Skills Officer

# About SkillsFuture

## **SkillsFuture Movement**

SkillsFuture is a national movement to provide Singaporeans with the opportunities to develop their fullest potential throughout life, regardless of their starting points. Through the movement, the skills, passion and contribution of every individual will drive Singapore's next phase of development towards an advanced economy and inclusive society.

## **SkillsFuture Singapore Agency**

SkillsFuture Singapore is the national skills authority that drives and coordinates the implementation of the national SkillsFuture movement, promotes lifelong learning culture and holistic system of lifelong learning through the pursuit of skills mastery, and strengthens the quality education and training in Singapore.

## A stakeholder-centric view of our work:



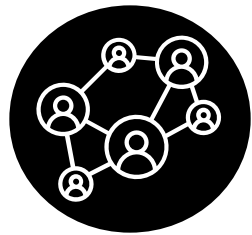
**Individuals**: Enable individual ownership of lifelong learning



**Enterprises**: Engage companies to articulate and aggregate skills needs; encourage skills recognition and skills-based HR practices

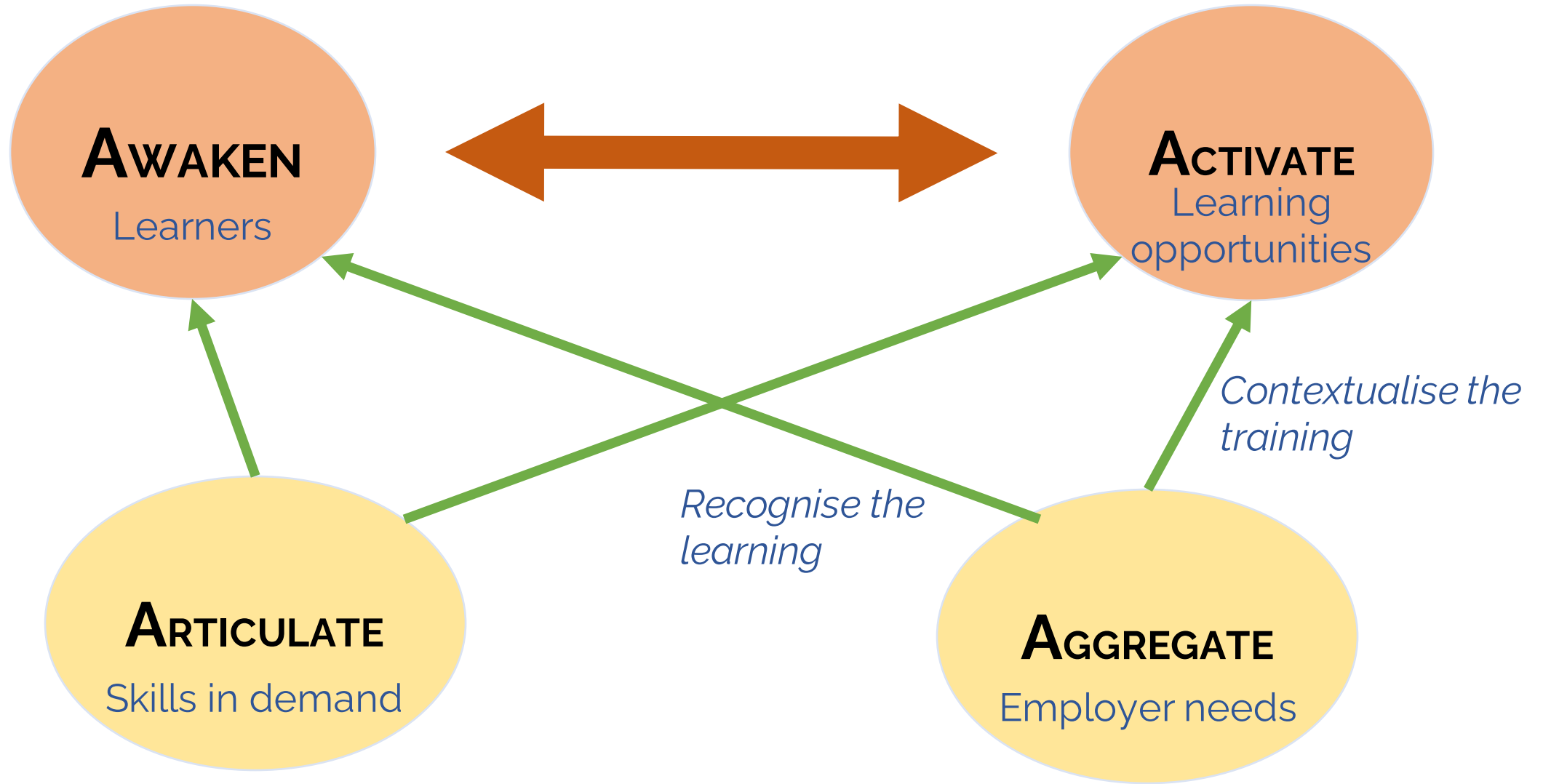


**Training Providers**: Raise the industry relevance, quality and market responsiveness of the Training and Adult Education sector.

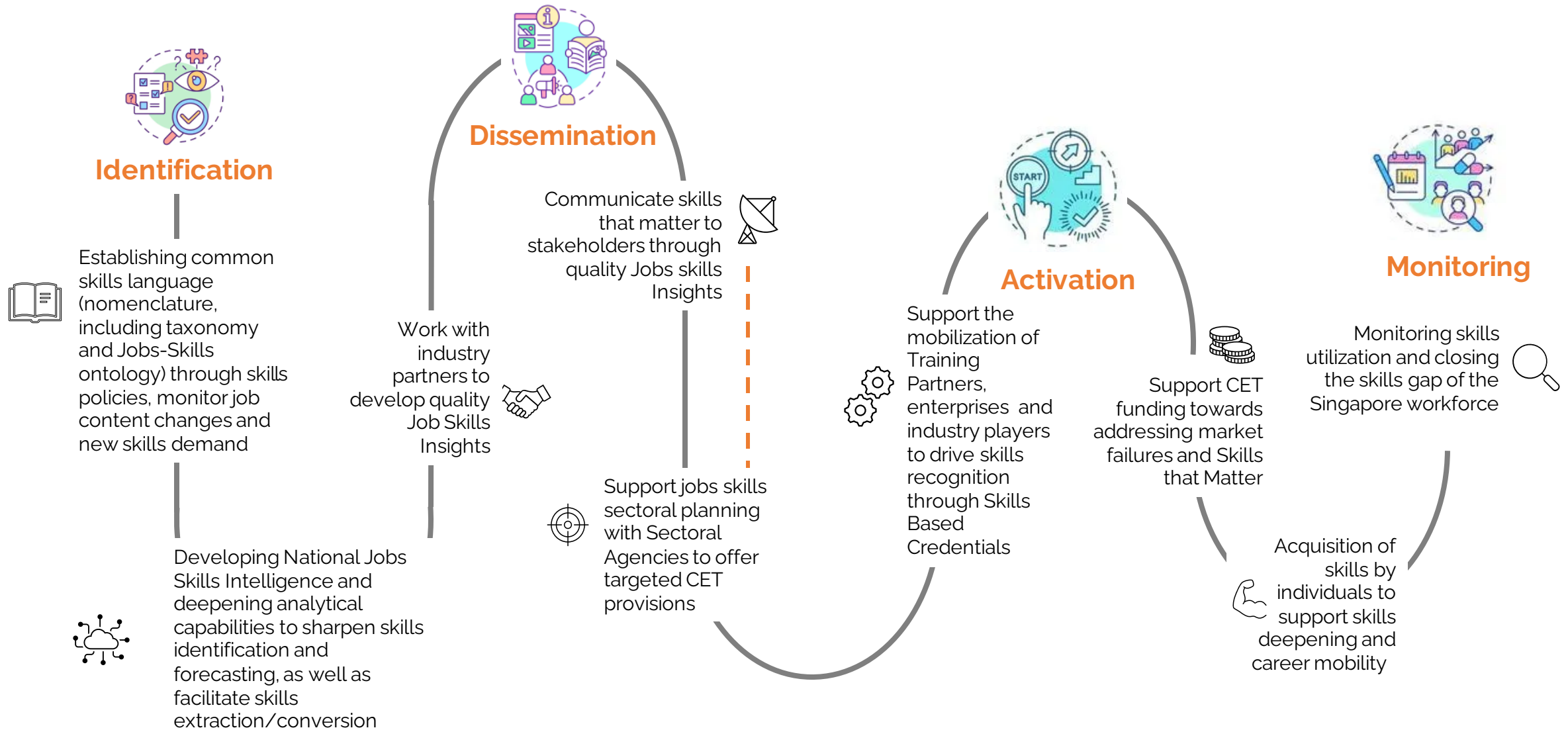


**Ecosystem**: Strengthen the link of skills supply to demand, and tighten the coordination between training and job placements

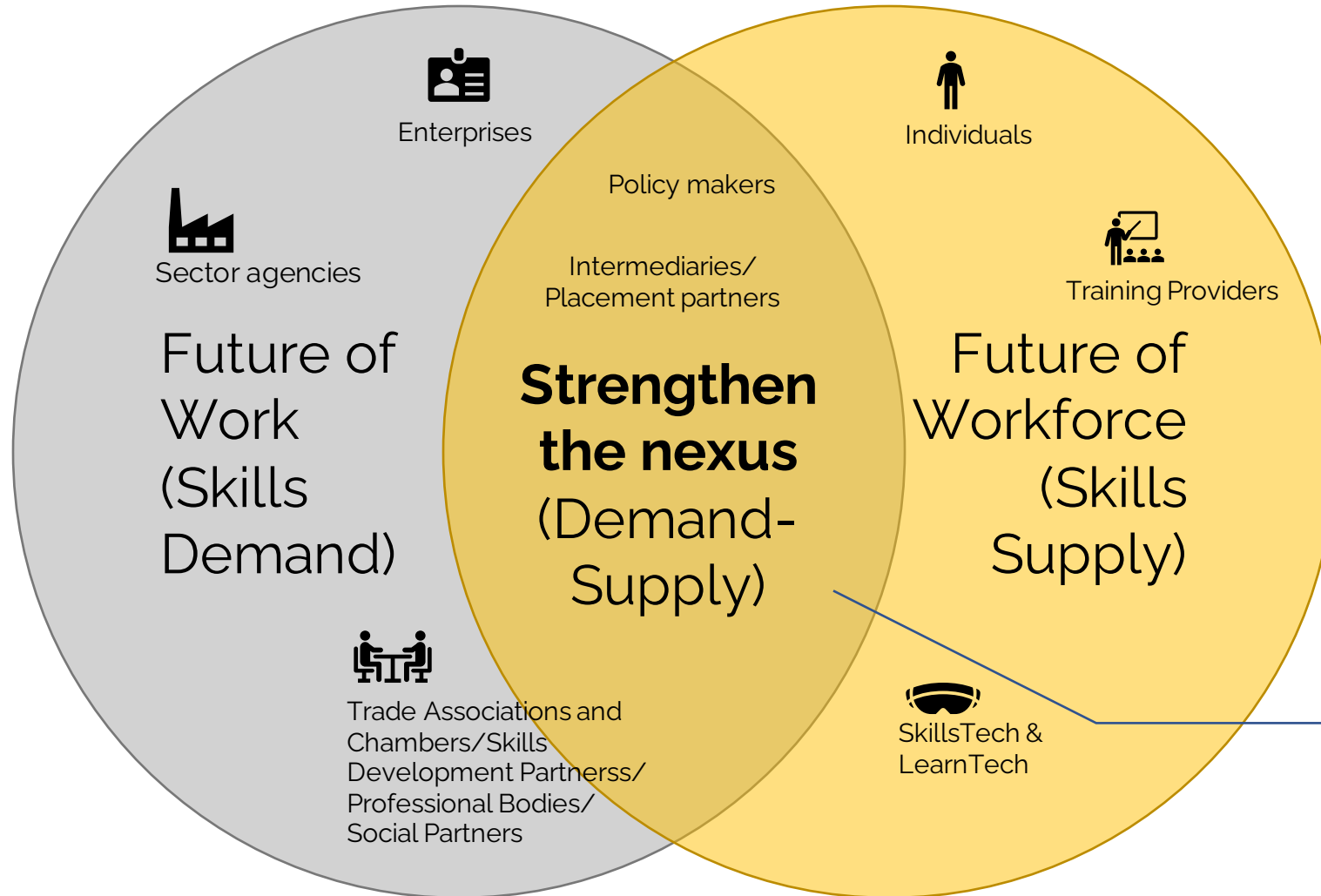
# SkillsFuture Singapore uses the 4A framework to engage the continuing education and training (CET) value chain



# The making of a Responsive and Resilient Skills Ecosystem



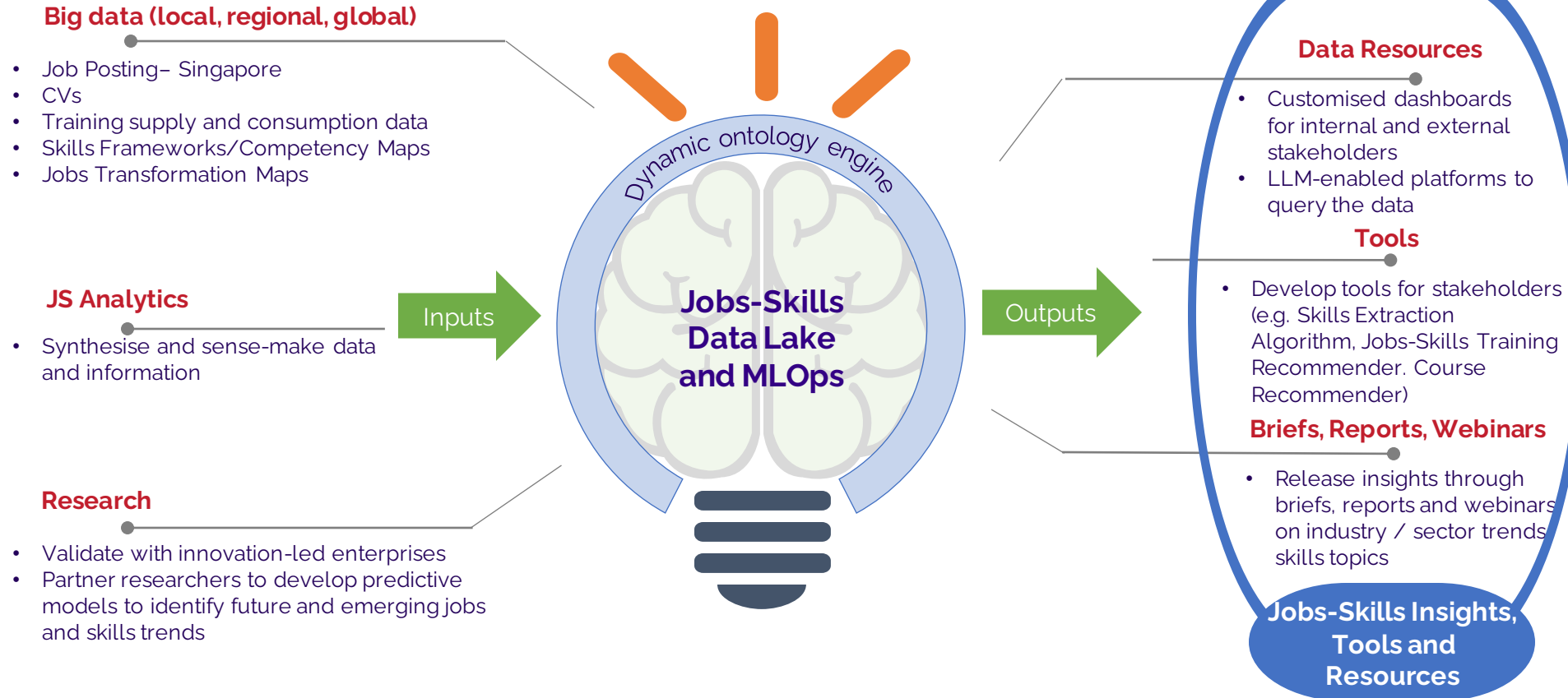
# High level of coordination at sectoral and national level to strengthen the nexus between skills supply and skills demand



- (1) How do we prepare our workforce with **future skills necessary for emerging areas**?
- (2) How do we effectively support **enterprise and workforce transformation**?
- (3) How do we strengthen our **support for vulnerable segments**?
- (4) How do we achieve **better matching between industry demand and skills training** for the workforce?

# SSG is continuously developing our capabilities to anticipate skills demand for the Future Economy

## National Job-Skills Intelligence (NJSI) engine

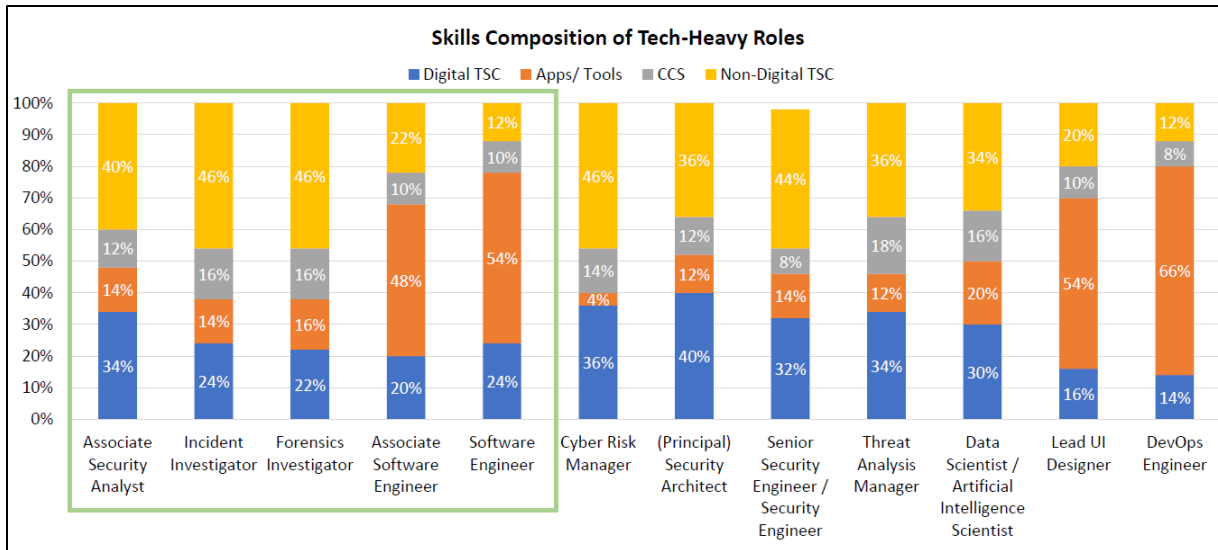


<https://www.skillsfuture.gov.sg/2022skills>

# Ongoing Monitoring of Digital Skills in Tech-Lite & Tech-Heavy Job Roles in SGP and Global High Tech Hubs

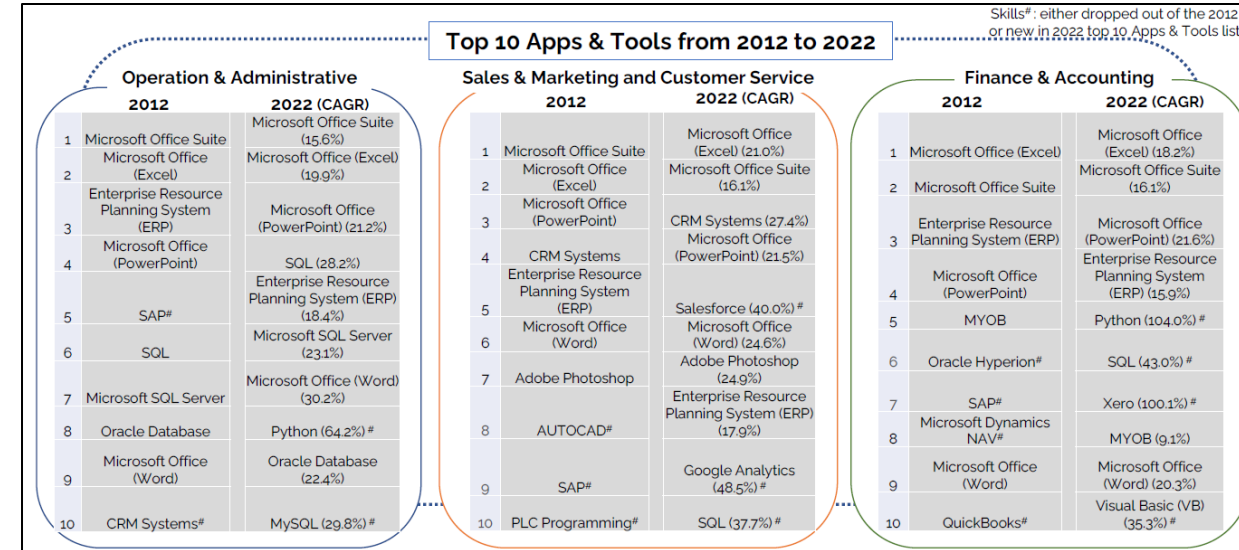
## Tracking digital skills within job roles for current needs:

- A skills composition analysis using a clustering method was conducted for selected tech-heavy growth roles to understand reskilling efforts needed for transitions into these roles
- This analysis shows that digital skills and apps/tools are core skillsets for the roles outlined in green, but non-digital skills and soft skills are crucial as well



## Tracking changes in digital skills in the long-term:

- An analysis of digital skills widely used in tech-lite roles shows that digital skills are still in demand and are transferable across more roles, partly due to the increasing use of apps and tools
- The comparison of top apps and tools across years in tech-lite job families reveals that SQL, Python, and Salesforce are among the high growth tools





# Expand the mandate of Institutes of Higher Learning, Engage large enterprises, Bring in global Best-in-class to Ensure Adequate Supply of Programmes

## Three Pillars of CET Provision

### Private Training Providers

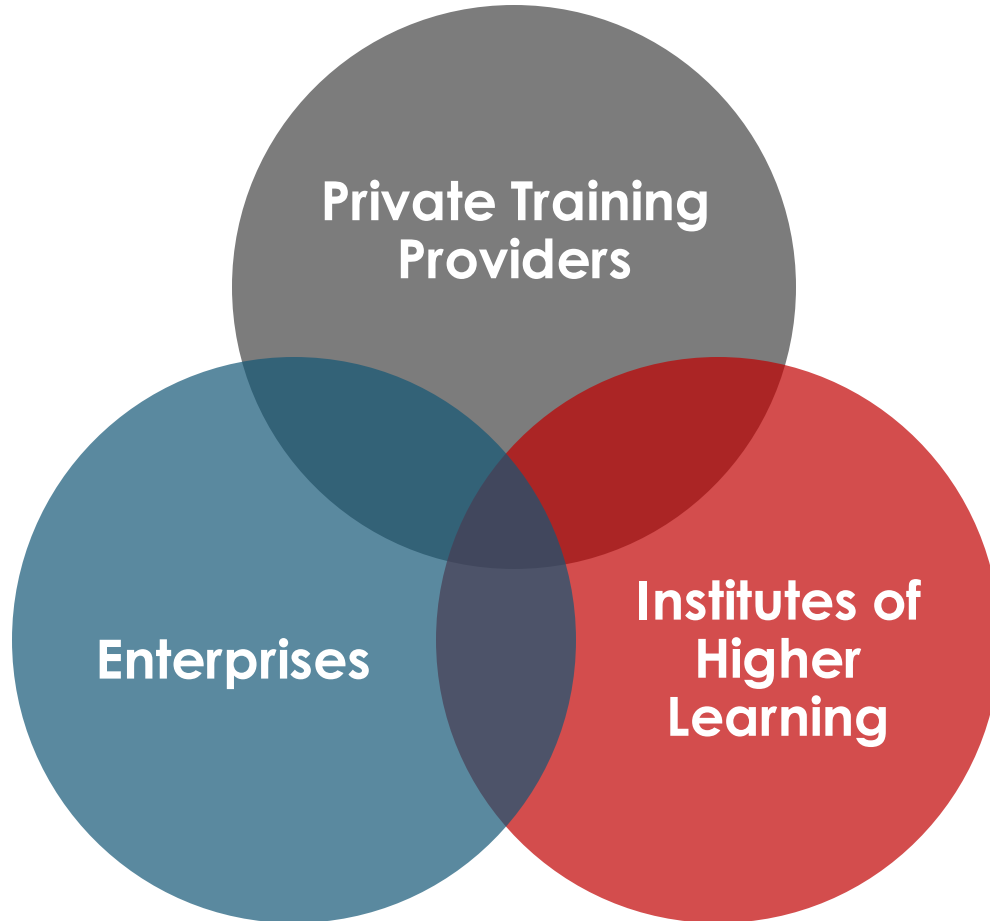


and many more...

### Private Education Institutions



and many more...



### Autonomous Universities



### Polytechnics & ITE



### Enterprises



and many more...

# Future Skills in Practice

1. **A skilled and competitive workforce is the foundation of an inclusive society** where everyone benefits from economic growth;
2. **SkillsFuture Movement supports economic development through skills development and labour force enhancement;**
3. **SkillsFuture Movement also supports Singaporeans to realise their fullest potential in achieving their career aspirations;**
4. **One form of institutional arrangement is for government to play an active role as Convenor:** To coordinate the skills demand and skills supply of the economy through working with stakeholders in the skills ecosystem;
5. **National skills agenda requires tight coordination** among key stakeholders within the ecosystem;
6. **Skills are used as the common currency:** For **individuals'** skills development journey, For **employers'** talent and workforce planning, and for **education and training partners** to ensure courses are meeting skills needs;
7. **Quality and responsiveness of training provision is critical** to the success of the reskilling agenda; and,
8. **Being mindful of the barriers to reskilling and upskilling** means there is a deliberate need to address affordability to access training, and to actively address information asymmetries

# SSG Years in Review - Achievements

- Overall participation over the years (2019 – 2022) has increased
- The drop seen from 2021 to 2022 is due to COVID-19, where SSG ramped up training support programmes
- ICT is among one of top areas of training that people are taking up courses in

Participation in SSG Supported Programmes



# Thank You

For more information, please visit:

[www.skillsfuture.gov.sg](http://www.skillsfuture.gov.sg)

or contact Dr. Gog Soon Joo, Chief Skills Officer at

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