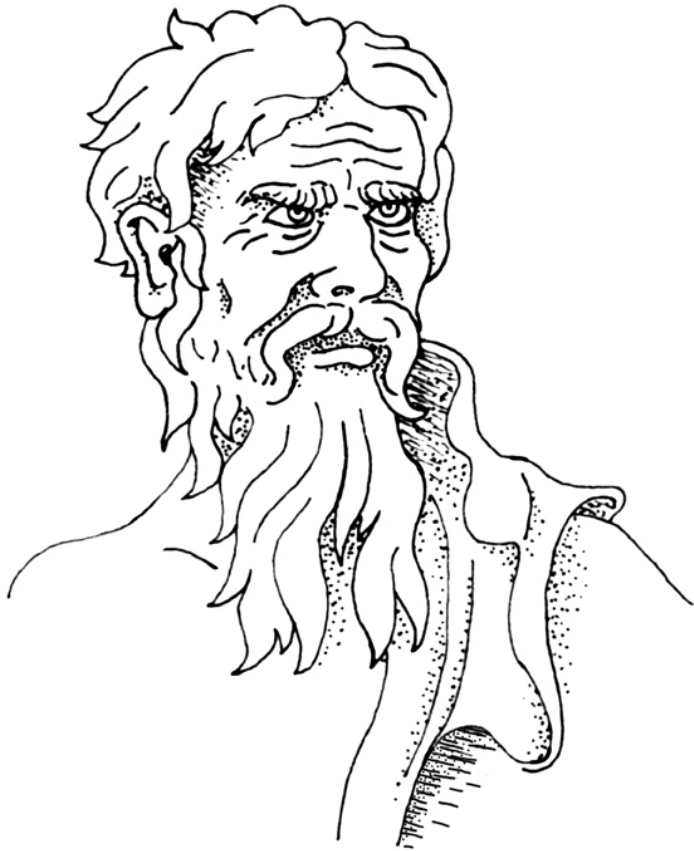


SkillsFuture:

Building a Better Future Based on Skills



13 Sep 2017



The only constant
is change ...

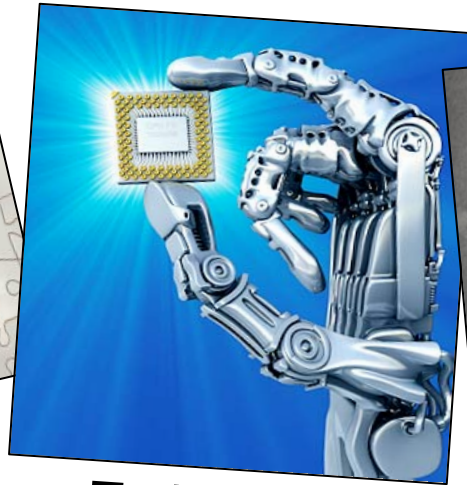
- Heraclitus, circa 500BC

Drivers of Change

Challenges & Opportunities



Globalisation



Technology



Evolving Patterns of Work



Slow Labour Force Growth



Meeting Aspirations

ADVANCED ECONOMY. CAREER GUIDANCE. LEARN. POTENTIAL. READY. UPGRADE. LEARN. HIGHLY-SKILLED. OWNERSHIP. TRAINING. CAREER GUIDANCE. FUTURE-RELEVANT. ENABLE. DEVELOP. LEARN. ADVANCED ECONOMY. GLOBAL CHANGE. ENRICH. POTENTIAL. ADAPT. POTENTIAL. FUTURE-RELEVANT. TRAINING. EQUIP. ENRICH. POTENTIAL. READY. ENRICH. INCLUSIVE SOCIETY. ADAPT. ENRICH. **SkillsFuture** GLOBAL CHANGE. TRAINING. POTENTIAL. ADVANCED ECONOMY. LEARN. DEVELOP. ADAPT. LEARN. OWNERSHIP. READY. EQUIP. OWNERSHIP. UPGRADE. DEVELOP. LEARN. OWNERSHIP. READY. TRAINING. ENRICH. POTENTIAL. ADVANCED ECONOMY. ENRICH. OWNERSHIP. EQUIP. GLOBAL CHANGE. INCLUSIVE SOCIETY.



“SkillsFuture is everything we do to create a future that is different and better than today, in the way we look at work and careers, and the way we develop ourselves and our next generation ...”

Mr Ong Ye Kung
Minister for Education
(Higher Education & Skills)

SkillsFuture

Key Thrusts

1 Help individuals to make well-informed choices in education and training, and in their careers.



2 Develop an integrated, high quality system of education & training that responds to constantly evolving industry needs.



3 Promote employer recognition and career development based on skills and mastery.



4 Foster a culture that supports and celebrates lifelong learning



SkillsFuture

Target Groups

Key Programmes & Initiatives

Students

- Education & Career Guidance
- Enhanced Internships
- Youth Talent Program

Employees (Early Career)

- Earn & Learn Programmes
- CET Course Fee Subsidies

Employees (Mid-Career & Beyond)

- Enhanced Course Fee Subsidies
- Bite-sized Modular Courses
- Study Awards & Fellowships
- Professional Conversion Prog

Employers

- Industry Transformation Maps
- Earn & Learn Programmes: Training Grant
- SkillsFuture Mentors for SMEs
- Leadership Development Programme

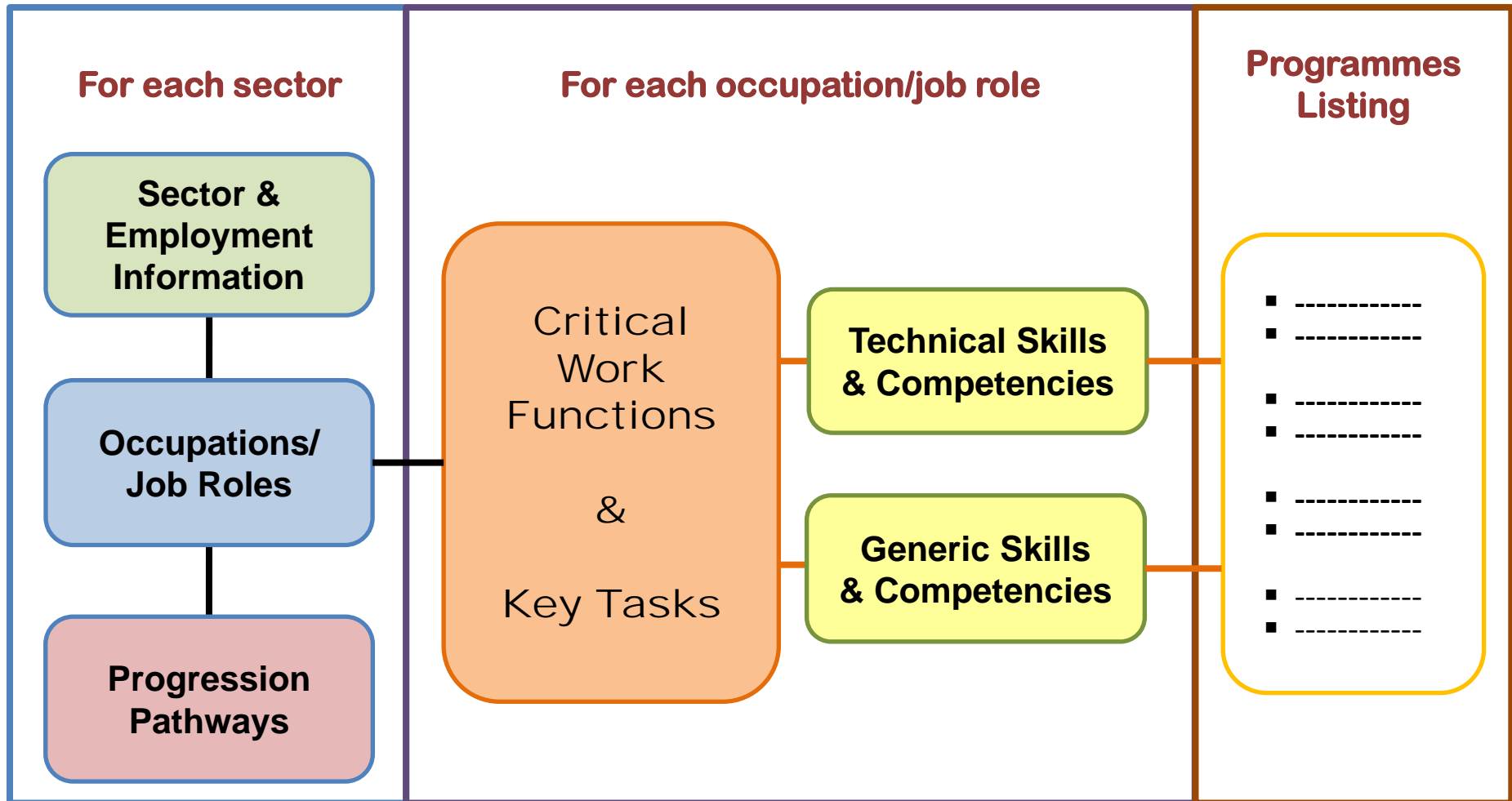
▪ SkillsFuture Credit

▪ mySkillsFuture Portal

▪ Skills Framework

The Skills Framework:

Common Reference for Skills & Competencies



Stakeholders & Purposes of Skills Frameworks



Individuals

**To invest in
skills training
and for career
planning**



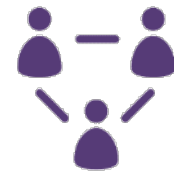
Employers

**To recognise,
develop, use
and reward
skills**



**Education &
Training
Providers**

**To respond
effectively to
industry's need
for skills**



**Govt, Unions,
Prof Bodies**

**To formulate
policies and
intervention
programmes**

Skills Framework Development & Progress*

MANUFACTURING	SERVICES	
Aerospace	Accountancy	Landscape
Biopharm Manufacturing	Early Childhood Care & Education	Public Transport
Energy & Chemicals	Environmental Services	Security
Electronics	Food Services	Social Service
Logistics	Hotel & Accommodation Services	Tourism
Marine & Offshore	Retail	Training & Adult Education
Precision Engineering	Creative Industries (Media)	Wholesale Trade
Sea Transport	Finance	Workplace Safety & Health & Occupational Hygiene
Air Transport	Healthcare	
Engineering Services	Human Resource	
Food Manufacturing	Infocomm Technology	
Power & Utilities	Intellectual Property	



Completed



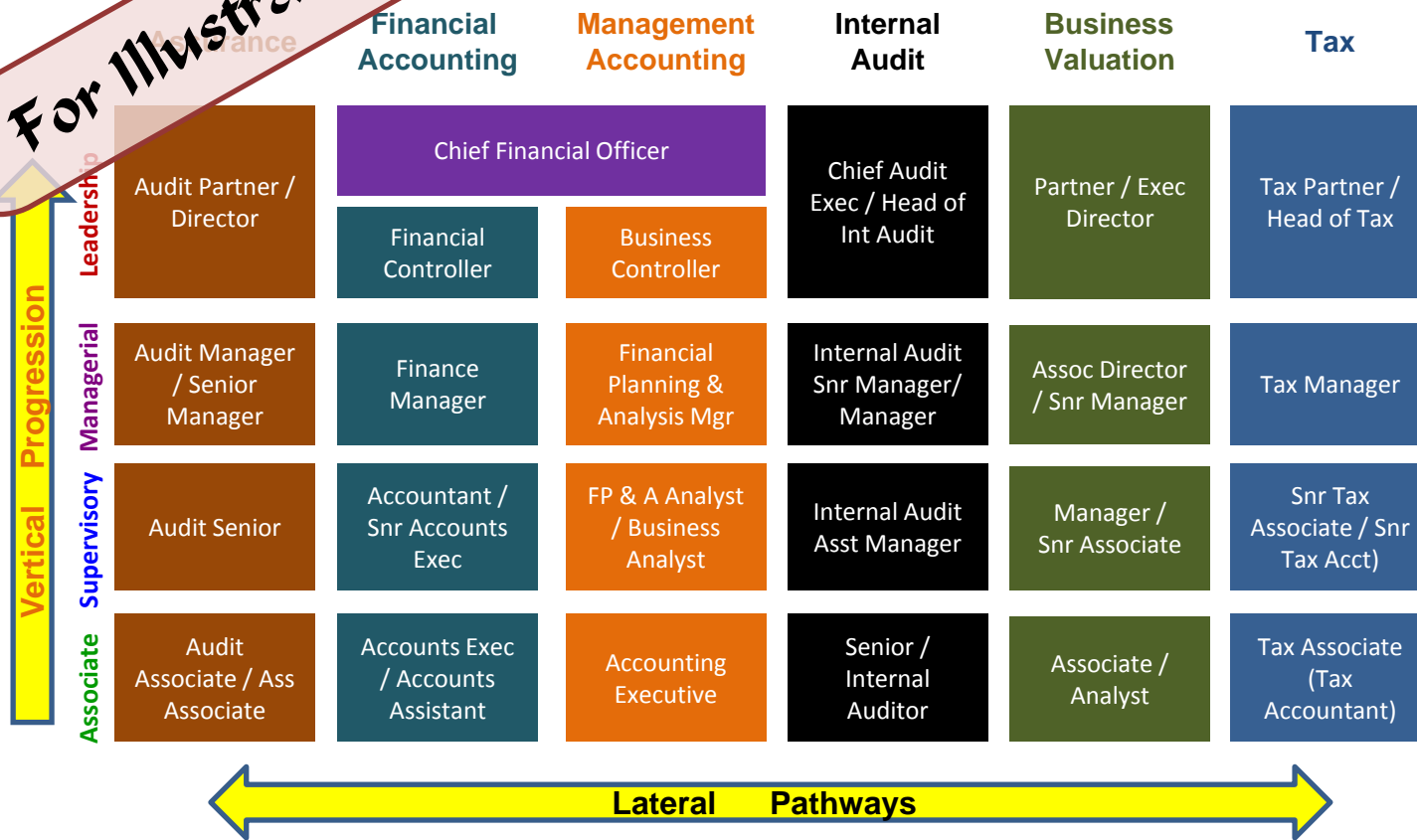
In Progress

* As at 25 Aug 2017

Skills Framework for Accountancy*

For Illustration

Career Map



* To be launched at Singapore Accountancy & Audit Convention on 3 Oct 2017

Skills Framework for Accountancy

For Illustration

Sector		Accountancy				Occupations and Job Roles			
		Assurance							
Occupation		Critical Work Functions		Key Tasks		Critical Work Functions & Key Tasks			
Job Role				<ul style="list-style-type: none"> Oversee engagement economics 					
Job Role Description		Technical Skills & Competencies				Top 5 Generic Skills & Competencies		Skills and Competencies	
		Lead assurance engagement	<ul style="list-style-type: none"> Audit Planning Audit Review Audit Completion and Reporting Prof Scepticism and Judgment Audit Standards Audit Quality Control Regulatory Risk Assessment Regulatory Audit Impact 	Level 6	<ul style="list-style-type: none"> Leadership Managing Diversity Creative Thinking 	Advanced			
			Lead client management	<ul style="list-style-type: none"> Regulatory Strategy Financial Reporting Standards Governance Risk Management IT Environment IT Development 		Level 6	<ul style="list-style-type: none"> Developing People Interpersonal Skills 		Advanced
				Lead assurance practice		<ul style="list-style-type: none"> Cyber Security Ethical Conflict Resolution Ethical Standards Tax Implications on Audit Project Feasibility 			Level 6
			Grow audit firm			<ul style="list-style-type: none"> Project Execution 	Level 5		
		<ul style="list-style-type: none"> Evaluate new ways to transform and grow business against global changing business environment 							

● Front-Loaded Learning vs Continual Learning

Pre-employment Education & Training (PET)



Continuing Education & Training (CET)

● Front-Loaded Learning vs Continual Learning

Empowering Individuals to Take Ownership of their Learning



**SKILLSFUTURE
CREDIT**

**LIFELONG LEARNING
BEGINS WITH ME**

- 
Singapore
Citizen
- 
Aged 25 years
and above
- 
Receive S\$500
initial credit

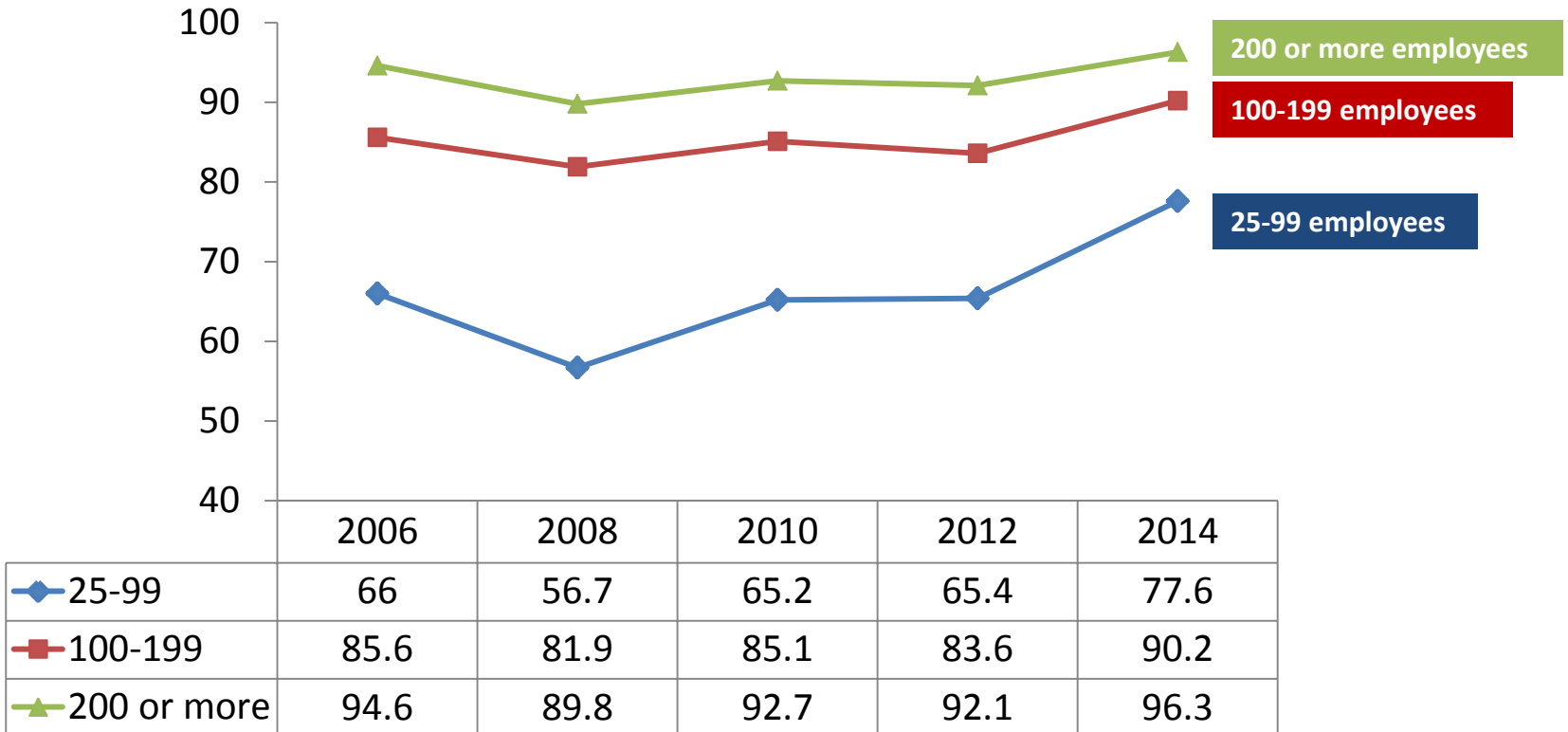
● Institution-based vs Workplace Learning



● Institution-based vs Workplace Learning

Involving Enterprises in Workplace Learning

Proportion of Private Establishments in Singapore that Provided Structured Training by Establishment Size, 2006-2014



Embarking on Workplace Learning



SPRING
singapore
Enabling Enterprise

IAL institute for
adult
learning
singapore

- **Build talent pipeline and skills deepening**
 - *Internships; Earn & Learn Programmes; Mentoring*

- **Use SF to identify key job competencies for staff development**
 - *In-house Training & Development; Mentoring*

- **Tap on available resources and expertise**
 - *Certified Workplace Learning Specialists (IAL);*
 - *Human Capital Development Consultants (SPRING);*
 - *Capability Development Grant (SPRING)*

- **Develop internal learning and training capabilities**

Adult Education & Workplace Trainer Programmes

