



# SkillsFuture

**Building a Future (for Singaporeans)  
based on  
Skills and Mastery**

# How SkillsFuture Came About

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## **ASPIRE\***

Better Choice, Deeper Skills,  
Multiple Pathways for students  
and graduates of ITE and Polys

\* Applied Study in Polytechnics & ITE Review

## **CET 2020**

Transforming the CET system  
for a competitive and career  
resilient workforce



# SkillsFuture

Building a Future based on  
Skills and Mastery

# 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

## Key Programs & Initiatives

### Students

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

### Employees (Early Career)

- Earn & Learn Program
- CET Course Subsidies

### Employees (Mid-Career & Beyond)

- Enhanced CET Course Subsidies
- Bite-sized Modular Courses
- Study Awards & Fellowships

### Employers

- Sectoral Manpower Plans
- Earn & Learn Program: Training Grant
- SkillsFuture Mentors for SMEs
- Leadership Development Program

▪ SkillsFuture Credit

▪ Individual Learning Portfolio

# SkillsFuture

## Target Groups

**Students**



**Employees**  
(Early Career)



**Employees**  
(Mid-Career)  
( & Beyond )



**Employers**



# Education & Career Guidance

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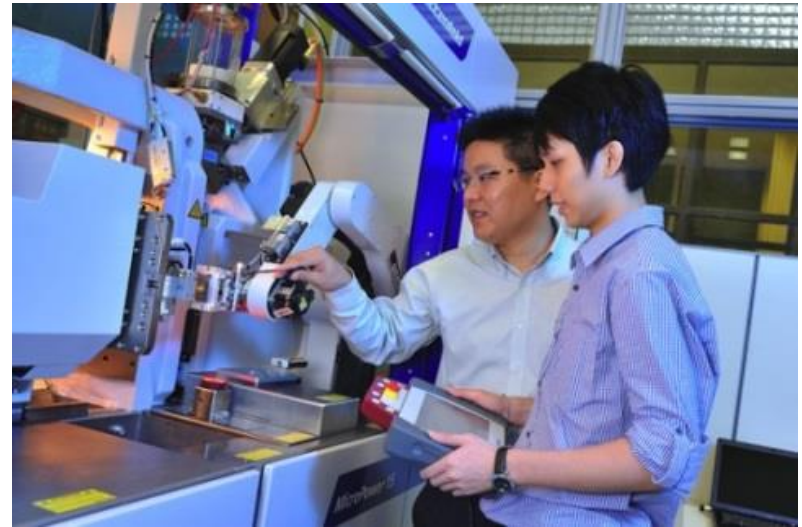
- Trained ECG advisors deployed in Schools, ITE and Polytechnics to help students explore educational options and career pathways
- Different emphasis appropriate to the different levels (i.e. Primary, Secondary and Post-Sec levels)

- To be supported by online “Individual Learning Portfolio”
- Complemented by Career Centers during working life to advise & assist in job-search



# Enhanced Internship

- For ITE and Polytechnic courses
- Structured program drawn up together with industry host
- Program with clear learning outcomes
- Supported by institutional & company mentors





# Earn & Learn Program

- Targeted at fresh ITE & Polytechnic graduates who sign on with participating companies
- A form of work-study program leading to a CET qualification
- Comprises institution-based and company-OJT components
- Incentives for participants and for participating companies





# Bite-Size Modular Courses

- Wide range
- Short duration
- Skills-based
- Subsidized
- Easy access



# Sectoral Manpower Plan

- Developed by employers, unions, education & training providers, trade associations/chambers & government
- Led by economic or sectoral agency



- Identifies current and future skills for quality jobs
- Articulates and develops career pathways for the sector
- Develops strategies to attract, retain & develop talent for sector

# SkillsFuture Credit



- Aims to strengthen individual ownership of skills development & lifelong learning
- Initial sum of S\$500 for all Singaporeans age 25 years or older
- Amount to be topped up periodically
- To be used for “approved” programs

**FOSTERING A CULTURE OF LIFELONG LEARNING**

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▪ Singapore Skills Framework

# Singapore Skills Framework

- Serves as a reference framework and as a common language for skills for:
  - Pre-Employment Education & Training (PET) Providers
  - Continuing Education & Training (CET) Providers
  - Employers, Unions, Professional Bodies
  - Students & Working Adults
- Contains the following key features:
  - Sector and Employment Outlook
  - Career Progression Pathways
  - Occupation Descriptions
  - Skills Descriptions
  - Skills-to-Program Listing
- Validated by Industry, Unions, Professional Bodies, and MOE Institutions



# SkillsFuture

## Some Learning Points

- 1) Government commitment is crucial for success
- 2) A multi-agency, multi-party approach is essential
- 3) Incentives are helpful to encourage participation
- 4) Industry has major role in skills devt/upgrading
- 5) TVET providers to be responsive to changing needs
- 6) TVET programs to develop current & future skills
- 7) Job, training and market information is crucial
- 8) Skills devt/upgrading is everyone's business



**Thank You**

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