SkillsFuture and Workplace Learning

Mr Ong Tze-Ch'in
Chief Executive, SkillsFuture Singapore
12 March 2021

SKILLSfuture SG

What is SkillsFuture?

SKILLSFuture SG

SKILLSFuture Credit

Dear Sir/Madam,

Step-Up Your Learning Journey with SkillsFuture Credit!

Since 2016, Singaporeans 25 years and above have received a SkillsFuture Credit of $500.

From Oct 2020, the Government will provide a one-off SkillsFuture Credit top-up to encourage and support you to take up new skills for better career opportunities.

How much SkillsFuture Credit do I get?
Up to: $1,000

$500 (No Expiry)	$500 (Expires on 31 Dec 2025)
Given to citizens who are 25 and above since 2016	One-off top up

The SkillsFuture Credit scheme has helped over 170,000 people, aged 25 – 39 build their work capabilities. Be one of those who benefit from this.

I wish you an exciting and fulfilling lifelong learning journey.

How do I get started?

1. Find out your training needs in 5 mins!
go.gov.sg/sfcmyprofile
2. Start your learning journey here!
go.gov.sg/sfc-courses
3. Check your SkillsFuture Credit balance
go.gov.sg/sfc

Yours Sincerely

Mr Ong Tze-Chi'in
Chief Executive
SkillsFuture Singapore

SKILLSFUTURE.SG Call us: 6785 5785 Write to us: go.gov.sg/ssg-writetous

???

SKILLSFuture SG

SkillsFuture is a lot more than just the SkillsFuture Credit

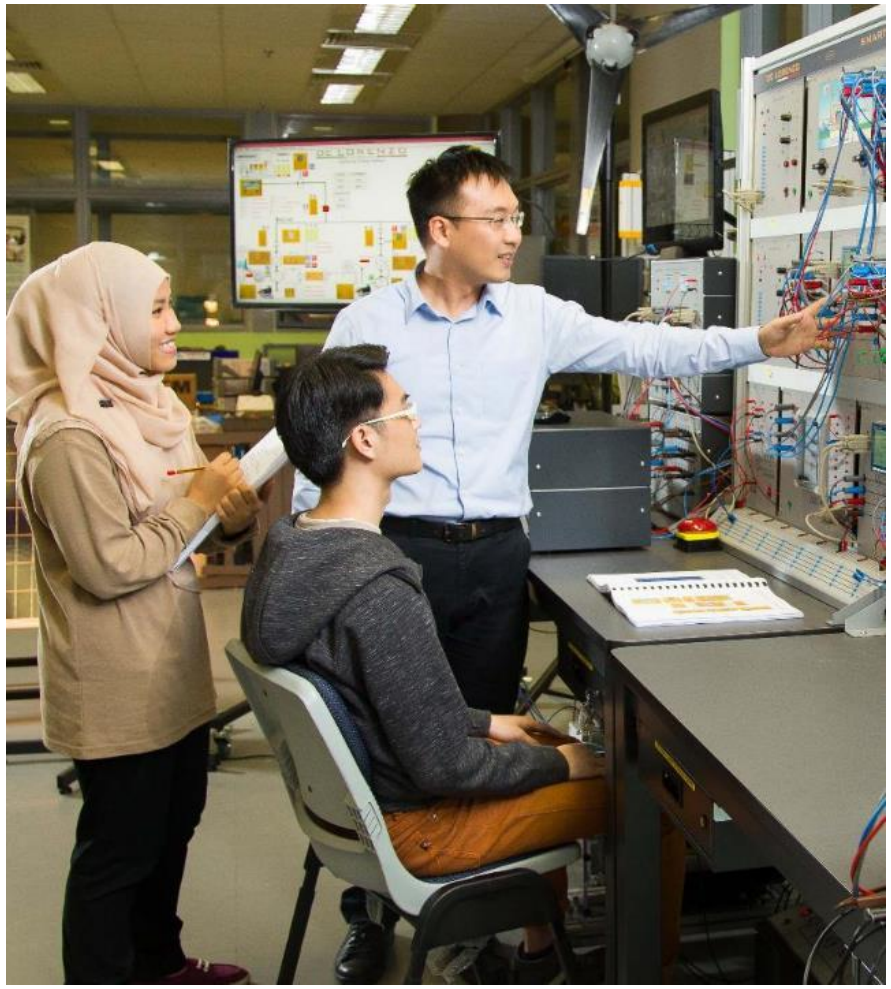
SKILLSFuture is a **national movement** to provide Singaporeans with **the opportunities to develop to their fullest potential throughout life** through skills mastery and lifelong learning.

SKILLSFuture SG

So why do I mention this?

SKILLSFuture SG

Because innovation is supported by a lifelong learning mindset

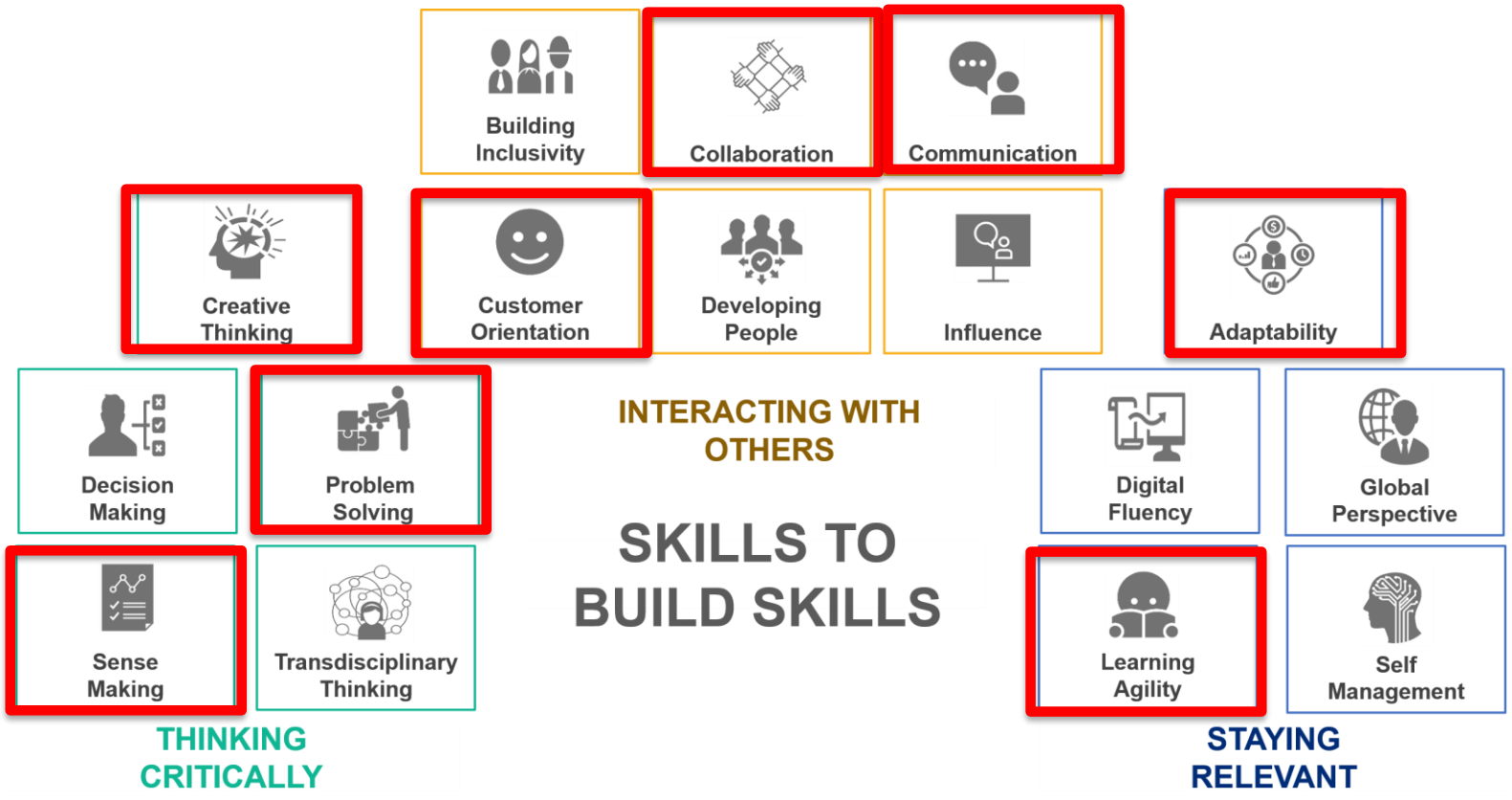


SKILLSFuture SG

The capacity to innovate requires both the skills and an enabling environment

The skills – these are found in SSG's Critical Core Skills

Critical Core Skills are transferable, cross-cutting skills and competencies that enable individuals to acquire technical skills and competencies

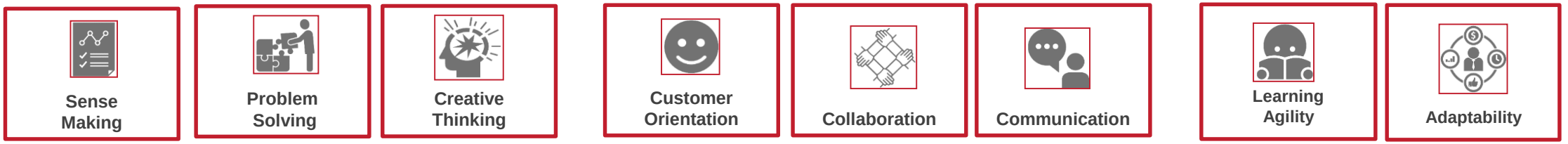


SKILLSFuture SG

Many of these skills are needed to drive innovation

- Study on 3,000 executives & 500 individuals who had started innovative companies / invented new products, found that the key skills for these innovators were **Networking, Associating, Questioning, Observing, & Experimenting***.

- Another IBM study on 1,500 CEOs found that implementing innovation amidst changing times is "**determined by the levels of trust an organisation can create – amongst its customers, the people inside the enterprises, and the partners across its ecosystem**"**



*Harvard Business Review, "The Innovator's DNA", Dec 2009
** IBM Global C-Suite Study, "Build Your Trist Advantage" 20th edition

SKILLSFuture SG

Incidentally, these are also skills in demand by healthcare organisations across the world

Skills identified as being in high demand within their organization, ordered by frequency

1.	Active learning and learning strategies
2.	Emotional intelligence
3.	Creativity, originality and initiative
4.	Leadership and social influence
5.	Resilience, stress tolerance and flexibility
6.	Reasoning, problem-solving and ideation
7.	Service orientation
8.	Complex problem-solving
9.	Troubleshooting and user experience
10.	Persuasion and negotiation
11.	Technology use, monitoring and control
12.	Technology design and programming
13.	Quality control and safety awareness
14.	Critical thinking and analysis
15.	Coordination and time management

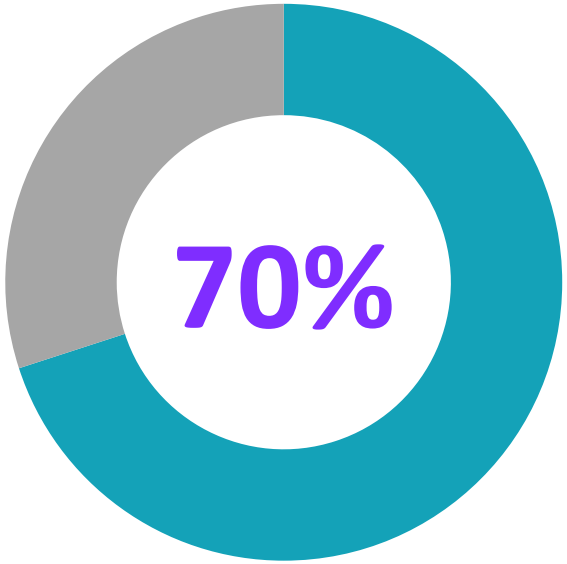
Source: The Future of Jobs, World Economic Forum, October 2020

Source: LinkedIn Global Talent Trends 2019 Report

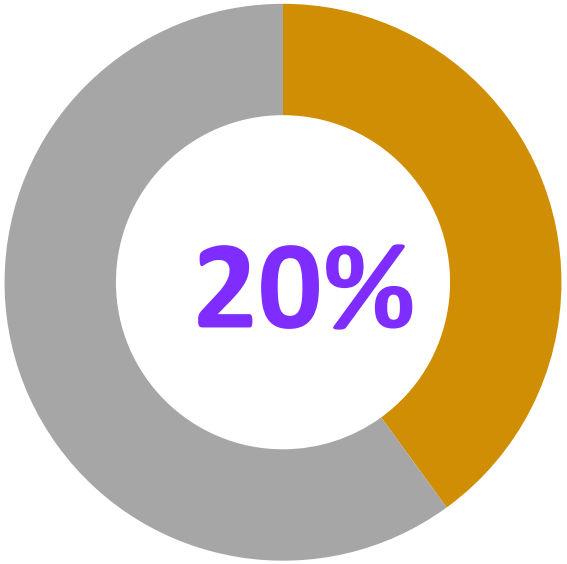
SKILLSFuture SG

Acquiring these skills aren't just about attending classes, although it helps!

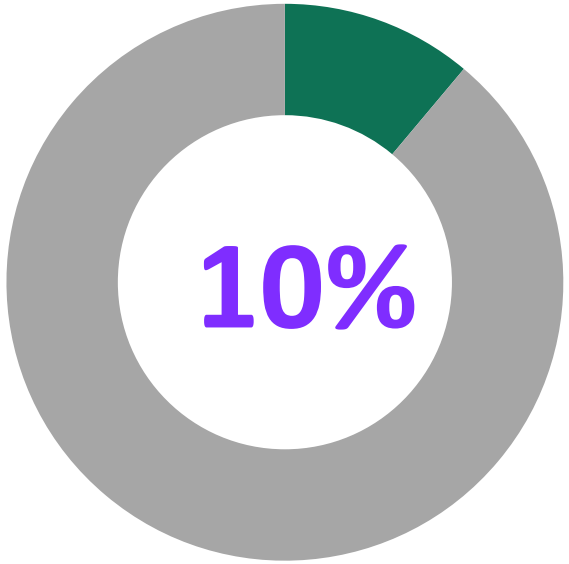
On the job learning



Learning through others



Formal learning



SKILLSFuture SG

This is why SSG is keen to push for more workplace learning

nace
National Centre of Excellence for Workplace Learning

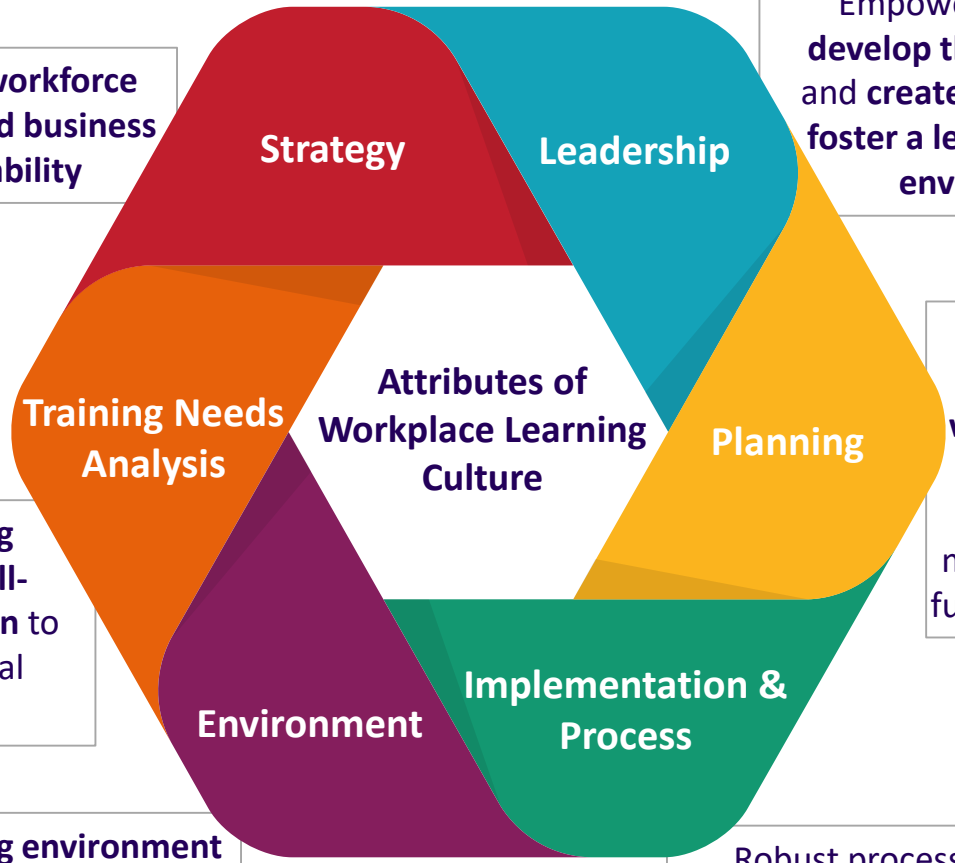
National Workplace Learning Framework endorsed by German Industry Standards (IHK)

SKILLSFuture SG

This is the enabling environment that I believe would support innovation

Strives for **workforce efficiency and business sustainability**

Empowers **leaders to develop their employees** and **creates practices that foster a learning-friendly environment**



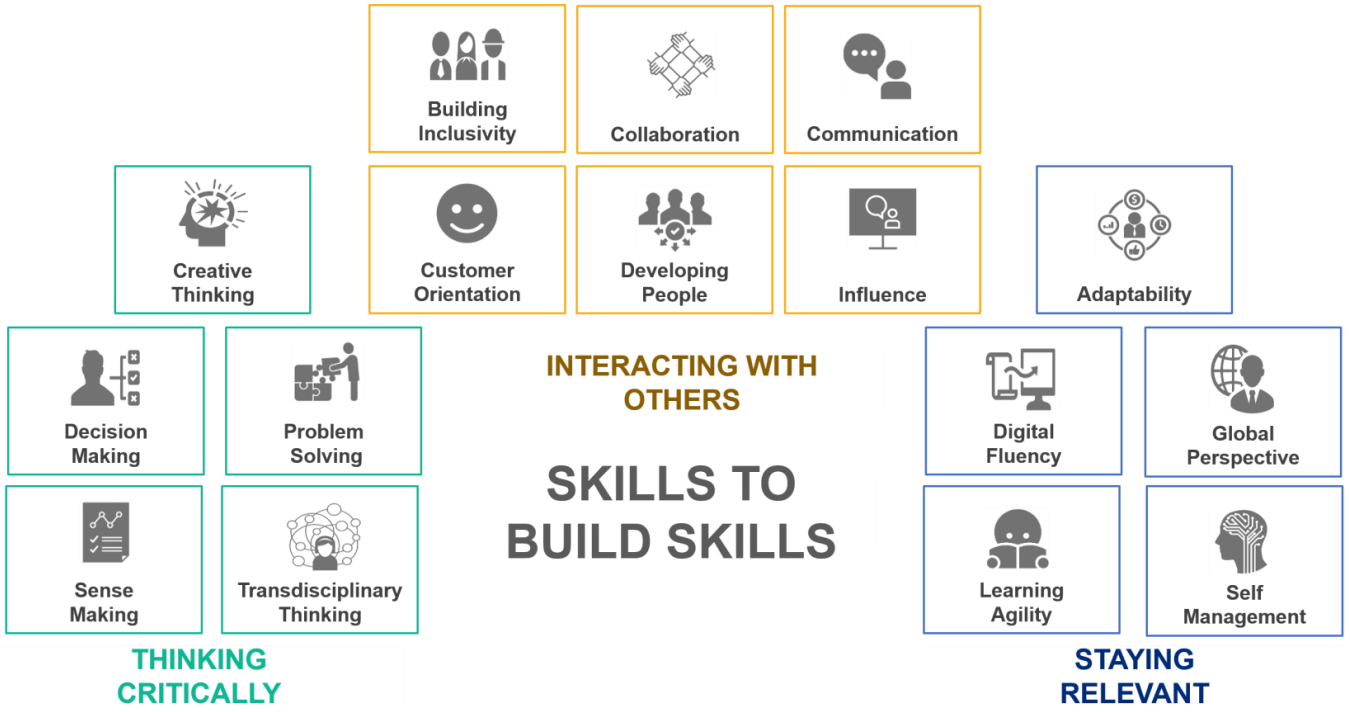
Systematically develops the **workplace learning programmes systematically** in meeting current and future business needs

Invests in **training resources** and **well-defined training plan** to strengthen internal capabilities

A positive learning environment by aligning employees needs to their learning journey and professional development

Robust processes to ensure **effective implementation of learning solutions** which are **continuously reviewed to strengthen workplace learning to optimum levels**

This combination of individual skills and an enabling organizational environment are key ingredients for innovation



SKILLSFuture SG

SKILLSfuture SG