



‘Excellence in Logistics Through Training’ – Singapore’s Perspectives



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Current & Future Trends...



Source: World Economic Forum (WEF)

Industrial Revolution 4.0



How will the Future of Education look like ?



Education 4.0

'Transforming the Future of Education'

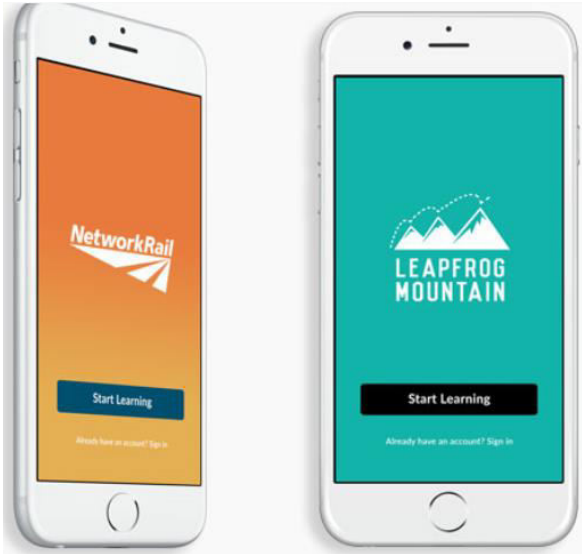


Prepared & edited by Thomas Sim – Aug 2019



Regional Logistics Expo 2019 Sheraton Kampala Hotel 21st to 22nd Aug 2019 (Thomas SIM)

How will the Future of Education look like ?



Data Driven



Digital Revolution

Contextualized Learning



How will the Future of Education look like ?



Virtual & Augmented Reality

Cognitive Computing

Design Thinking

Social Learning



Skills Development in Logistics



'Employment, Skills & Education'

- 02:26mins

(World Economic Forum)

Prepared & edited by Thomas Sim – Aug 2019



Global Shift in Logistics Sector



Geographical Shift

- **Emergence of Asia and ASEAN markets** (ASEAN is expected to contribute significant proportion of world logistics)
- **Change in production/ manufacturing locations** (Global manufacturing bases are changing; major players have multiple manufacturing and assembly locations; inventory is decentralised; 3-D printing may disrupt traditional production models)

Shift in Customer Requirements

- **Preference for specialisation** (customers in specific segments like O&G, chemicals, etc. prefer to work with logistics companies that have specialised skills)
- **Increasing preference for on-time delivery** (customers both in B2B and B2C are emphasizing on-time delivery)
- **Emergence of eCommerce** (significant volume in logistics is driven by eCommerce)

Shift in Technology

- **Increasing emphasis on automation and robotics** (e.g., ASRS, Drone deliveries, etc.)
- **Localisation, Big Data & Location Intelligence** (these are expected to make a significant difference to the decision-making process)
- **Internet of Things** (making various SMART options available in logistics)

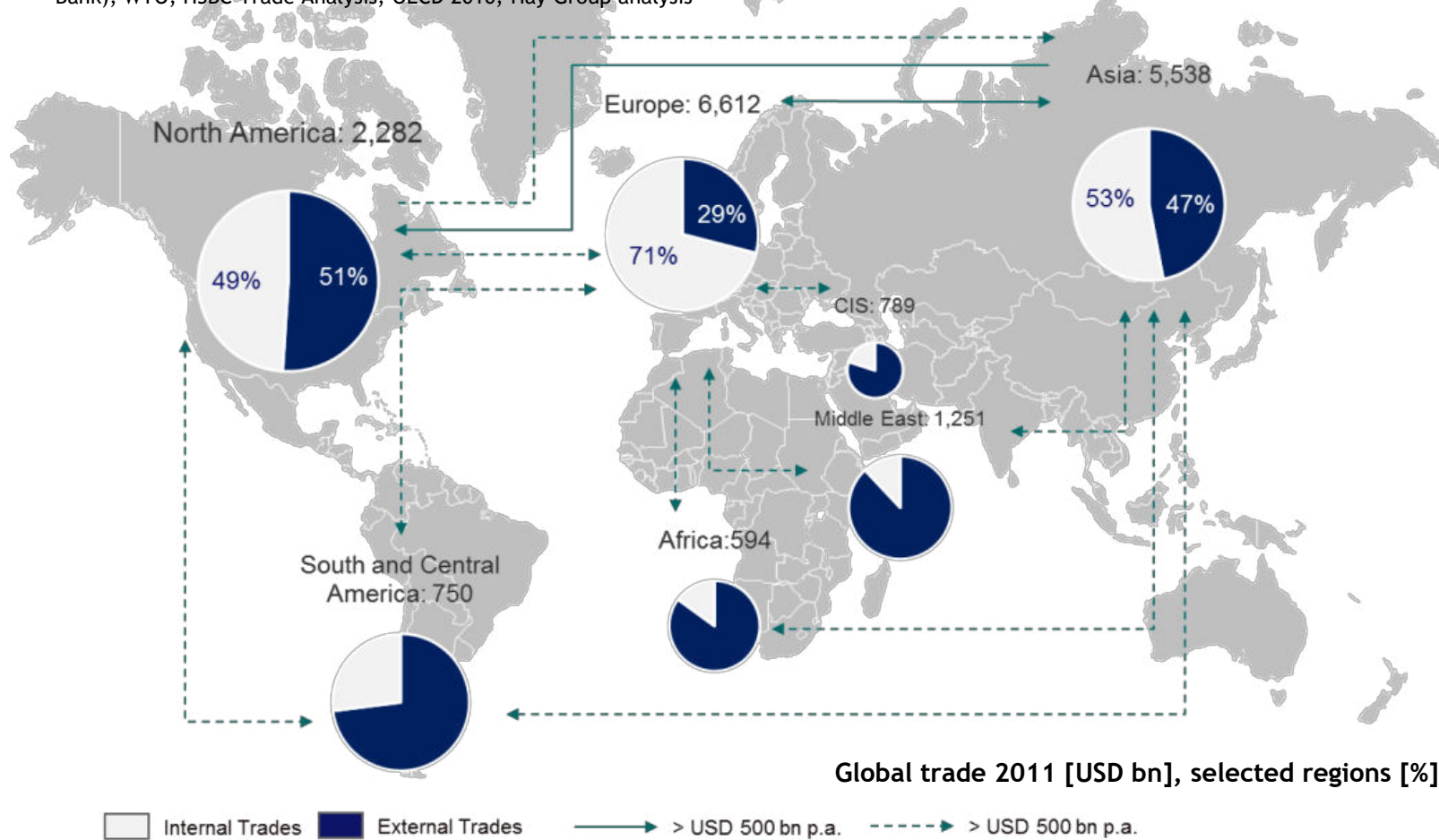
Sources: Hay Group Analysis



Geographic Shift – Emergence of Asia



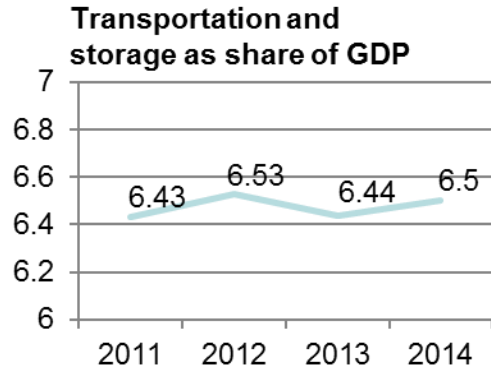
Sources: Forrester Transport Intelligence; SP eCommerce Research; EDB; Nielsen Survey; Nielsen Global Consumer Confidence Survey, Q4 2013; LPI (World Bank); WTO; HSBC Trade Analysis; OECD 2010; Hay Group analysis



Overview of Singapore Logistics Market

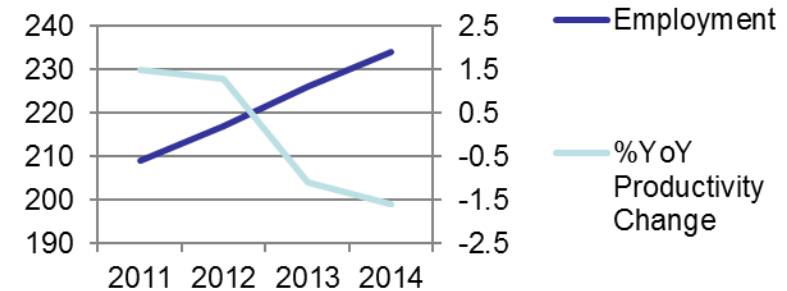


Transportation & Storage as a whole generates value added of ~SGD 25 billion per year...

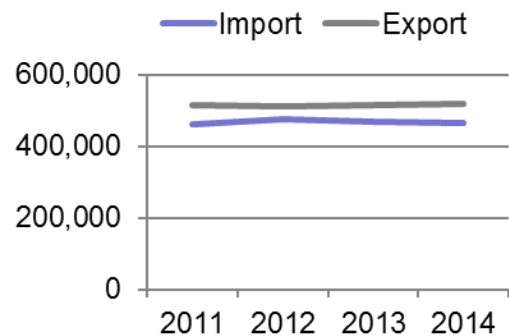


Almost consistently generating 6.5% of the GDP (SGD 390 billion) from transportation and storage

...even though employers are adding more workforce, falling productivity reduces the possible growth in the sector



International trade in Singapore is stagnating...



International trade in Singapore is growing at <1% per year

...and the freight operations are also growing below the GDP growth rate

(in tonnes)

Road Freight	32,934	35,936	1.8%
Air Freight	1,834	1,924	0.9%
Sea Freight	537,587	582,696	1.6%
Total Freight	572,357	620,556	1.6%

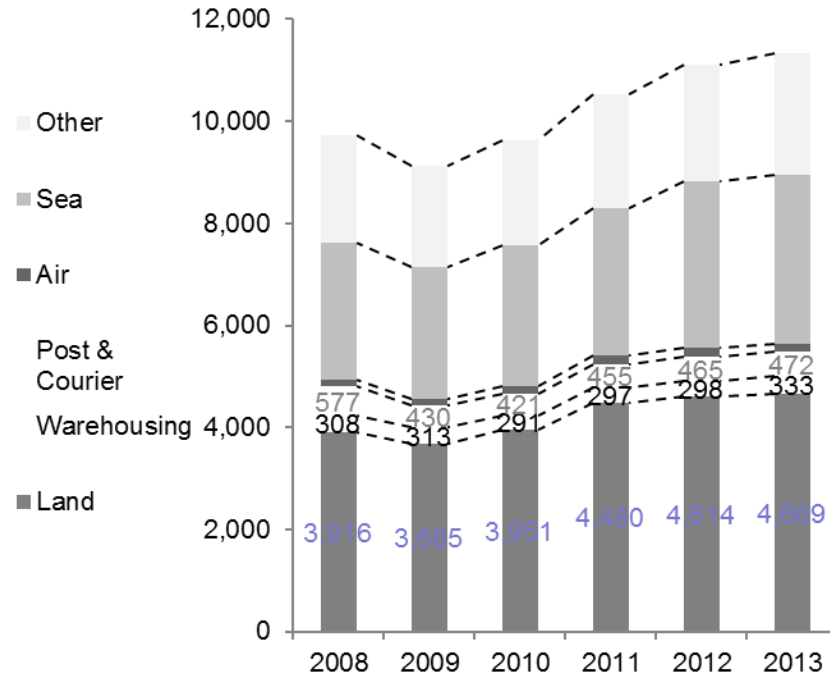
Sources: SingStats, BMI Research, Hay Group



Skills Development in Logistics



Number of Establishments in Logistics have been steadily growing for the last few years...



Significant increase in the number of establishments for Land Transportation for last 5 years.

*Decimals rounded up to the nearest whole number

...but Total Value Added (per establishment) has a fluctuating pattern



Warehouse and Post & Courier have experienced an improvement in value added per establishment, but no change in Land Transport

Sources: SingStat - Key Indicators by Industry Group in Transport & Storage Services, 2008 - 2013; Hay Group Analysis



Key Events/Trends in Singapore Logistics Sector



Skills Development in Logistics



1. Changing Singapore's Competitiveness

9. Ageing Workforce

2. Market Consolidation

8. Exploring Alternate Workforce

3. Vertical Specialisation within Logistics Companies

7. Changing Attractiveness of Logistics Sector

4. Robotics & Automation

6. Collaborative Operating Model/Resource Sharing

5. Usage of ICT & Big Data

in Singapore



SWOT Analysis for Sin Logistics Sector



HELPFUL

HARMFUL

INTERNAL

Strengths

- Good connectivity (physical infrastructure, location)
- Stable political, economic and social conditions; strong legal system and business friendly tax structure
- Strong support for SME in logistics pool (growing with the help of government agencies)

Weaknesses

- Ageing population
- Limited availability of blue color staff members
- Increasing restrictions on foreign labor workforce
- Poor productivity for small companies

EXTERNAL

Opportunities

- ASEAN trade volume expected to be up to USD 5 trillion by 2025 (Singapore is trying to tap on this)
- Increasing supply chain complexities along with limited logistics capabilities of other countries in ASEAN
- Relocation of manufacturing and distribution bases to other regional hubs (e.g., Indonesia, Vietnam)

Threats

- Improving logistics infrastructure and capabilities in other ASEAN countries (specifically by Taiwan, Hong Kong, China, Korea and Japan)



Skills Development in Logistics



Trends

Details

Implication on Jobs

1

Changing Singapore's Competitiveness



- Logistics Solution becomes critical in providing **flexibility, predictability, and cost optimization** to customers if Singapore is to be a **ASEAN logistics hub** (physical and expertise and control)
- This is also a significant value-add to help customer optimize their network, cost and efficiency



Logistics Solutions

2

Vertical Specialization within Logistics Companies



- Vertical specialization in logistics companies is gaining traction, especially SMEs need to identify an unique area to focus its proposition and resources.
- Program management skills and the **ability to integrate across businesses areas and multiple touch points** is also critical



Vertical Specialists

3

Robotics & Automation



- With manpower crunch, and greater demand from customers in cost and efficiency, professionals with **industrial engineering** background in optimization and automation of warehouse space and work flow to improve productivity and efficiency is critical



Innovation and Process Improvements

4

Usage of ICT & Big Data



- **Seamless integration** with customer production and distribution systems is imperative in providing efficient delivery
- With improved data availability, it is expected that **big data will facilitate operational efficiency and customer experience**, It can be used in network redesign, product life cycle etc



Logistics Information System

5

Collaborative Operating Model / Resource Sharing

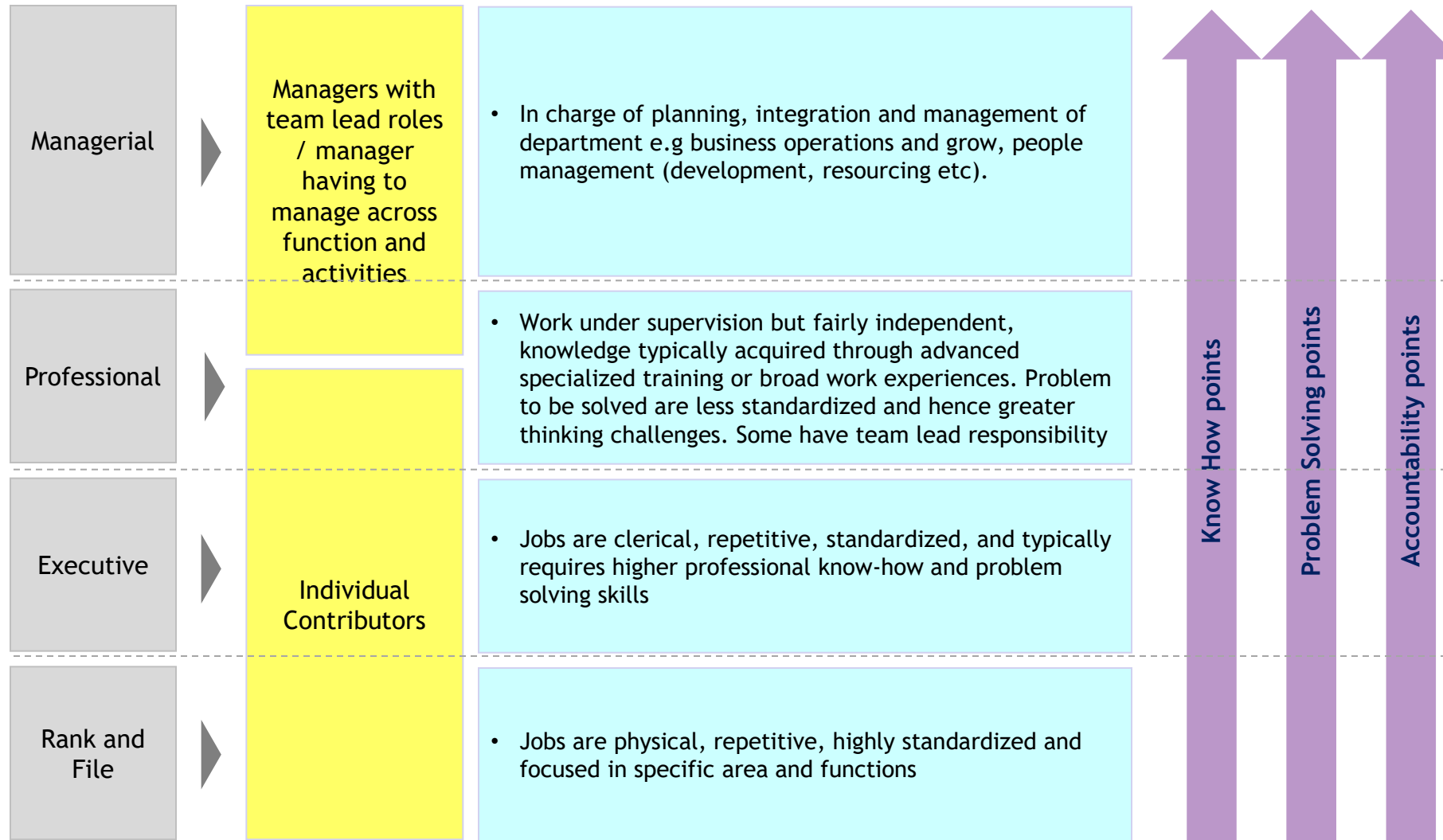


- Collaborative Operating Model / Resource Sharing requires development of new commercial models, techniques in fostering collaboration (sector level) and long-term thinking



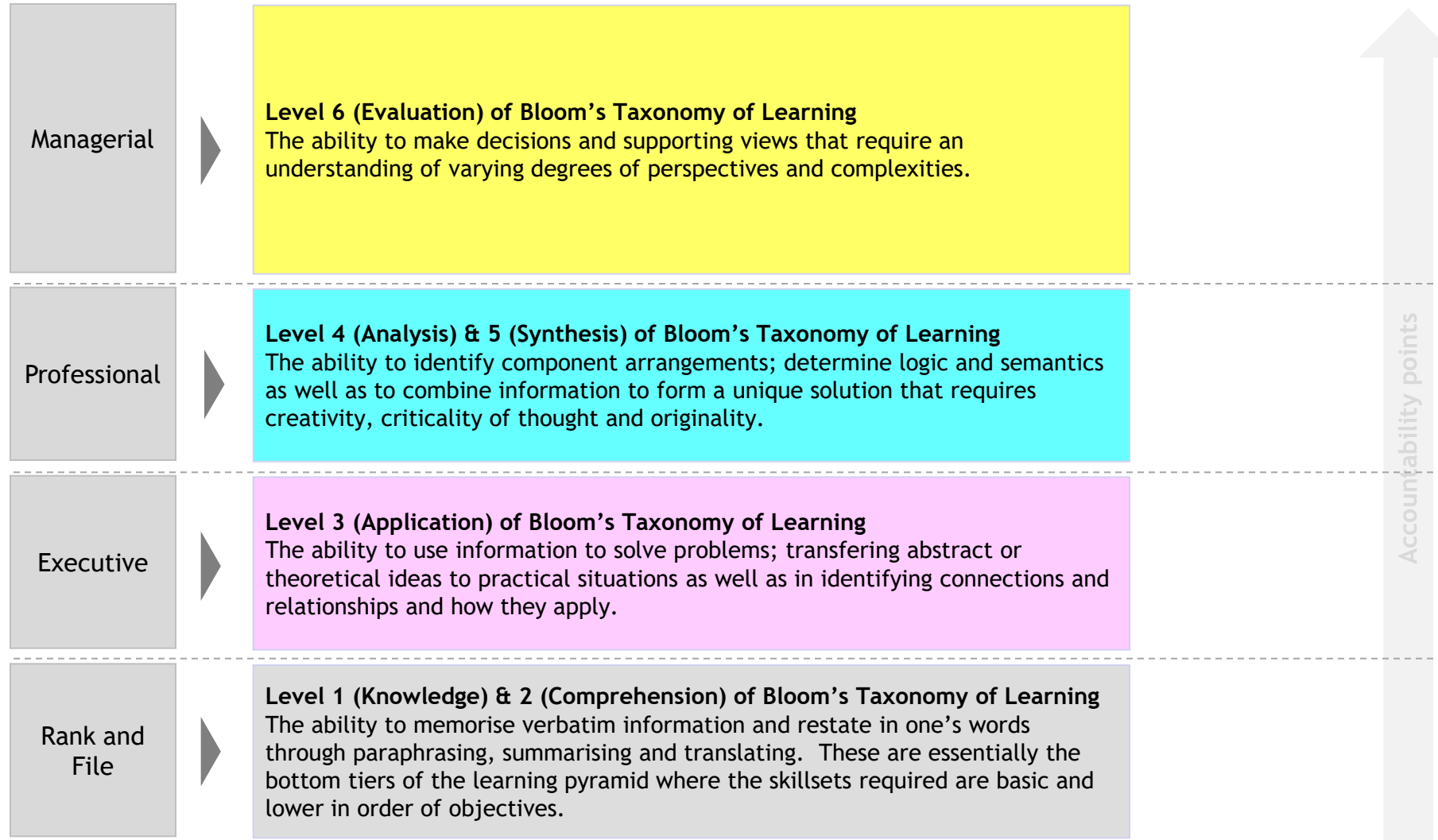
Expert panel reflected low probability in 2020, and hence it will not to be featured for 2020 future jobs. Likely implications would be on IT and big data capability and

Skills Development in Logistics



Four Levels of Work and Competency Level - PMET

Skills Development in Logistics



Relating it to the Bloom's Taxonomy

Skills Development in Logistics



4 levels will be developed for each of the knowledge and skills identified

Knowledge and Skills – Sales and Customer Management

- Knowledge of existing customers' processes and SOPs in order to align internal SOPs with customers' expectations and requirements
- Knowledge of typical customer feedbacks, issues, problems and FAQs
- Knowledge of standard responses, solutions, and protocols developed internally
- Ability to identify appropriate solutions for customer queries based on the abovementioned knowledge.

Knowledge and Skills – Warehouse Operations Execution and Management

- Knowledge of different types of storage systems relevant to the area of work
- Knowledge of receiving, order picking and staging processes
- Knowledge of standard types of incoming goods relevant to own area and ability to identify hazardous goods
- Ability to consider height, weight, and special handling requirements in stacking, moving, arranging, items on pallets
- Ability to stack, move, arrange and locate warehouse items in accordance with standard operating procedures, and/or guidance from supervisor or Senior Warehouse Associates
- Knowledge of function and range of relevant storage and handling equipment
- Ability to operate mechanical equipment including utility vehicles, standard size forklifts, high lift automated storage equipment, etc in a safe and controlled environment
- Ability to identify obvious damage to equipment and materials through visual inspection
- Ability to apply 5S technique in Warehouse Operations
- Knowledge of customer requirements
- Knowledge of the range of products handled in the Warehouse
- Knowledge of storage conditions for relevant types of products relevant to own area
- Knowledge of various types and methods of order picking and materials handling for the different types of products

Knowledge and Skills – Freight Forwarding Execution and Management

- Knowledge of freight codes and terminologies in specific mode of freight (air, sea, land or rail) and specific trade lanes and routing
- Ability to calculate weight, volume, or cost of goods to be moved based on standard request
- Knowledge of preparing shipping documentation, such as including bills of lading, packing lists, dock receipts, or certificates of origin
- Knowledge of auxiliary tools, or protective equipment needed to move the cargo
- Knowledge of tracking to provide shipment status notification to exporters, consignees, or insurers
- Ability to handle established and small scale shipment
- Knowledge to verify proper packaging and labeling of exported goods
- Knowledge of receiving and checking of cargo
- Knowledge of custom declaration and clearance – use of electronic platform, respective procedures
- Knowledge of compiling airway bill

Knowledge and Skills – Project Management and Project Finance

- Knowledge of organisation's product/service offerings
- Knowledge of project management tools and respective purpose and processes
- Ability to estimate project activity accurately
- Knowledge of teams/departments working on the project
- Knowledge of internal processes/protocols and broad workflow processes to manage inter-department project discussions
- Knowledge of necessary databases (eg. Customer database, feedback repository etc.) to support operations
- Ability to conduct various administrative processes (eg. Documentation for project tender)

Knowledge and Skills – Business Acumen and Operation Management

- Knowledge of business overview of operations and general standard operating procedures
- Knowledge of broad workflow processes between the own and adjacent functions and impacts on own area of work
- Knowledge of operation plan's strategic objectives for overall operations
- Knowledge and specific understanding of standard policies and procedures, and safety guidelines in and how it impacts own area of work
- Awareness of departments

Knowledge and Skills – Vertical Management

- Knowledge of product / cargo shipped – dimension, weight and volume
- Knowledge of specific vertical HSE requirements
- Knowledge of

Knowledge and Skills – Application of Technology

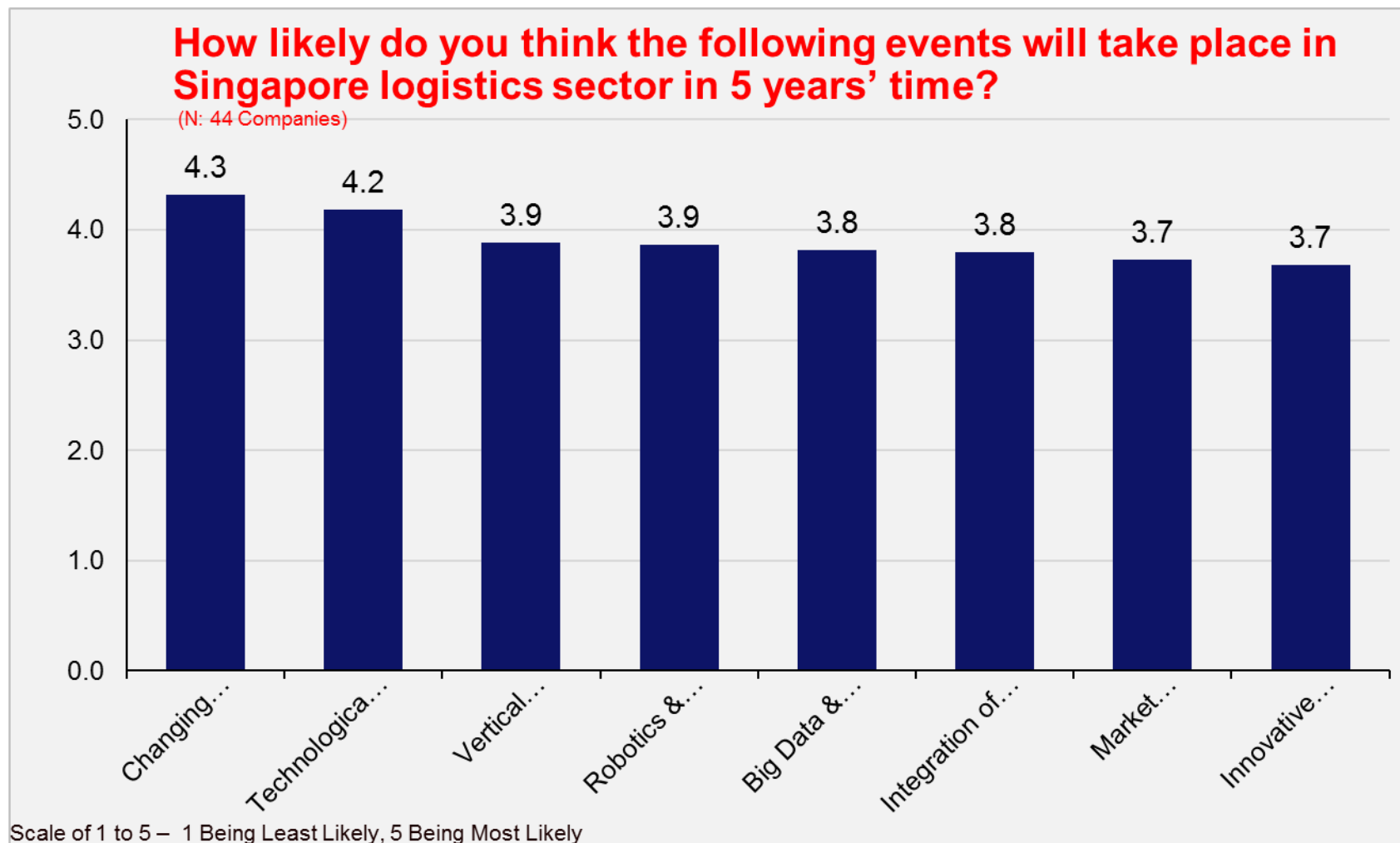
- Knowledge of the concepts and benefits of ICT in daily operation applications
- Knowledge and ability to use electronic technology tool and devices in own service delivery (e.g. GPS, RFID, e-invoice, computerized freight documentation and custom systems)
- Knowledge and ability to use and control technology systems (e.g. ASRS)
- Basic knowledge of EDI, its application and risk, workflow arrangements and knowledge management, level of access
- Ability to conduct EDI procedures with relevant parties (e.g. WMS connection with customers, e-filing with customs)
- Ability to instruct and supervise the use of technology / electronic tools and devices
- Knowledge of synthesizing information from technology systems to derive analysis useful for operations
- Ability to identify areas in operations that technology can be leveraged
- Knowledge and ability to derive insights on data pulled from technology and systems to identify further areas of improvements for operations and customer insights
- Awareness of technology application used in the industry
- Ability to network with external technology partners to keep abreast of technology trends
- Ability to work with internal / external partners to contribute to the design and implementation of technology projects
- Knowledge of the operational barriers of technology adoption and develop (co-develop with partners) strategy to improve the adoption (e.g. training, incentive or any other motivation strategy)

- **Level 1: Basic / Awareness** (Task-driven and Basic knowledge required) (e.g Big Data Analytics: awareness of data applications in own area, and supportive of data collection process and tools)
- **Level 2: Skilled** (apply knowledge with variation in application) (e.g Big Data Analytics: descriptive analysis)
- **Level 3: Proficient** (Experts and professional leadership in own area, apply skills in deriving insights and propose solutions) (e.g Big Data Analytics: predictive analysis)
- **Level 4: Advanced** (deeper level of expertise, integration of broader areas and function, coaching) (e.g Big Data Analytics: prescriptive analysis)

Singapore Logistics Industry Trends...



Skills Development in Logistics



Skills Development in Logistics



How likely do you think the following events will take place in Singapore logistics sector in the next 5 years ?

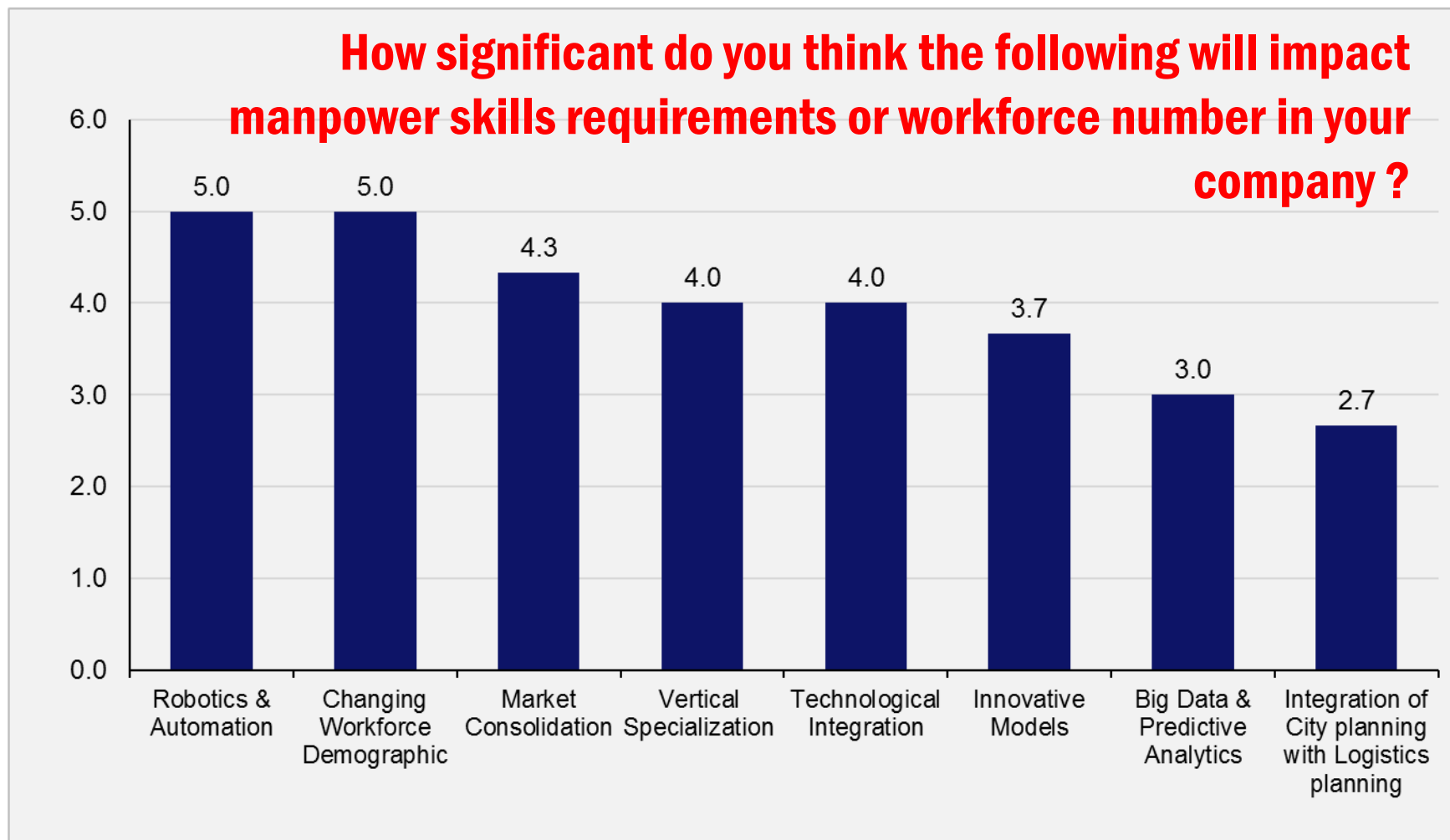
Freight Forwarding			Land Transportation			Warehousing & Storage		
	Trends	Score		Trends	Score		Trends	Score
1	Changing Workforce Demographic	4.2	1	Changing Workforce Demographic	4.4	1	Changing Workforce Demographic	4.3
2	Technological Integration	4.1	2	Technological Integration	4.3	2	Technological Integration	4.3
3	Vertical Specialization	4.0	3	Big Data & Predictive Analytics	3.9	3	Big Data & Predictive Analytics	3.9
4	Big Data & Predictive Analytics	3.9	4	Robotics & Automation	3.9	4	Robotics & Automation	3.9
5	Integration of City planning with Logistics planning	3.9	5	Vertical Specialization	3.9	5	Vertical Specialization	3.9
6	Robotics & Automation	3.8	6	Integration of City planning with Logistics planning	3.9	6	Integration of City planning with Logistics planning	3.9
7	Innovative Models	3.7	7	Innovative Models	3.8	7	Market Consolidation	3.7
8	Market Consolidation	3.7	8	Market Consolidation	3.8	8	Innovative Models	3.7



Skills Development in Logistics



How significant do you think the following will impact manpower skills requirements or workforce number in your company ?



Scale of 1 to 5 - 1 Being Least Likely, 5 Being Most Likely



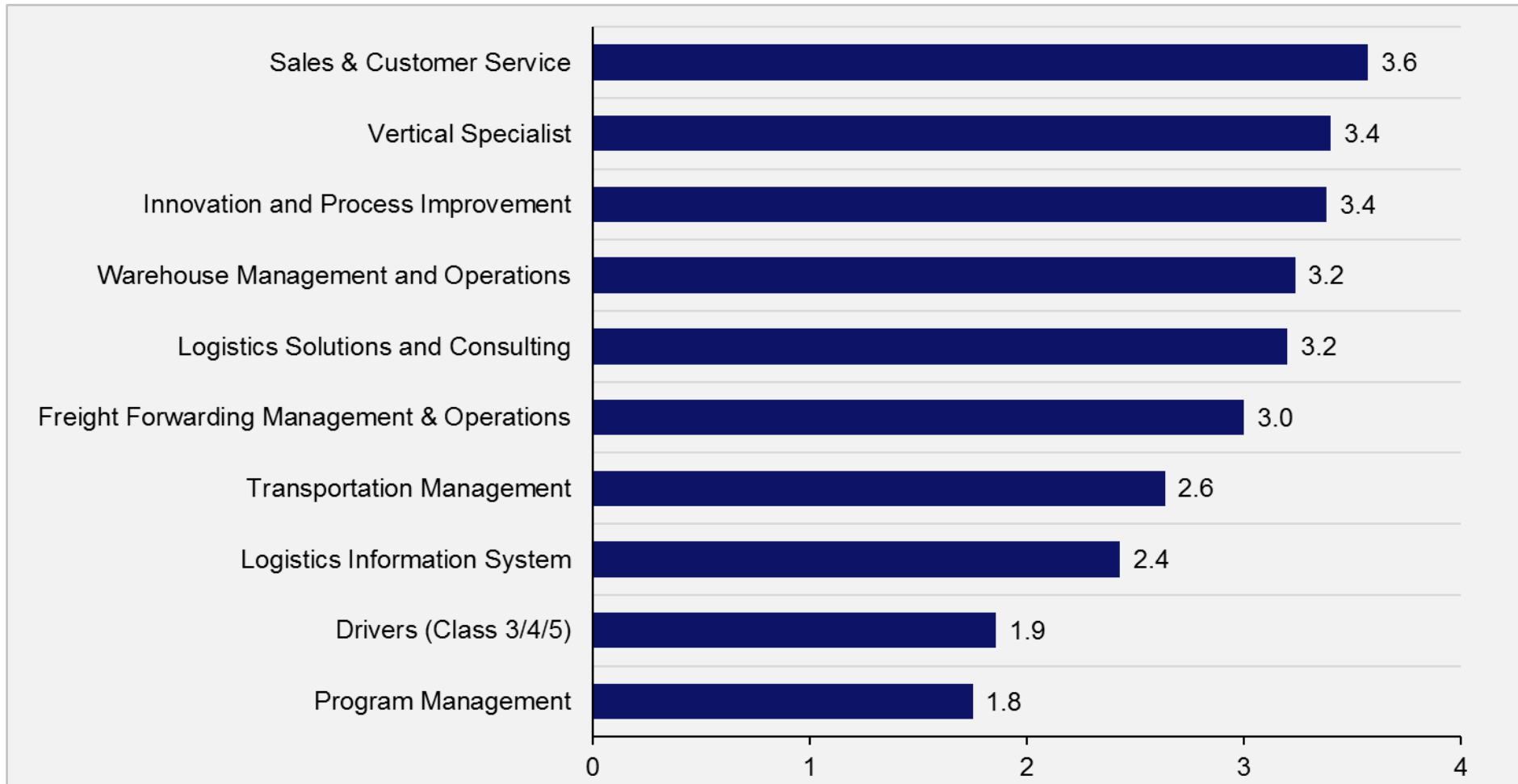
Survey on Manpower and Skills



Skills Development in Logistics



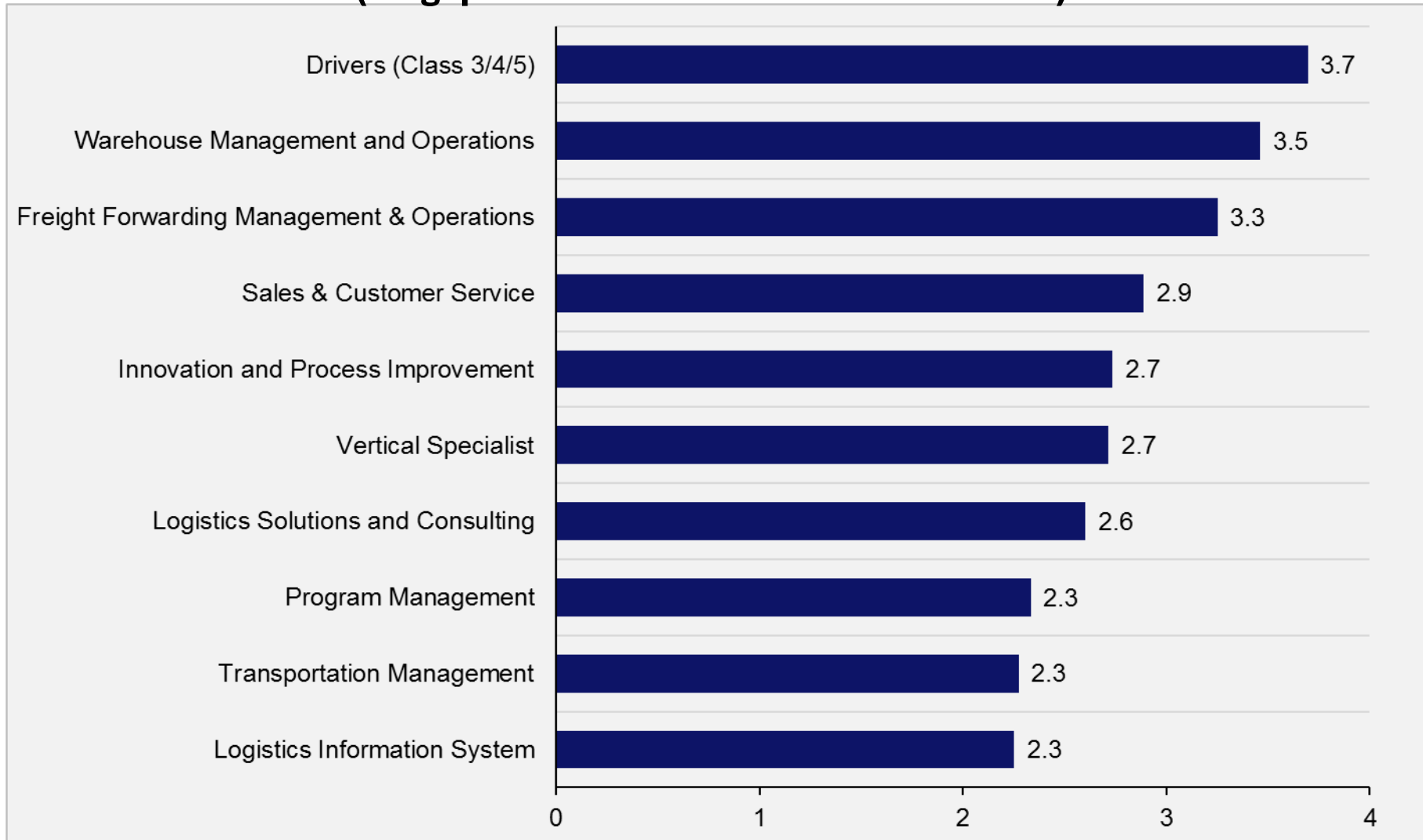
Job functions that are the most important to enhance companies' competitiveness in the next 5 years



Skills Development in Logistics



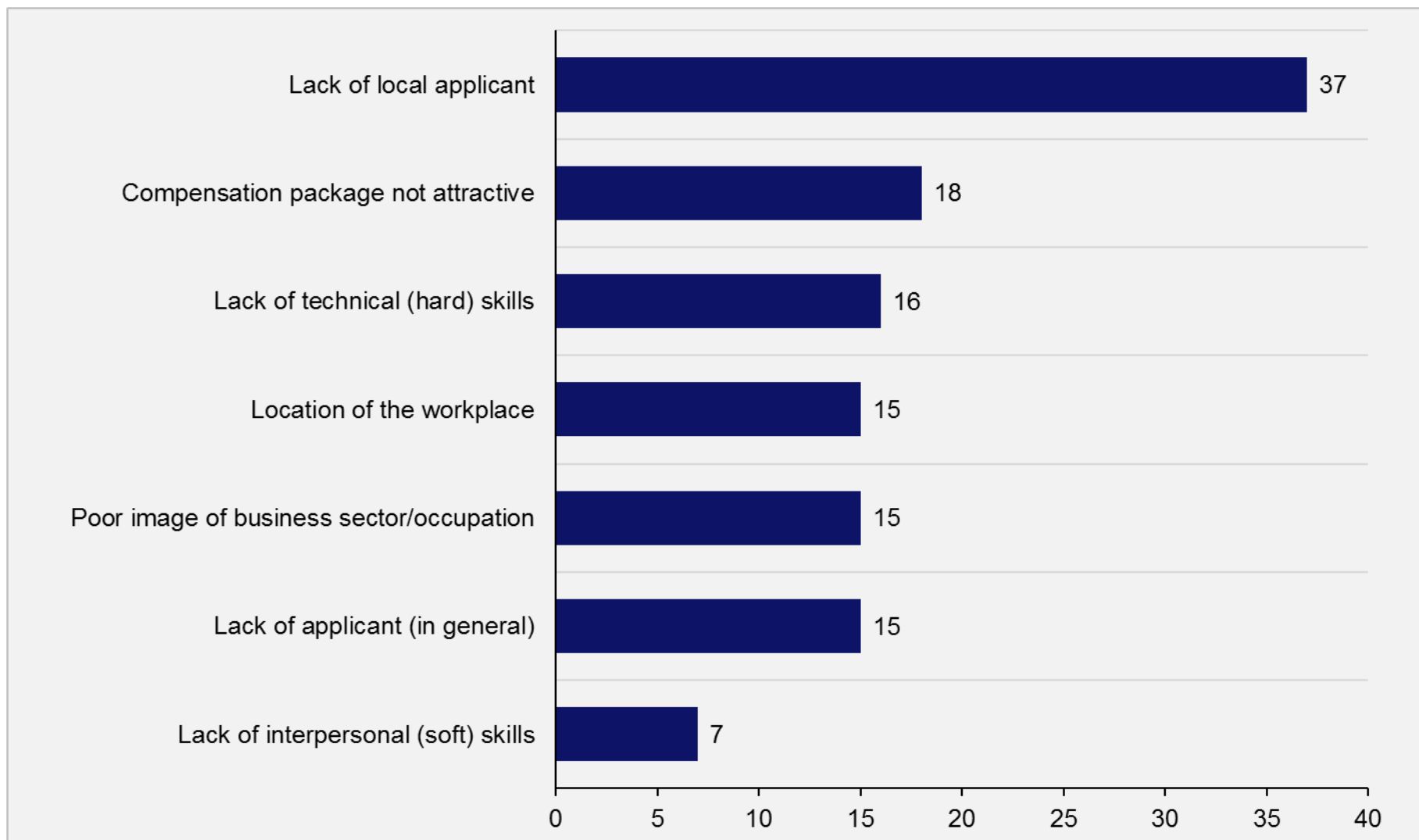
Job functions company has difficulties filling with locals (Singapore Citizens or Permanent Residents)



Skills Development in Logistics



Most commonly-cited reasons for difficulties in filling jobs ?



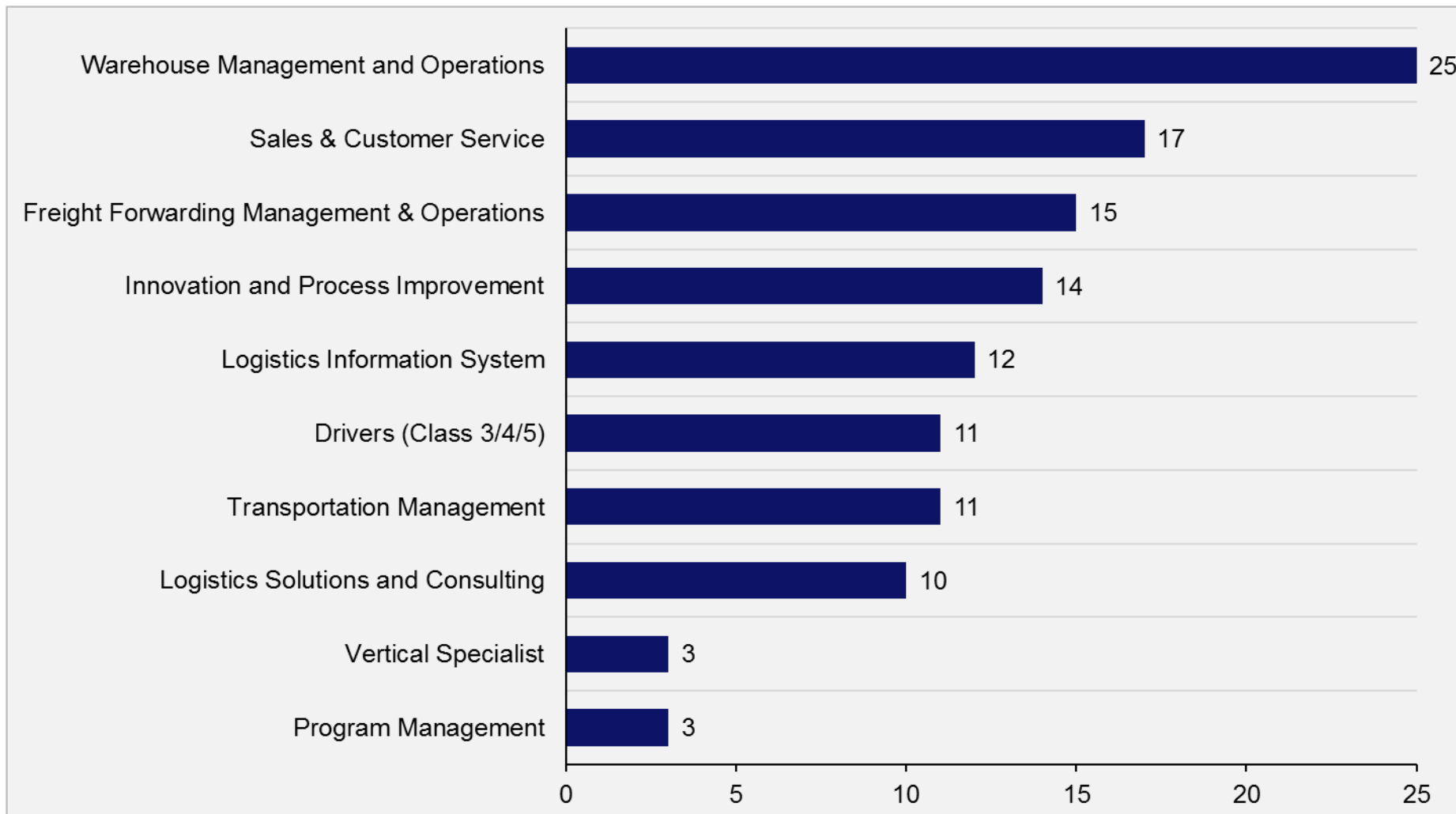
Company Survey on Education and Training



Skills Development in Logistics



The job functions organization engages trainers for training



Skills Development in Logistics



The 3 “Industry Skills” that will be critical to company’s competitiveness in the next 5 years ?

Freight Forwarding			Land Transportation			Warehousing & Storage		
	Trends	Score		Trends	Score		Trends	Score
1	Process optimization (e.g.: Lean, Six Sigma)	16	1	Transportation / Distribution Optimization	20	1	Process optimization (e.g.: Lean, Six Sigma)	22
2	Transportation / Distribution Optimization	15	2	Process optimization (e.g.: Lean, Six Sigma)	19	2	Transportation / Distribution Optimization	20
3	Management of Automated/Automation Technology	13	3	Management of Automated/Automation Technology	17	3	Management of Automated/Automation Technology	19
4	Specialized Goods Handling	10	4	Specialized Goods Handling	9	4	Occupational Safety and Health Planning	9
5	International Trading Practices	9	5	Occupational Safety and Health Planning	8	5	Specialized Goods Handling	8
6	Multi-modal Transportation	5	6	Multi-modal Transportation	7	6	International Trading Practices	7
7	Occupational Safety and Health Planning	5	7	International Trading Practices	6	7	Multi-modal Transportation	6
8	Contract Management	5	8	Import/Export Documents Handling	6	8	Import/Export Documents Handling	5
9	Import/Export Documents Handling	5	9	Contract Management	4	9	Freight Brokering	4
10	Freight Brokering	4	10	Freight Brokering	3	10	Contract Management	4
11	Environmental Compliance	2	11	Environmental Compliance	2	11	Environmental Compliance	4
12	Forklift Truck Operation	1	12	Forklift Truck Operation	2	12	Forklift Truck Operation	3

Skills Development in Logistics



The 3 “Industry Skills” that will be critical to company’s competitiveness in the next 5 years ? (Revenue Size)

> SGD 100M			SGD 50 – 100M			SGD 10 – 50M		
	Trends	Score		Trends	Score		Trends	Score
1	Process optimization (e.g.: Lean, Six Sigma)	10	1	Occupational Safety and Health Planning	4	1	Process optimization (e.g.: Lean, Six Sigma)	11
2	Management of Automated/Automation Technology	9	2	Multi-modal Transportation	3	2	Transportation / Distribution Optimization	9
3	Transportation / Distribution Optimization	8	3	Transportation / Distribution Optimization	2	3	Management of Automated/Automation Technology	9
4	Specialized Goods Handling	3	4	Management of Automated/Automation Technology	2	4	International Trading Practices	6
5	Multi-modal Transportation	2	5	Import/Export Documents Handling	2	5	Specialized Goods Handling	6
6	International Trading Practices	2	6	Specialized Goods Handling	2	6	Occupational Safety and Health Planning	5
7	Freight Brokering	1	7	Environmental Compliance	2	7	Contract Management	5
8	Occupational Safety and Health Planning	1	8	Freight Brokering	1	8	Import/Export Documents Handling	4
9	Contract Management	1	9	Contract Management	1	9	Multi-modal Transportation	3
10	Import/Export Documents Handling	1	10	Forklift Truck Operation	1	10	Freight Brokering	3
11	Forklift Truck Operation	1	11	Process optimization (e.g.: Lean, Six Sigma)	1	11	Environmental Compliance	2
12	Environmental Compliance	0	12	International Trading Practices	0	12	Forklift Truck Operation	0

Skills Development in Logistics



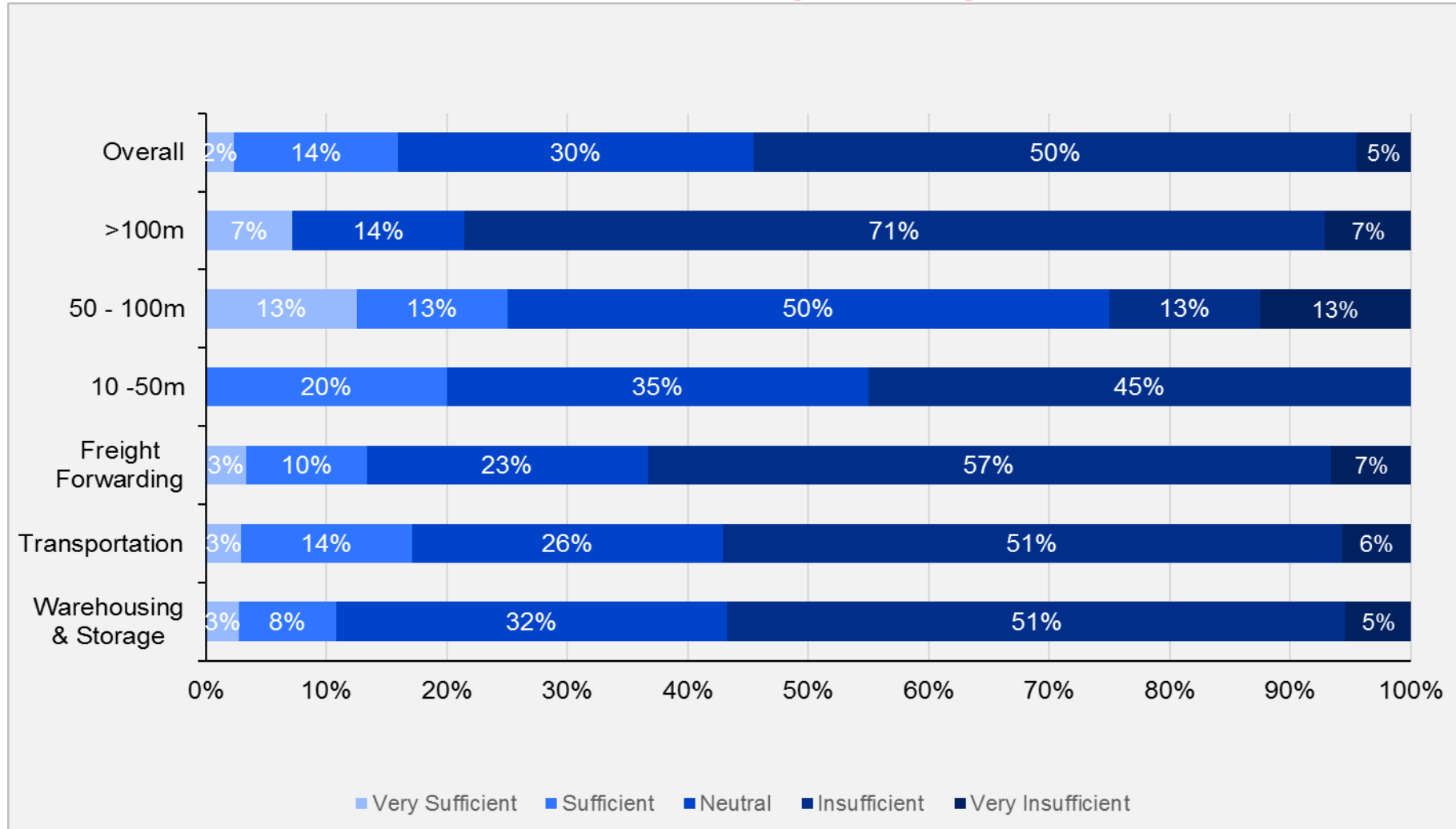
The 3 “General/Soft Skills” that will be critical to company’s competitiveness in the next 5 years.

Freight Forwarding			Land Transportation			Warehousing & Storage		
	Trends	Score		Trends	Score		Trends	Score
1	Operational Planning	17	1	Operational Planning	21	1	Operational Planning	23
2	Technology / Computer	16	2	Technology / Computer	19	2	Technology / Computer	21
3	Analytical and Problem Solving	16	3	Analytical and Problem Solving	18	3	Analytical and Problem Solving	18
4	Customer Relations Skills	12	4	Customer Relations Skills	14	4	Customer Relations Skills	14
5	Cost Analysis & Budgets	12	5	Project Management	13	5	Cost Analysis & Budgets	14
6	Project Management	9	6	Cost Analysis & Budgets	12	6	Project Management	13
7	Negotiation	3	7	Interpersonal Skills	4	7	Interpersonal Skills	4
8	Interpersonal Skills	3	8	Time Management	2	8	Time Management	2
9	Time Management	2	9	Negotiation	1	9	Negotiation	1

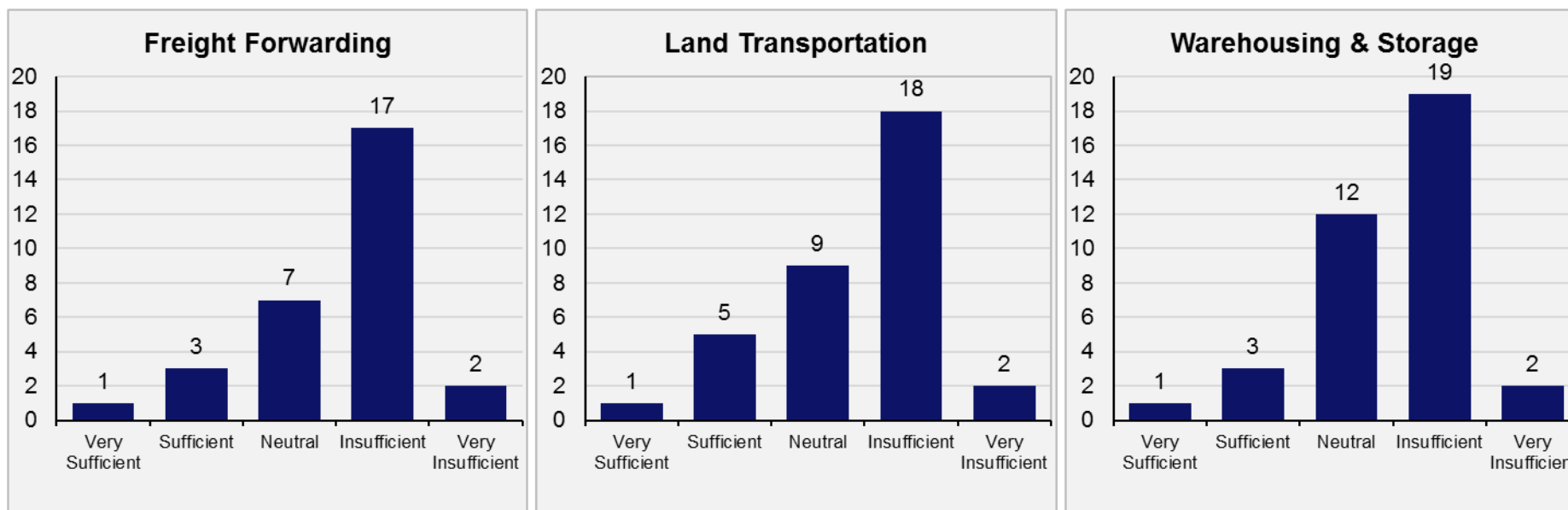
Skills Development in Logistics



Do you think the skill level of workforce in the logistics sector is sufficient ? (Overall)



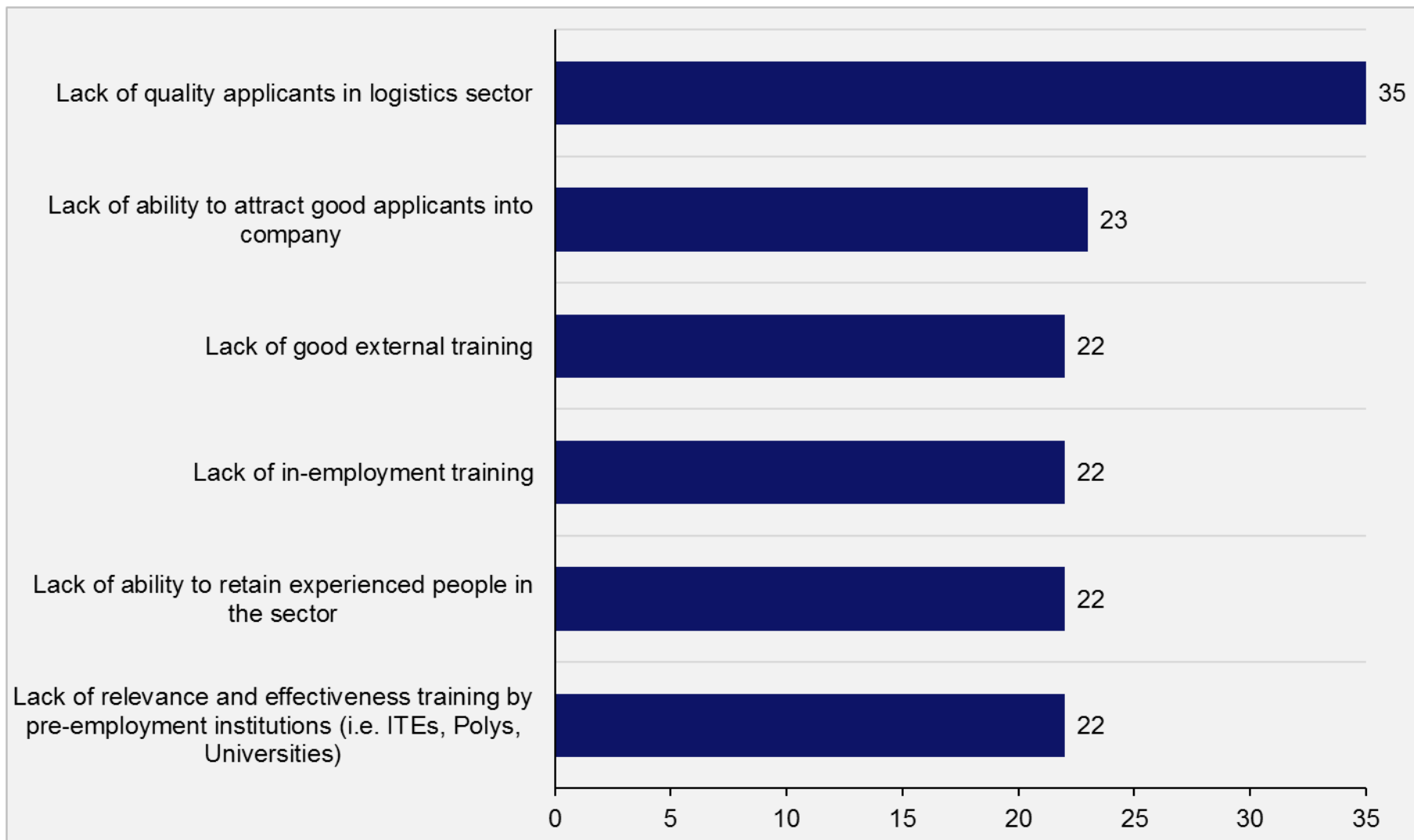
Do you think the skill level of workforce in the logistics sector is sufficient ? (Subsectors)



Skills Development in Logistics



What do you think are the primary reasons behind the lack of skill level ?



Skills Development in Logistics



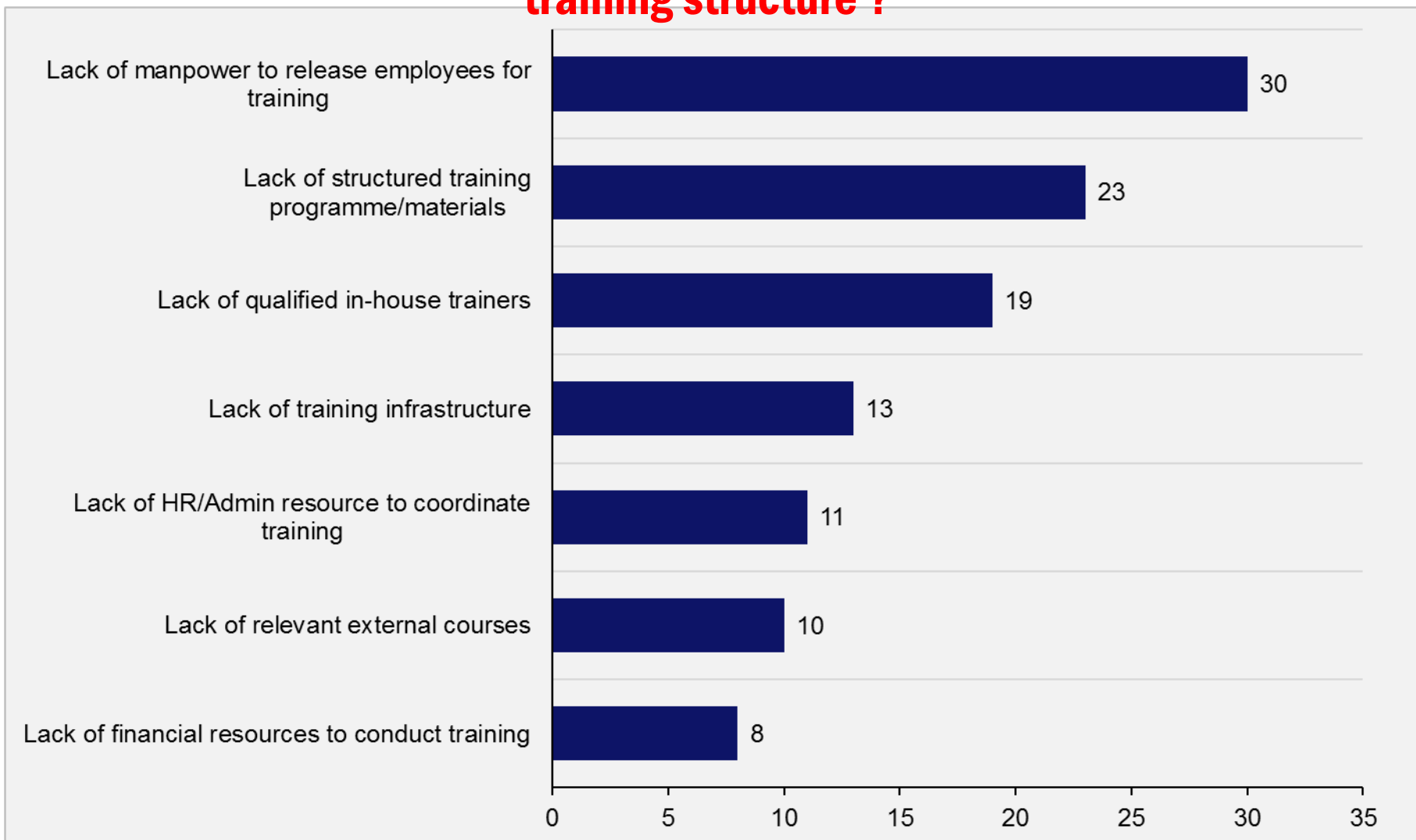
How would you rate the effectiveness of the existing local institutions in preparing the workforce for the logistics sector ?



Skills Development in Logistics



What do you think are the top 3 shortfalls in your company's training structure ?

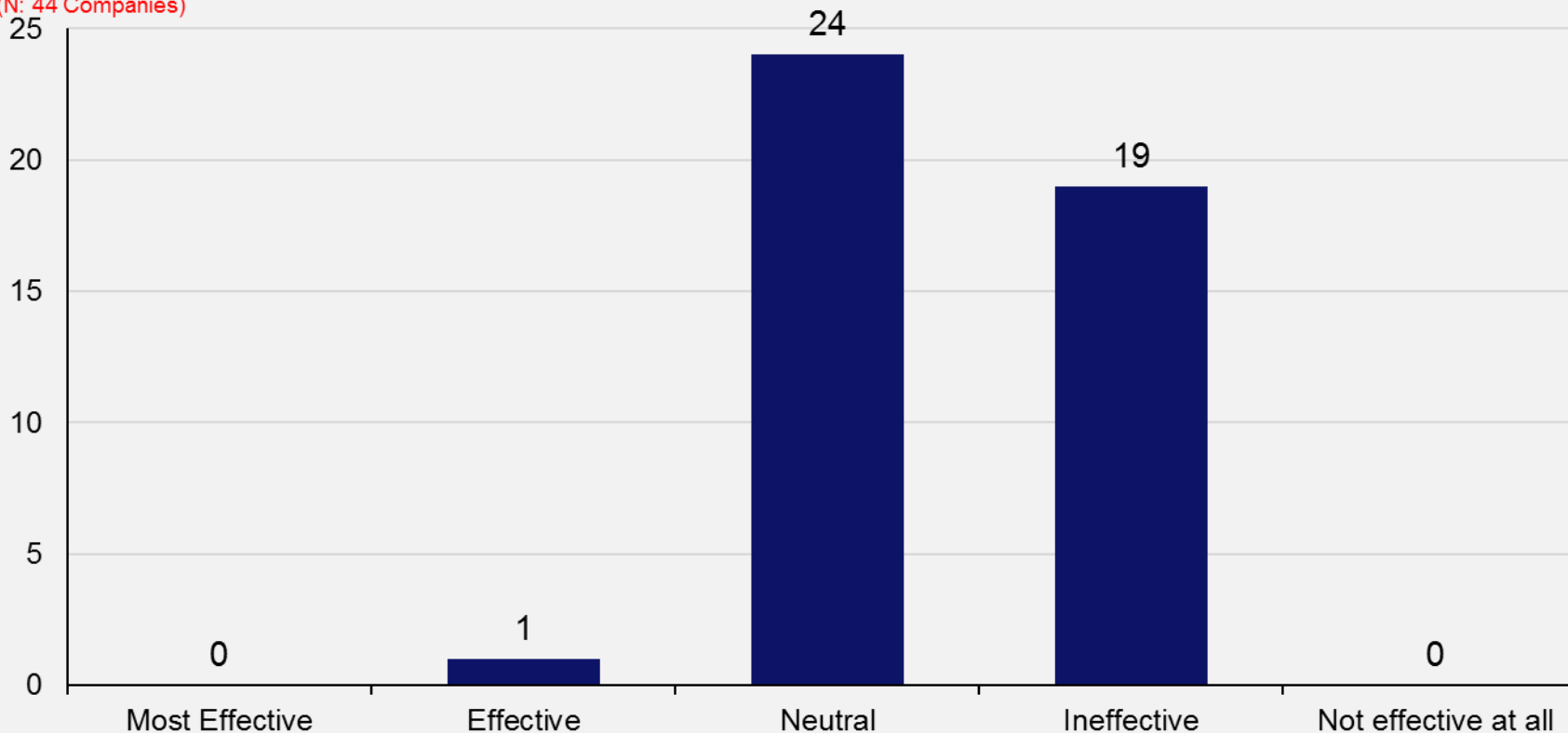


Skills Development in Logistics



If you engage external trainers, how would you rate the effectiveness of the external training vendors?

(N: 44 Companies)



Singapore's Future Growth Strategy



Singapore's growth strategy is reaching its limits...

- ❖ **Economy** – grew by 2.9%, slower growth than before. The expected range is 2 to 4 per cent every year until 2020 because the economy is more mature and the Government has slowed down foreign worker inflow.
- ❖ **Emphasis on economic pursuits** – are being balanced by other priorities such as social and public infrastructure enhancements. However, growth remains important as it allows investments in healthcare, education and our people for the future.

Singapore's growth strategy is reaching its limits...

- ❖ **fresh approach needed** – new strategy is embodied by the **'SkillsFuture'** movement. SkillsFuture aims to better attract and retain Singaporeans for the industry, groom talent for leadership roles, improve job quality, and identify emerging skills needs.
- ❖ **Series of Sectoral Manpower Plans (SMPs)** are being announced. The **Manpower Sectoral Study for the Logistics Sector** is one of several commissioned by the Government to help Singapore in this strategic shift.
- ❖ **3 Subsectors: Warehousing and Storage, Freight Forwarding and Land Transportation**



Skills Framework (SF)

- serve as a common skills reference framework to profile workplace competencies for the purpose of education and training, career planning, lifelong learning and human capital development

SKILLS *future*

‘Skills Future’
SINGAPORE

- 01:48mins



Dev of Skills Framework for Log Sector



**Launching of the
Industry Transformation Map (ITM)
for the Transport Logistics Sector**

**Develop the
'Logistics Career Guide'**



Road map to boost Singapore's role as global logistics hub



Minister S Iswaran viewing the exhibit showcase for the Logistics Industry Career Guide. PHOTO: JTC

PUBLISHED 4 HOURS AGO



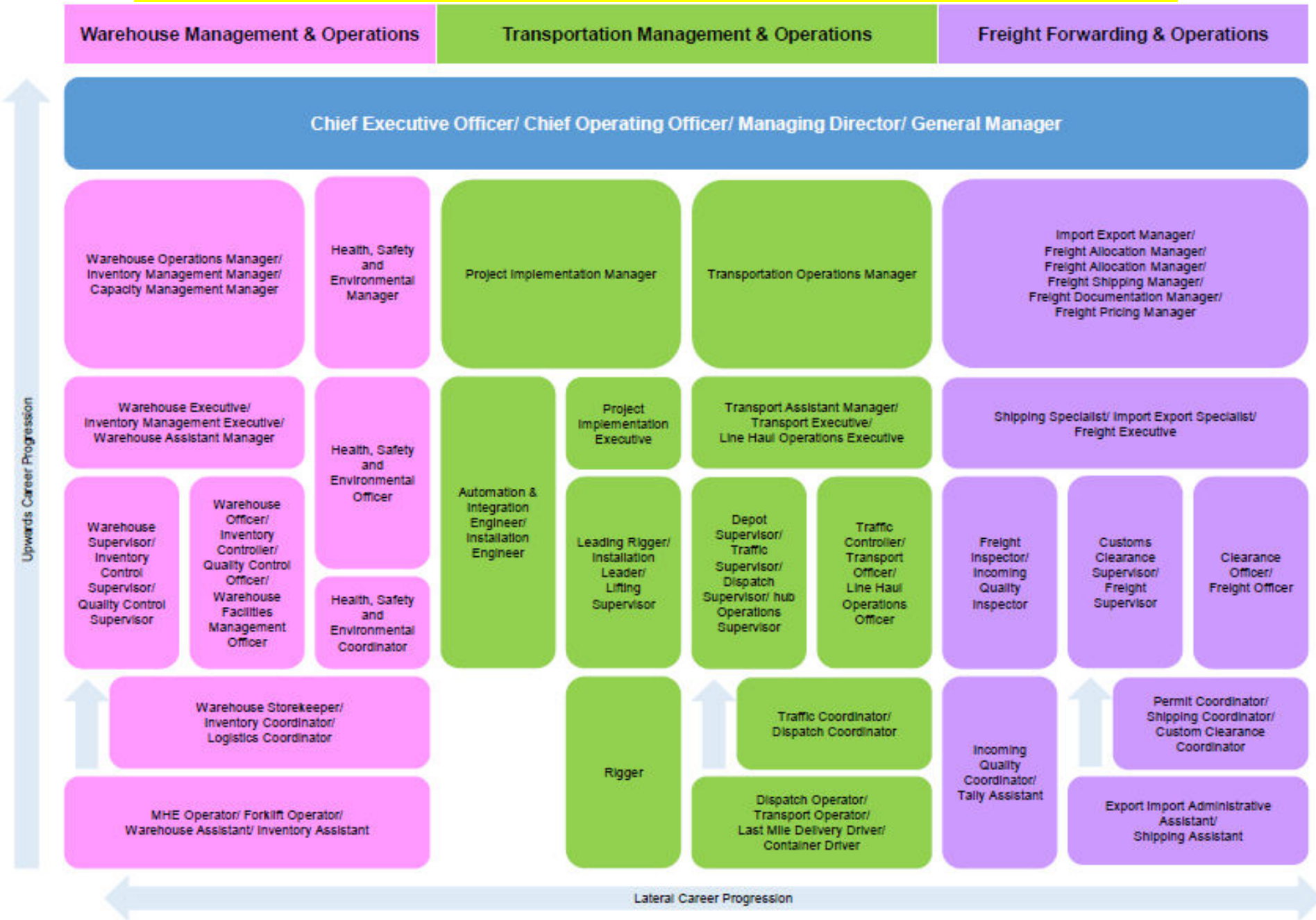
Stakeholders will refer to the SF to help them in the following:

- ▶ **Individuals:** Make informed choices on education, training, career development and career progression
- ▶ **Employers:** Make informed decisions about CE (compulsory education) and training investments, and strategise their talent recruitment, development and management
- ▶ **Training Providers:** Enhance the way education and training programmes are designed and delivered, to achieve better alignment with industry needs

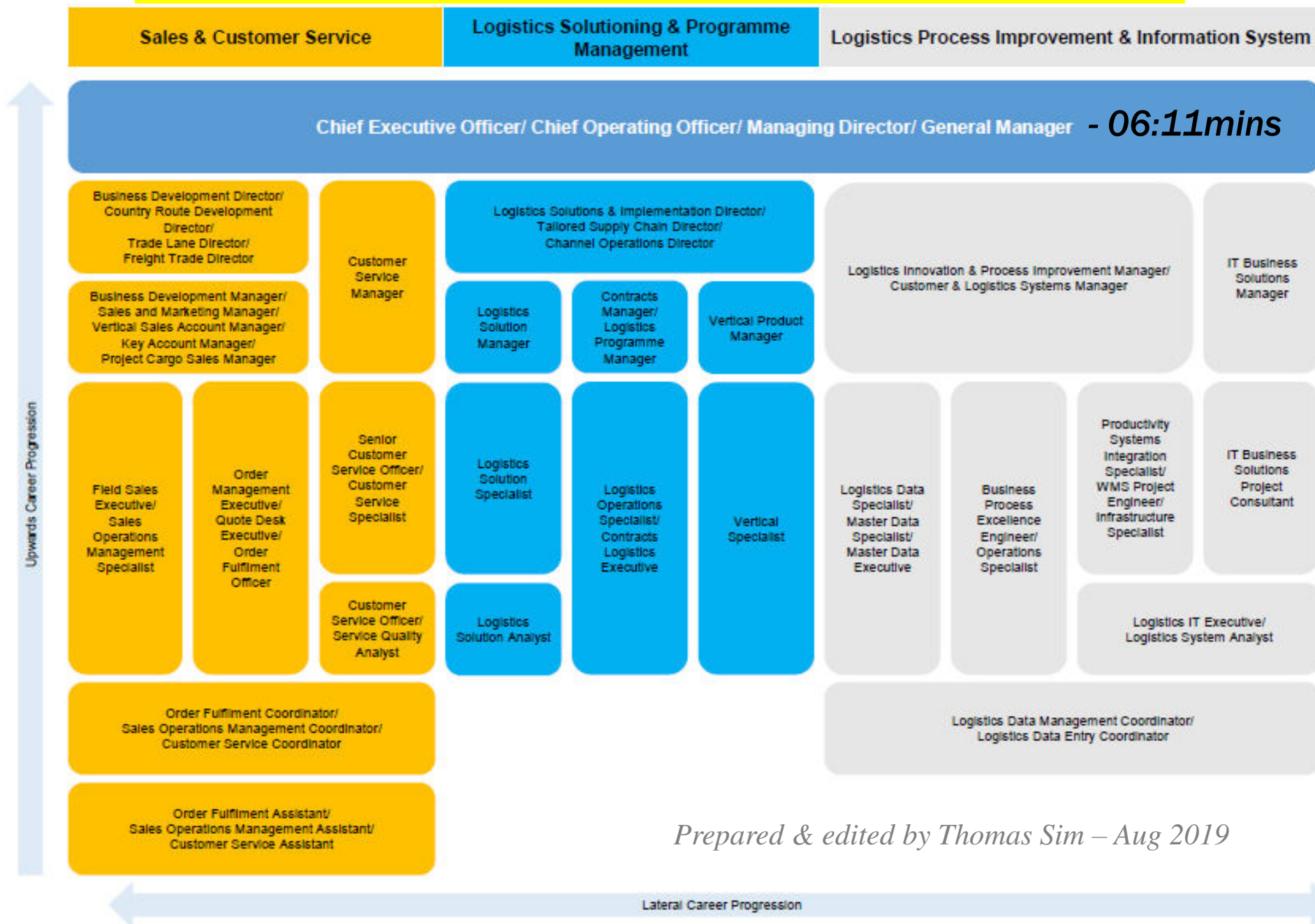
Components of Skills Framework for Logistics



Skills Framework for Logistics – Career Mapping (1)



Skills Framework for Logistics –Career Mapping (2)



Prepared & edited by Thomas Sim – Aug 2019



SKILLSFUTURE STUDY AWARD FOR POWER SECTOR

Always dreamt about upgrading your skills and broadening your experience? Deepen your engineering skillsets by applying for the SkillsFuture Study Awards dedicated for the Power sector.

Successful applicants will receive a **monetary award of \$5,000**. The award is **bond-free!**

WHO CAN APPLY?

- ✓ Singaporean
 - who has at least two years of engineering work experience in the Power sector or related sectors; or
 - who is a Licensed Electrical Worker/Licensed Gas Service Worker/Licensed Cable Detection Worker; or
 - who has at least two years of relevant Power Engineering skillsets in other sectors.
- ✓ Intending to pursue relevant engineering courses offered by local government institutions, Singapore Institute of Power and Gas or BCA Academy.

HOW TO APPLY?

Applications are open all year round.

You may submit your application at www.skillsfuture.sg/studyawards/power

For more information, contact us at enquiries@poweringlives.sg

Overview of Singapore's SkillsFuture Initiative



SkillsFuture's Thrusts



1

Help individuals make well-informed choices in education, training and careers

2

Develop an integrated, high-quality system of education and 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 Vision of a Vibrant Training Landscape



Individuals
empowered to take
ownership for acquiring
new skills and deepening
skill sets throughout their
careers

Employers
invest in employee training
and developing career
progression pathways, and
benefit from pipeline of
skilled employees



Government
as key enabler



Significant Economic Opportunities Ahead



... in Key Growth Clusters



... and Priority Sectors



Need to develop our people so that they can be fully equipped and ready to take on these good opportunities...



SkillsFuture

Your Skills. Your Asset. Your Future.

Programmes you can look forward to under SkillsFuture

EDUCATION AND CAREER GUIDANCE (ECG)

Counsellors to help students make well-informed decisions on education, training and careers.

ENHANCED INTERNSHIP

Structured programmes and enhanced internships will better support career exploration and workplace learning.

YOUNG TALENT PROGRAMME (YTP)

More overseas market immersion opportunities for ITE, polytechnic and university students.

INDIVIDUAL LEARNING PORTFOLIO

An online, one-stop education, training and career guidance portal for every Singaporean to plan their education, training and career path.

SKILLSFUTURE EARN AND LEARN PROGRAMME

Placement with structured on-the-job and institution-based training to give fresh ITE and polytechnic graduates a career headstart in chosen sectors.

SKILLSFUTURE CREDIT

Learning credits for all Singaporeans aged 25 years and above to pay for course fees for work-skills-related courses supported by public agencies.

SKILLS-FOCUSED MODULAR COURSES

Wider range and scale of short skills-focused modular courses relevant to industry needs.

SKILLSFUTURE STUDY AWARDS

Monetary awards to help individuals develop and deepen their skills in growth clusters.

INCREASED COURSE SUBSIDIES

All Singaporeans aged 40 years and above to receive a minimum of 90% course subsidy for MOE-funded and WDA-supported courses.

SKILLSFUTURE FELLOWSHIPS

Cash sponsorship for individuals with deep skills expertise to achieve mastery in their respective fields.

SECTORAL MANPOWER PLANS

Developing pipeline of skilled workers. Progression and development framework to provide every worker with career pathways based on skills.

SKILLSFUTURE LEADERSHIP DEVELOPMENT INITIATIVE

Funding to support increased collaboration with companies to develop and stretch high-potential talent.

SKILLSFUTURE MENTORS

SMEs can access pool of mentors with deep industry skills and experience to provide guidance in their implementation of skills deepening initiatives.

SKILLSFUTURE CREDIT

Regular top-ups in learning credits for all Singaporeans to support skills deepening.

In School



Starting Work



Growing your Career



STUDENTS,
PARENTS
& TEACHERS



INDIVIDUALS



EMPLOYEES



EMPLOYERS



GOVERNMENT



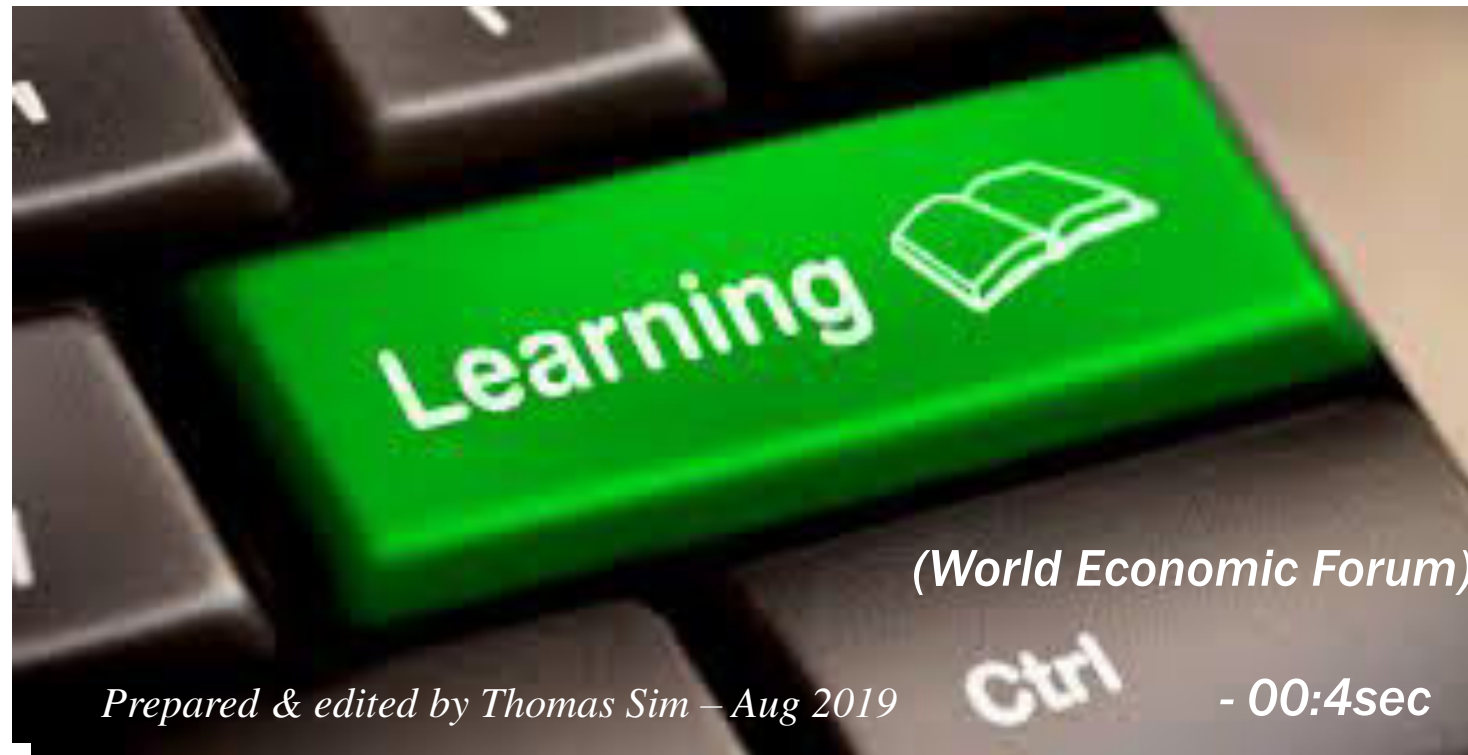
EDUCATION
& TRAINING
INSTITUTIONS



UNIONS
& INDUSTRY
ASSOCIATIONS

SkillsFuture

The 10 Skills You Need to Thrive in the 4th Industrial Revolution



SkillsFuture Credit



To empower Singaporeans in their learning and development and to deepen and broaden their skills.

Singaporeans aged
25 or older



\$500 Credit



Education & Training



- Credits will not expire and can be accumulated
- Can be used on top of existing course fee subsidies
- Singapore Government will provide top-ups at regular intervals

Applicable to work-skills related education and training:

- Courses subsidised by WDA
- Courses offered by the Ministry of Education (MOE)-funded Post-Secondary Education Institutions and selected courses from UniSIM, LaSalle and NAFA
- Courses supported by other public agencies

SkillsFuture Study Awards



To encourage and support early to mid-career Singaporeans develop and deepen specialist skills needed in priority sectors



No bond period, about 2,000 awards annually



**Up to \$5,000
Monetary Award**



- Given on top of existing course fee subsidies
- Can be used to pay for out-of-pocket cost of course fees, course materials and other work-related training costs
- Individuals can apply or be nominated by their employers

SkillsFuture Mentors



To develop a pool of SkillsFuture mentors to help SMEs develop the potential of their workforce.



Match mentors to SMEs



Appoint industry partners (e.g. TACs, Centres of Innovation) to help recruit, manage and match mentors to interested SMEs, starting Q3 2015

- Shared pool of mentors to help SMEs implement measures to deepen skills of workforce, and help their supervisors/managers to develop coaching skills
- Mentors will have relevant sector-specific experience and appreciation of training & development framework

SkillsFuture Earn & Learn Programme



To provide fresh graduates from polytechnics and ITE a head-start in careers related to their discipline of study.



Work-Study Programme

- Structured on-the-job training and mentorship
- Participants are matched to employers related to their discipline of study

Benefits

- Industry-recognised certifications
- Skills-based wage increments
- Meaningful career advancement pathways
- Better skilled workforce

SkillsFuture 'Earn and Learn' Programme for Logistics

KEY SUMMARY

- 12 months work-study leading to Specialist Diploma in Supply Chain Management (SD (SCM))
- SD (SCM) offered by RP & skills deepening through company-based work-place training programme.
- Companies to take reference to OJT blueprints developed by RP to ensure robust coverage.
- Deepening of skills as Logistics Officer (Warehouse, Freight Forwarding, Transport, Supply Chain)
- Projected 5 - 8% wage increment



Target Audience

Trainee.

Logistics/Supply Chain Diploma Graduates from:

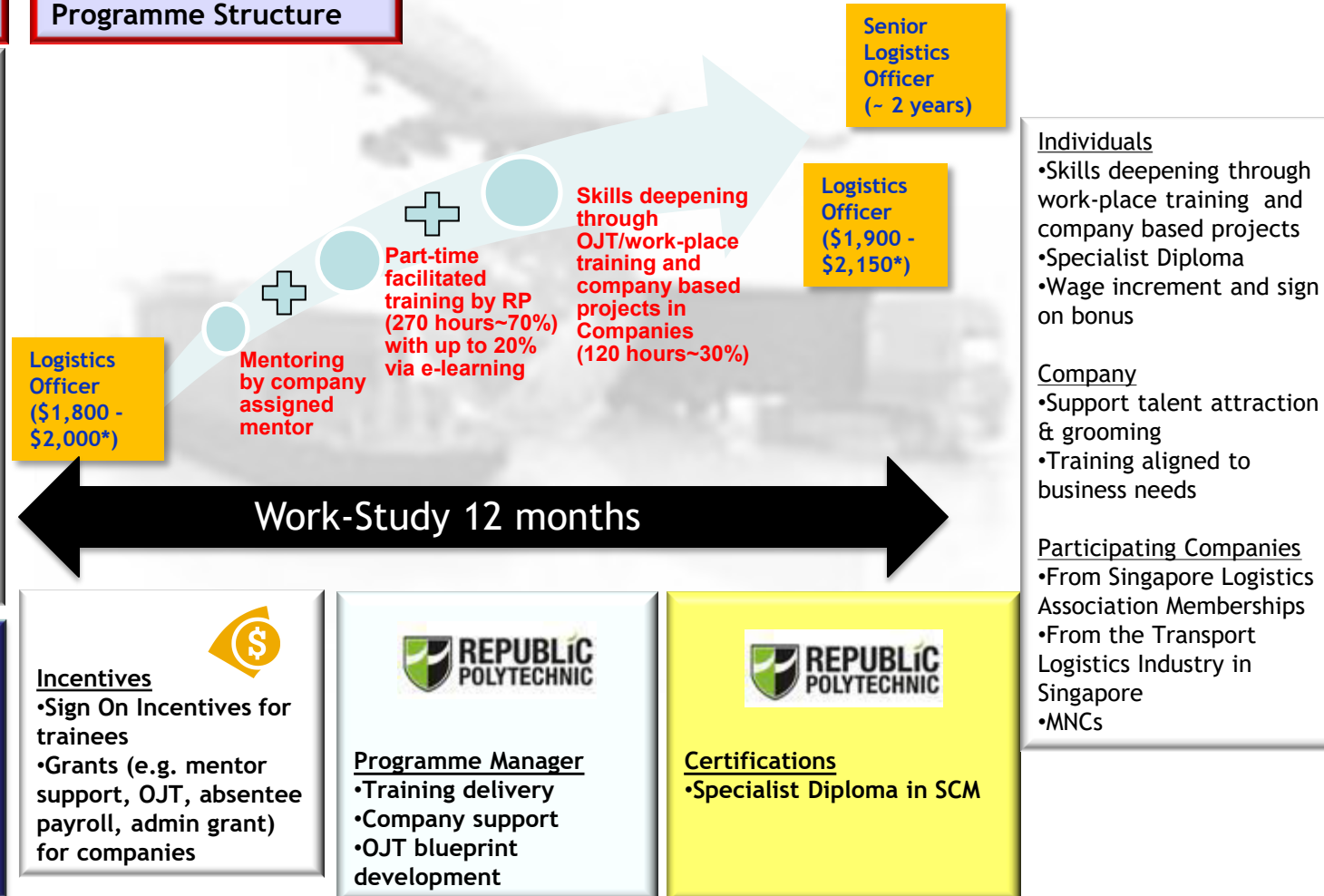
- Diploma in Supply Chain Management by RP
- Diploma in Industrial & Operations Management by RP
- Diploma in Logistics & Operations Management by TP
- Diploma in International Logistics and Supply Chain Management by NP
- Diploma in Business Administration (Logistics and Supply Chain) by SP
- Diploma in Business Management (Supply Chain Management) by NYP
- Related Business Diploma
- All Maritime Diploma
- All Engineering Diploma
- All Information Technology Diploma

Company.

Logistics companies keen to hire and train fresh graduates in areas such as:

- Air Freight Operations
- Logistics Operations
- Sea Freight Operations
- Business Solutions
- Customer Service
- Supply Chain Planning

Programme Structure



* Basic salary excluding OT and allowances which may amount to 5%-10%

Skills Development in Logistics



Pre-Employment Initiatives



Enhanced Internships



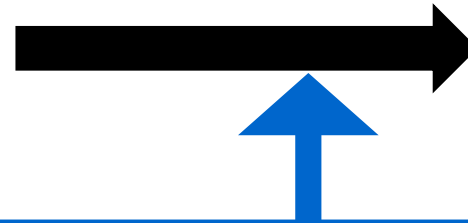
To provide students with a more meaningful internship experience and better support for structured workplace learning.

2015/2016

Enhancements to

- Half of ITE courses
- Two-thirds of polytechnic courses

*Enhancements to ITE
and polytechnic
internship curriculum*



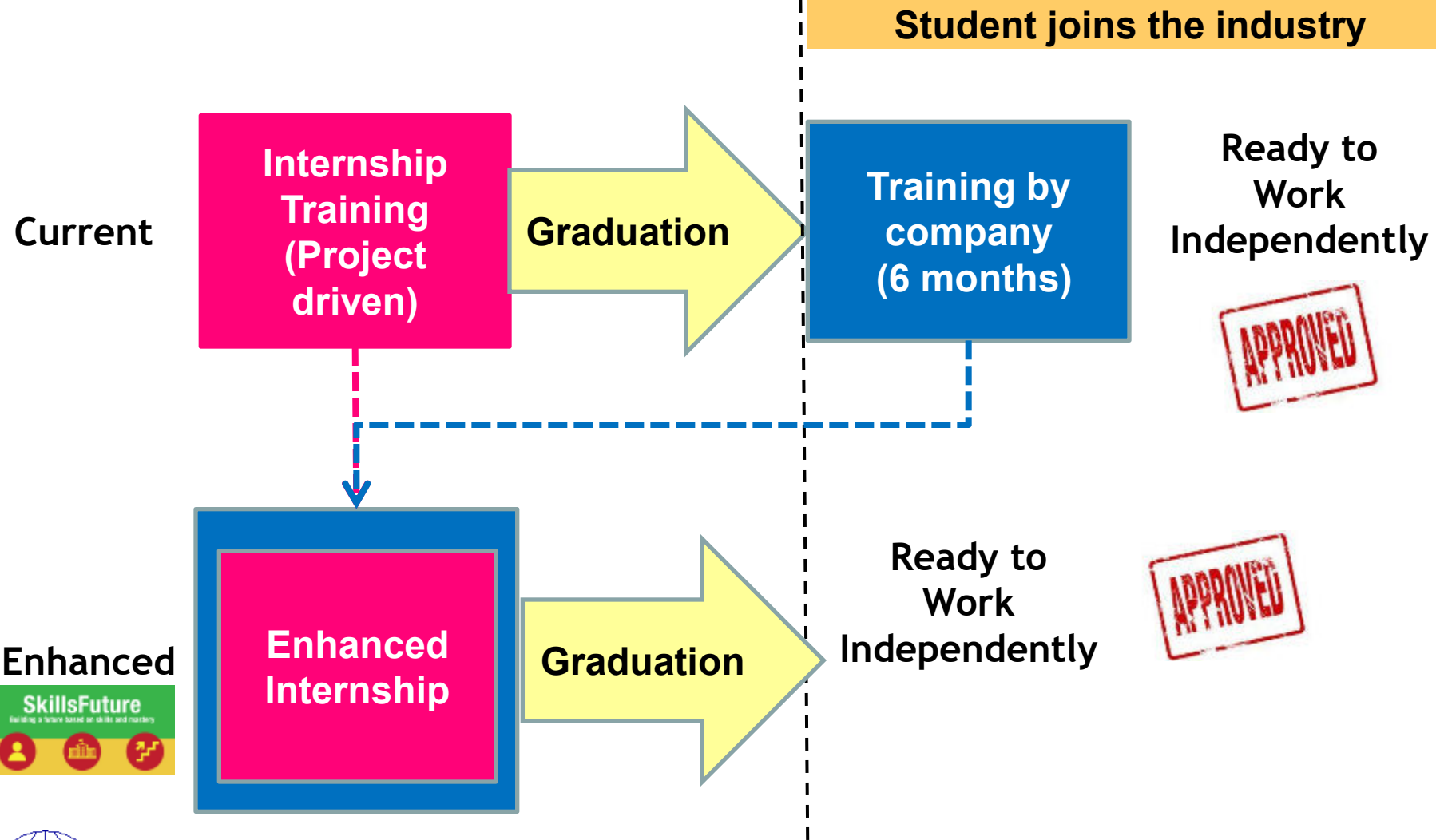
2020

Enhancements to ALL
ITE and polytechnic
courses



- More defined learning outcomes and structured activities
- Better integration of internship and classroom learning
- Extended internships to support better learning and enhancement of skills

Enhanced Internships



Commitment from Companies (Pilot Phase)



Dedicate Resources to develop:

- ✓ Workplace Curriculum
- ✓ Learning outcomes at workplace
- ✓ Common Grading System for students
- ✓ Participation in Train-the-Trainers Program
- ✓ Joint Marketing-Campaign at Schools



Commitment from Companies (Pilot Phase)



Continuing Education and Training

Training programs for mid-career professionals joining the logistics industry

Continuing Education and Training

Talent attraction and retention programs for Logistics Companies

Talent Development Programs for Logistics Employees

Pre-Employment Training

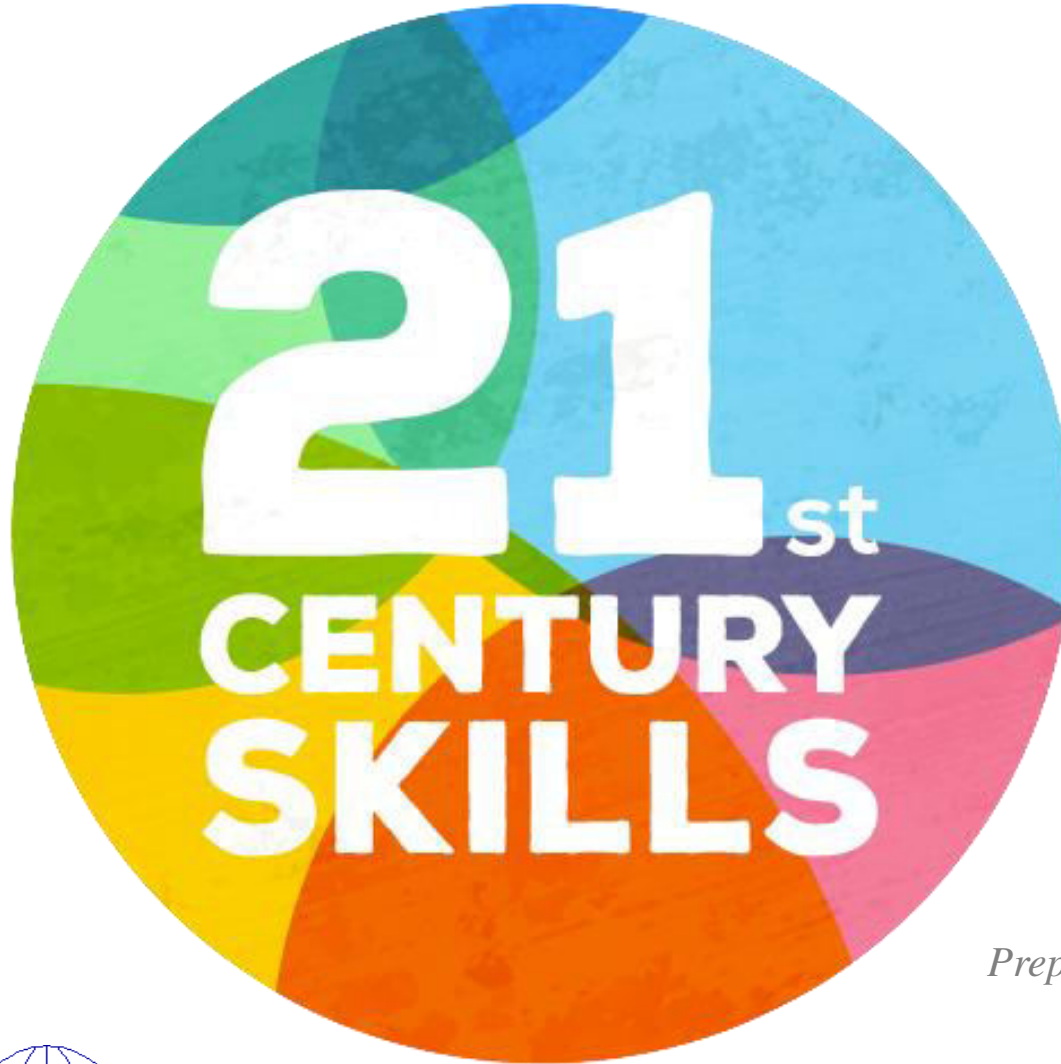
Develop more industry-relevant curriculum



Equipping the Singapore workforce with the necessary skills



Skills Development in Logistics



- 0328mins

Prepared & edited by Thomas Sim – Aug 2019



“Are We Future -Ready ?”



Skills Development in Logistics



*Thank
You*

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And Finally: What can be learnt from other supply chains?

What was the last innovation that came out of the logistics industry?

