



**Asia-Pacific
Economic Cooperation**

2011/SOM/WKSP/013

Overview of Singapore Workforce Development Agency (WDA)

Submitted by: Singapore



**Residential Training Workshop on
Structural Reform
Singapore
10-12 August 2011**



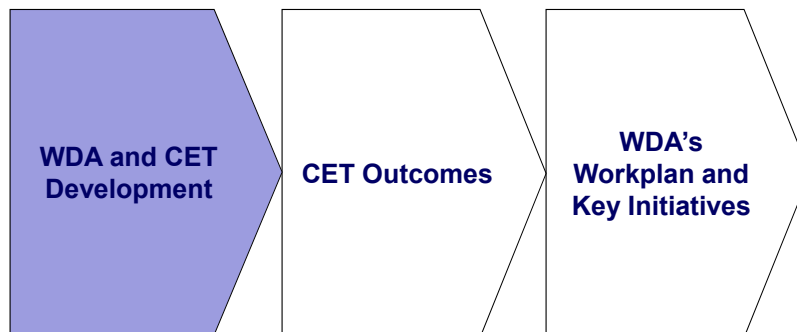
Overview of Singapore Workforce Development Agency (WDA)

**Briefing to Delegates of the APEC New Strategy
for Structural Reform Workshop
11 Aug2011**

**Anil Das
Senior Director
Industry Skills and Planning Office**

LEARNING FOR LIFE ADVANCING WITH SKILLS

Overview of Presentation



LEARNING FOR LIFE ADVANCING WITH SKILLS 2

WDA was formed in 2003



Our Mission ...

To enhance the employability and competitiveness of Singapore's workforce



Our Vision...

A Competitive Workforce, with workers Learning for Life, and Advancing with Skills



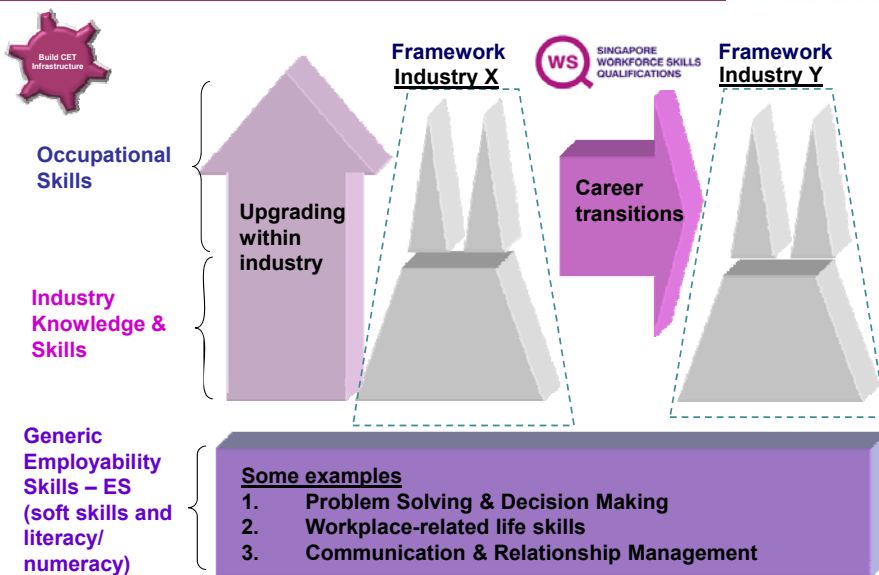
CET Masterplan Announced in 2008 – Building a First Class CET System



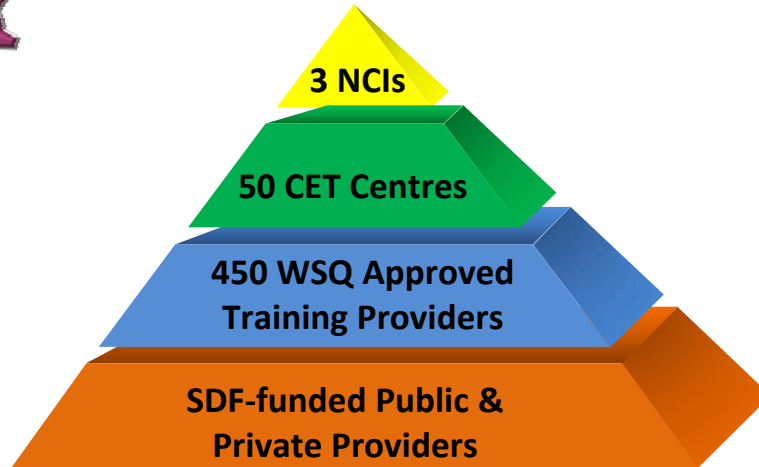
The Singapore Workforce Skills Qualifications (WSQ) system is designed based on international best practices and tailored to local context



WSQ – Skills Standards with Clear Training and Progression Pathways

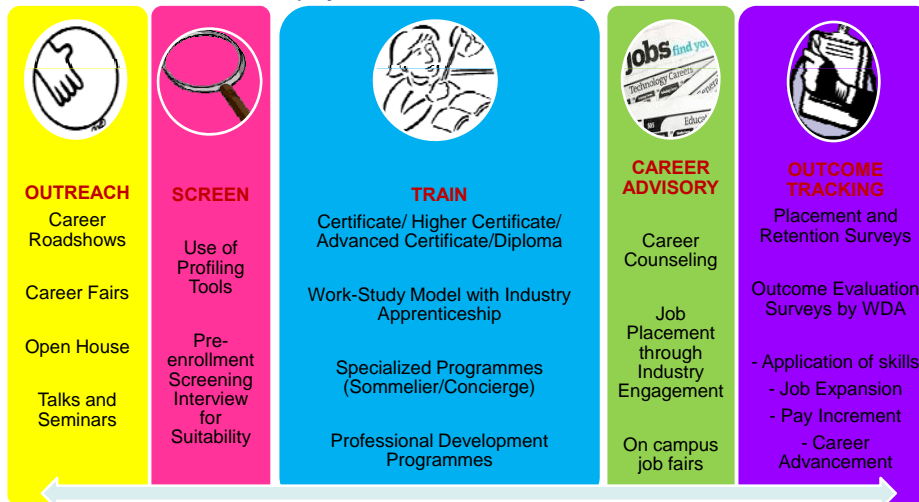


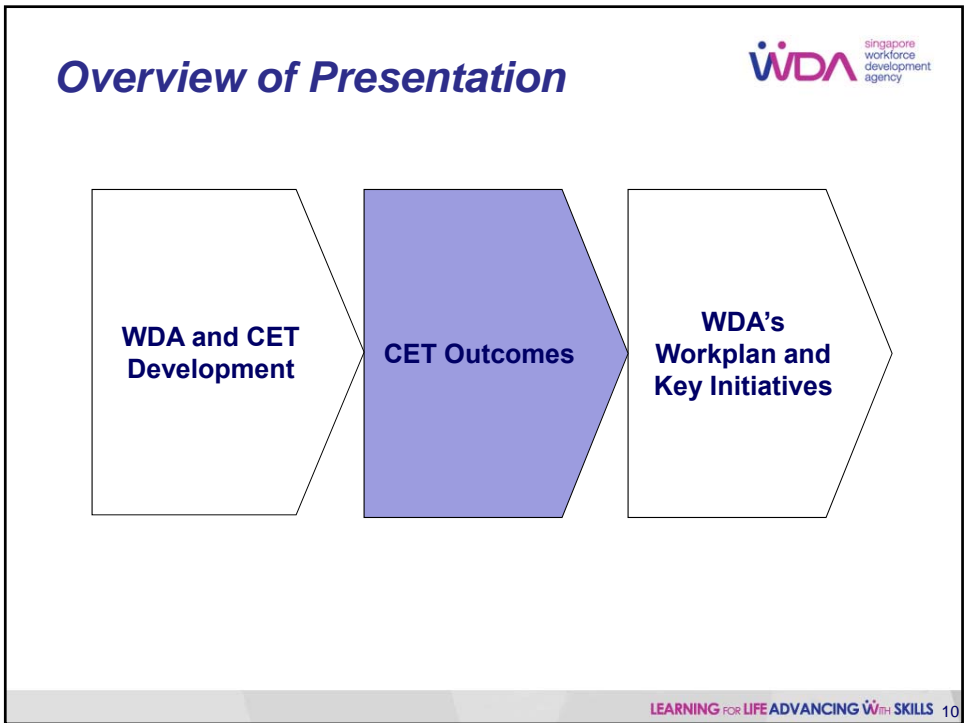
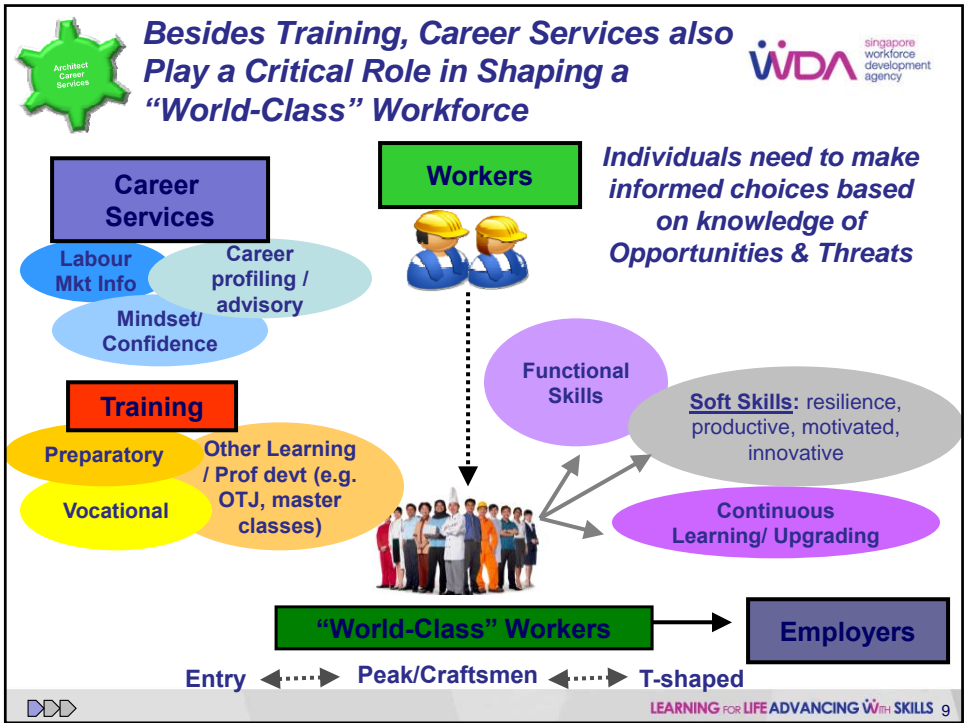
CET Training Providers



Comprehensive Range of Services by CET Centres

- Opening up government-funded training to individuals who initiate and pay for their own training





Singapore Ranks 3rd in World Competitiveness

100.000	(2) HONG KONG 1
100.000	(3) USA 1
98.557	(1) SINGAPORE 3
94.063	(6) SWEDEN 4
92.588	(4) SWITZERLAND 5
92.011	(8) TAIWAN 6
90.782	(7) CANADA 7
90.219	(15) QATAR 8
89.259	(5) AUSTRALIA 9
87.824	(16) GERMANY 10
86.475	(11) LUXEMBOURG 11
86.418	(13) DENMARK 12
86.313	(9) NORWAY 13
85.707	(12) NETHERLANDS 14
84.380	(19) FINLAND 15
84.120	(10) MALAYSIA 16
81.629	(17) ISRAEL 17
81.619	(14) AUSTRIA 18
81.100	(18) CHINA MAINLAND 19
80.278	(22) UNITED KINGDOM 20
79.799	(20) NEW ZEALAND 21
78.499	(23) KOREA 22
77.599	(25) BELGIUM 23
77.101	(21) IRELAND 24
76.827	(28) CHILE 25
75.214	(27) JAPAN 26
74.886	(26) THAILAND 27
73.188	(24) UAE 28
71.394	(24) FRANCE 29

Source: IMD World Competitiveness Yearbook 2011. The scoreboard presents ranking of 59 economies.



Our Human Development Index Ranks 27th Amongst 169 Economies

HDI rank	Human Development Index (HDI) value ^a	Life expectancy at birth (years)	Mean years of schooling (years)	Expected years of schooling (years)	Gross national income (GNI) per capita (PPP 2008 \$)	GNI per capita rank minus HDI rank	Nonincome HDI value
	2010	2010	2010	2010 ^b	2010	2010	2010
VERY HIGH HUMAN DEVELOPMENT							
1	0.938	81.0	12.6	17.3	58,810	2	0.934
2	0.937	81.9	12.0	20.5	38,092	11	0.989
3	0.907	80.9	12.5	19.7	25,438	30	0.919
4	0.902	79.6	12.4	15.7	47,094	5	0.917
5	0.895	80.3	11.6	17.9	33,078	20	0.936
6	0.891	79.6 ^c	10.3 ^d	14.8	81,011 ^d	-5	0.861
7	0.890	80.3	11.2	16.7	40,658	4	0.911
8	0.888	81.0	11.5	16.0	38,668	6	0.913
9	0.885	81.3	11.6	15.6	36,936	8	0.911
10	0.885	80.7	12.2	15.6	35,308	9	0.915
11	0.884	81.2	11.5	15.1	34,692	11	0.915
12	0.877	79.8	11.6	16.8	29,510	16	0.918
13	0.874	82.2	10.3	15.5	39,849	-1	0.889
14	0.872	81.6	10.4	16.1	34,341	9	0.898
15	0.872	81.2	11.9	15.6	27,831	14	0.916
16	0.871	80.1	10.3	17.1	33,872	8	0.897
17	0.869	82.1	10.4	18.2	22,917	20	0.928
18	0.867	80.3	10.6	15.9	34,873	-3	0.888
19	0.866	78.7	10.3	16.9	36,404	-1	0.883
20	0.863	81.3	10.4	16.4	29,661	6	0.897
21	0.862	82.5	10.0	13.8	45,090	-11	0.860
22	0.855	79.7	10.5	16.5	27,580	8	0.890
23	0.854	81.4	9.7	16.3	29,619	4	0.882
24	0.852	79.9	10.1	13.3	51,100	-18	0.836
25	0.851	80.4	9.8	15.0	37,056	-9	0.859
26	0.849	79.8	9.5	15.9	35,087	-6	0.860
27	0.846	80.7	8.8	14.4 ^e	48,893	-19	0.831

Source: Human Development Report 2010. The Human Development Report is an independent publication commissioned by the United Nations Development Programme. The Human Development Index is a summary composite index that measures a country's average achievements in health, knowledge and income.



Companies found employees applying skills and performing better after WSQ training

- **94%** of companies' employees apply skills acquired from WSQ courses, and
- **92%** of companies' employees perform better at work after WSQ training
- **90%** of companies indicated WSQ training was able to address skills gaps in their employees

Results of WDA's 2010 Survey on Outcomes of WSQ training



Trainees also reported positive results at work after WSQ training

- **88%** of trainees said that they were able to apply the skills acquired from WSQ courses, and
- **87%** said they were able to perform better at work after WSQ training.

Results of WDA's 2010 Survey on Outcomes of WSQ training



More importantly, WSQ training helps improve trainees' career

- **44%** of trainees had more or new job responsibilities
- **25%** received a salary increment
- **21%** moved to a new job
- **13%** were promoted

These outcomes may not be directly attributed to training alone, but a combination of factors, such as employee's length of stay and aptitude, company's performance, economic climate, etc.

Results of WDA's 2010 Survey on Outcomes of WSQ training



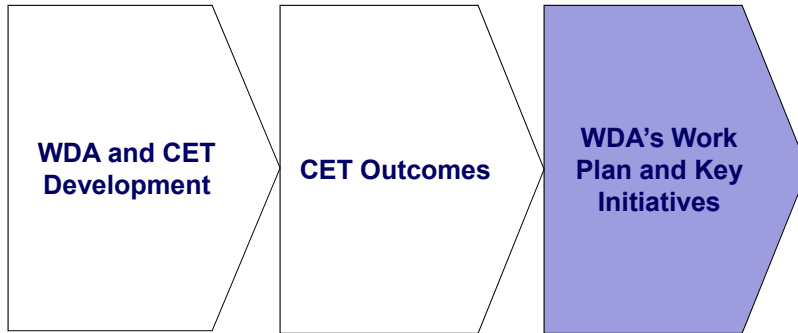
WSQ also Enhances Job Mobility

- **28%** of employees with WSQ training, changed jobs, compared to 19% of employees without WSQ training
- WSQ significantly increased chances of lower-skilled machine operators, cleaners, labourers, to **move up** to service, clerical, craftsmen and related occupations
- Enhanced **lateral mobility** for PMETs and those in service, clerical, craftsmen and related occupations

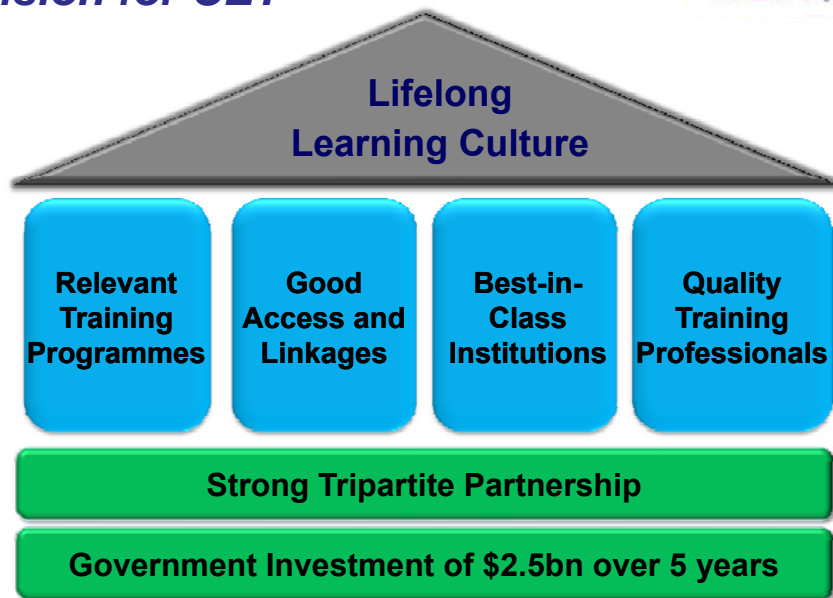
Key findings of WSQ Training Outcome from MOM's Research Report in 2010



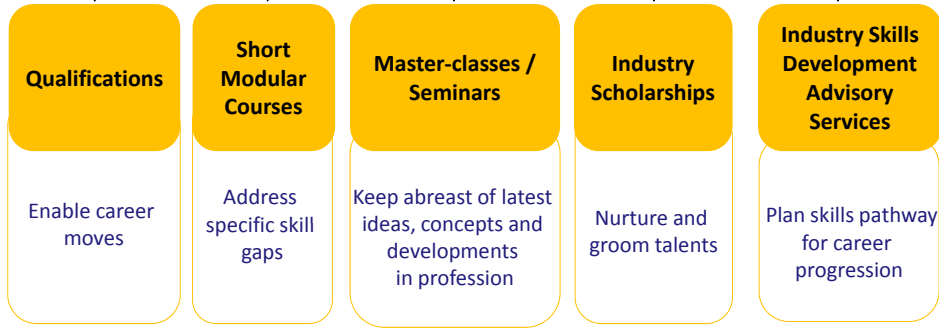
Overview of Presentation



Vision for CET



**Focus Attention on Specific Target Groups
– Professionals, Managers, Executives,
Technicians (PMETs)**



60,000 PMETs over 3 years



**Focus Attention on Specific Target Groups
– Low-Wage Workers (LWWs)**



English@Workplace

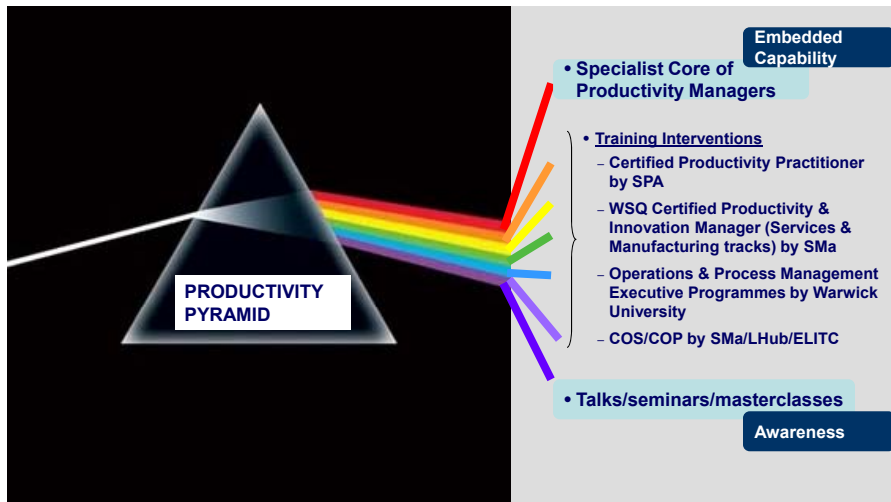


Workfare Training Support (WTS) Scheme



Support Productivity Enhancement for Enterprises – Productivity Improvement

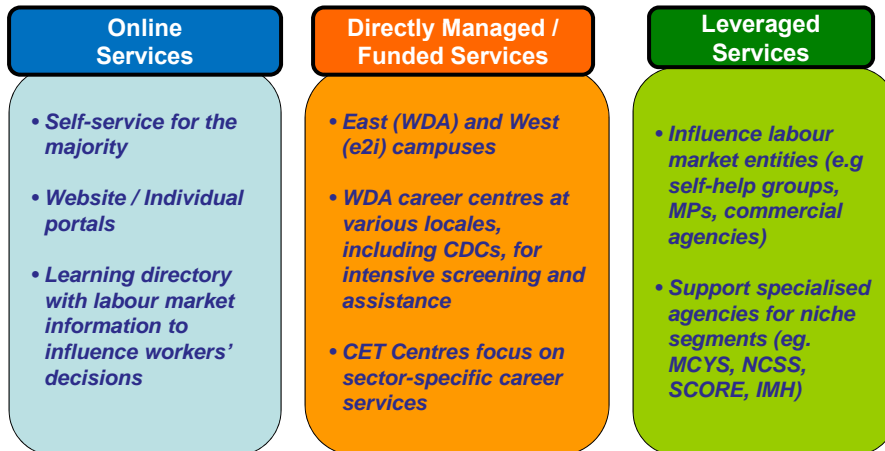
Productivity Initiatives in Services & Manufacturing (PRISM)



Strengthen CET Infrastructure – Enhance Career and Training Advisory Services

Career Services for whole workforce

- Reach out to all segments of workers and employers
- Influence based on areas of growth or priority





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