

Employment and TVET: Singapore's approach

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Thomas Yeo - brief profile



- Principal TVET and HRD Consultant with CET Global Pte Ltd.
- Head of policy for WDA's Workforce Skills Qualifications (WSQ) system from 2011 to May 2014.
- Represented Singapore at the ASEAN Qualifications Referencing Framework (AQRF) Taskforce between 2012 and May 2014.
- Led an audit team to conduct WSQ accreditation of training organisations, courses, and adult educators operating for the Retail, Healthcare Support, Security, Environmental Cleaning, Landscape and Floristry industries in Singapore.
- Master Trainer on development of competency standards, competency frameworks/maps, competency based assessment plans and tools.
- TVET Consultant, Singapore Polytechnic International, on NQF development and AQRF referencing.

Scope of presentation

- About Singapore
- Key milestones of Singapore's continuing and education training landscape
- Workforce Skills Qualifications (WSQ) System
- Key components of WSQ Framework
- Employment and WSQ System

About Singapore

- Celebrating 50 years of independence
- Island size: 718.3 sq km
- Population: 5.47 million as of June 2014
- Economy: Dependant on global trade
(est. 3 times of GDP)

- Education profile: 96.7% literacy; 69.5% secondary or higher qualifications (among residents aged 25 years & over)
- Natural resources: People (TFR 1.25)



Key milestones of Singapore's continuing and education training landscape



1960-70s

Preparation for foreign investment and industrialisation

1960

Adult Education Board formed

1964

First Vocational Training Institute set up

1973

Industrial Training Board formed

1979

Skills Development Fund launched

1979-80

Vocational and Industrial Training Board formed

Table 1: Annual GDP at Current Market Prices, 2010

Year	S\$ mil	US\$ mil
1960	2,157	705
1970	5,876	1,920
1980	25,793	12,046
1990	70,391	38,836
2000	162,584	94,312
2010	310,037	227,383

Source: Singapore Department of Statistics, 2010



Source: 'Learning for Life: Singapore's Investment in Lifelong Learning since 1950s', Koh Buck Song, WDA, 2014.

Key milestones of Singapore's continuing and education training landscape



1980-90s

Scaling up industry, labour skills upgrading and improving productivity

1982-83

Economic and Development Board set up industrial training institutes

1983-87

Adult workers training programmes introduced: BEST, MOST, WISE

1992

Institute of Technical Education formed

1996

Skills Development Fund launched

1999

Manpower 21 Programme launched

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Key milestones of Singapore's continuing and education training landscape



Building knowledge-driven economy



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education and training

