

List of Suggested WSQ Technical Skills and Competencies for Occupational Progressive Wages (OPW) (As at March 2026)

OPW Training Requirements

To meet Occupational Progressive Wage (OPW) training requirements, employers are required to ensure that all resident OPW employees fulfil at least one of the following training requirements:

- a. Completion of one Workforce Skills Qualifications (WSQ) course, with no restriction on the specific course taken; or
- b. Completion of one in-house training programme that meets the criteria set out below:

In-house Training Programme Criteria

An in-house training programme refers to a programme organised by employers and must be supported by clearly defined:

- Training objectives
- Training Modality (e.g., classroom, on-the-job, blended)
- Key Training Tasks and learning content
- Training duration (e.g. number of days or hours)

Where required, employers should be prepared to provide supporting documentation covering the above elements, as well as records of the specific workers who have undergone the training.

Suggested Technical Skills and Competencies (TSCs)

To support workforce upskilling and transformation under OPW, employers and employees may consider training aligned to the Technical Skills & Competencies (TSCs) listed below.

These TSCs are suggested reference points intended to guide training selection. They are not prescriptive and do not restrict employers' choice of WSQ courses.

Administrators (accurate as of March 2026)			
TSC Category	TSC Title	TSC Code	Proficiency Level
Interacting With Others	Customer Orientation	CCS-CUO-B001-1	Basic
		CCS-CUO-I001-1	Intermediate
		CCS-CUO-A001-1	Advanced
Interacting With Others	Communication	CCS-CMC-B002-1	Basic
		CCS-CMC-I002-1	Intermediate
Staying Relevant	Digital Fluency	CCS-DGF-B001-1	Basic
		CCS-DGF-I001-1	Intermediate
Thinking Critically	Decision Making	CCS-DCM-B002-1	Basic
		CCS-DCM-I002-1	Intermediate
		CCS-DCM-A002-1	Advanced
Thinking Critically	Problem Solving	CCS-PRS-B002-1	Basic
		CCS-PRS-I002-1	Intermediate
Business Development	Data Analytics	ICT-BIN-2104-1.1	2
Development & Implementation	Data Visualisation	ICT-DIT-3006-1.1	3
GenAI	Prompt Design	ICT-BAS-0053-1.1	Basic

Drivers (accurate as of March 2026)			
TSC Category	TSC Title	TSC Code	Proficiency Level
Freight Forwarding	Cold Chain Operations Administration	LOG-FFO-1004-1.1	1
Freight Forwarding	Time Sensitive Cargo Delivery Management	LOG-FFO-1005-1.1	1
Transportation Management	Transportation Equipment Handling	LOG-TRM-1004-1.1	1
		LOG-TRM-2004-1.1	2
Bus Operations	Bus Equipment and Systems Operation	PTP-BOP-2002-1.1	2
Bus Operations	Bus Fare Management	PTP-BOP-2003-1.1	2
Bus Operations	Bus Garaging	PTP-BOP-2004-1.1	2
		PTP-BOP-3004-1.1	3
		PTP-BOP-4004-1.1	4
Bus Operations	Bus Vehicle Operations	PTP-BOP-2008-1.1	2
Bus Operations	Bus Service Route Operations Training and Development	PTP-BOP-3007-1.1	3
Corporate Governance and Policies	Bus Regulatory Compliance	PTP-CGP-1004-1.1	1
		PTP-CGP-2004-1.1	2
		PTP-CGP-3004-1.1	3
		PTP-CGP-4004-1.1	4
Incident Management	Crisis Management	PTP-BIN-2066-1.1-1	2
Maintenance Management	Condition-based Assets Monitoring Management	PTP-MAI-1025-1.1	1
		PTP-MAI-2025-1.1	2

Stakeholders and Customer Management	Service Excellence	PTP-CEX-1010-1.1-1	1
People Management	Learning and Development	PTP-PDV-2007-1.1	2
		PTP-PDV-4007-1.1	4
People Management	People Development	PTP-PDV-3009-1.1	3
People Management	Staff Performance Management	PTP-BIN-3073-1.1	3
		PTP-BIN-4073-1.1	4
Process Improvement	Continuous Improvement Management	PTP-BIN-2034-1.1	2
		PTP-BIN-3034-1.1	3
Workplace Safety and Health	Health and Fatigue Risk Management	PTP-WSH-1047-1.1	1
		PTP-WSH-2047-1.1	2
		PTP-WSH-3047-1.1	3
		PTP-WSH-4047-1.1	4
Workplace Safety and Health	Workplace First-Aid	PTP-WSH-1007-1.1	1
		PTP-WSH-2007-1.1	2
		PTP-WSH-3007-1.1	3
Workplace Safety and Health	Workplace Safety and Health Culture Development	PTP-WSH-2034-1.1	2
		PTP-WSH-3034-1.1	3
Workplace Safety and Health	Workplace Safety and Health for Fire Prevention and Fire Fighting	PTP-ICM-1018-1.1	1
		PTP-ICM-2018-1.1	2
Workplace Safety and Health	Workplace Safety and Health for Incident and Accident Investigation	PTP-WSH-2023-1.1	2
		PTP-WSH-3023-1.1	3
		PTP-WSH-4023-1.1	4
Workplace Safety and Health	Workplace Traffic Safety Management	PTP-WSH-1050-1.1	1
		PTP-WSH-2050-1.1	2
		PTP-WSH-3050-1.1	3
Workplace Safety and Health	Workplace and Facilities Safety Management	PTP-WSH-2048-1.1	2
		PTP-WSH-3048-1.1	3
Automotive Maintenance	Electric Vehicle and Hybrid Electric Vehicle Battery Management	PTP-EVH-1001-1.1	1
Automotive Maintenance	Electric Vehicle and/or Hybrid Electric Vehicle Charging Management	PTP-EVH-1002-1.1	1
Automotive Maintenance	Electric Vehicle and Hybrid Electric Vehicle Maintenance Management	PTP-EVH-1003-1.1	1

Notes:

1. The TSCs listed above are suggestions and do not limit employers' choice of WSQ courses for meeting OPW training requirements.
2. The skills referenced are aligned to the Skills and Workforce Development Agency's Technical Skills and Competencies (TSC) or Critical Core Skills (CCS)

frameworks. For more information on Skills Frameworks, please refer to <https://jobsandskills.skillsfuture.gov.sg/frameworks/skills-frameworks>.

3. TSC are articulated across 6 proficiency levels, ranging from Proficiency Level 1 (foundational application under supervision) to Proficiency Level 6 (expert-level mastery involving strategic oversight, innovation and thought leadership). CCS are articulated across 3 proficiency levels, namely Basic, Intermediate and Advanced, reflecting increasing depth of application, complexity of judgement, and impact on organisational outcomes.
4. Employers and employees may use the TSC titles listed above as reference points to search for relevant WSQ courses on the MySkillsFuture portal at <https://www.myskillsfuture.gov.sg/content/portal/en/index.html>. As course offerings may change from time to time, they should refer to the portal for the latest course information or contact the relevant training providers directly where necessary.
5. This list serves as a common reference to support consistent understanding of training pathways under OPW. It does not introduce new compliance requirements beyond existing OPW training obligations.