

Title: Tan Chuan-Jin: Individuals should be pro-active in making use of resources to upgrade their skills

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Summary: As training needs are personal to the individual, the Government can only use incentives to encourage employers to send staff for training - it cannot tie the employers to it through regulations. Acting Manpower Minister Tan Chuan-Jin reminded that individuals should also take on their personal responsibility by making use of resources to upgrade their skills. He was speaking at the first Our Singapore Conversation dialogue organised by the Manpower Ministry last Saturday. During the session, some participants gave feedback that employers do not pay attention to staff training and even limit their skills upgrading opportunities. Participants also expressed doubts about the effectiveness of training with some opining that the Workforce Skills Qualifications courses are too focused on hard skills. There was also a suggestion to set up a personal training account similar to the edusave account, to give the individual more autonomy in training. They feel that training should move away from being employer-driven to become employee-driven. Trainer Cui Meixiang, 49, reflected the challenges faced by some workers, especially illiterate older workers, when going for training. "The test formats do not have to be written but can be oral or allow students to demonstrate their skills. If we are to encourage lifelong learning, we have to understand different needs so that there are no obstacles to learning," she said. A 59-year-old participant also voiced his concern to the minister. "Employers should value the experience of older workers and not look at paper qualifications all the time. Please give older workers more time," he said, to the applause of all present. Another participant, who works as a counsellor, shares the view that paper qualifications are not everything. He was unable to enrol in a university course here because he did not have "A" level qualification. The admission requirements should be more flexible and take work experience into consideration, he said.

陈川仁出席首场人力课题对话会： 个人要主动利用资源提升自己

“培训必须是实用的，我们不一定会百分百准确，但会时时通过雇主和员工的反馈，来决定该有什么课程，尽可能为国人提供多种选项。……但政府只能为个人提供一个基础，个人也应主动参与，利用资源来提升自己。——陈川仁

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培训需求属个人化，政府能以奖励方式鼓励雇主送员工去培训，而非通过管制来约束雇主。人力部代部长陈川仁提醒，个人也应主动负起责任，利用资源来提升自己。

人力部代部长陈川仁昨天出席首场针对人力课题的“我们的新加坡对话会”，主题是终身学习、继续教育与培训。他针对参与者的建议作总结时，阐述我国“继续教育与培训”（Continuing Education and Training）的重要，并鼓励大家善用终身学习的管道。

这场由人力部举办的对话会，有40名来自不同阶层与行业的人报名参加，分享对终身学习的看法。

针对一些参与者反映雇主不重视员工培训，限制提升技能的机会，陈川仁相信多数雇主是积极支持培训计划的。他指出，每个人的学习需求不同，在提供培训方面，政府能

鼓励雇主，但不宜过多干涉。

在多变的经济环境下，继续教育与培训让员工根据需要修读相关课程的单元。这将为他们制造培训机会，并协助他们在有需要时能转换跑道。陈川仁强调说：“培训必须是实用的，我们不一定百分百准确，但会时时通过雇主和员工的反馈，来决定该有什么课程，尽可能为国人提供多种选项。……但政府只能为个人提供一个基础，个人也应主动参与，利用资源来提升自己。”

培训的有效度是一些参与者的疑问，有的认为新技能资格（WSQ）课程过于着重在硬技能，软技能的训练也十分重要。一组参与者则提议，设立类似教育储蓄户头的个人培训户头，让个人对培训有更大的自主权。他们认为，培训应从现有以雇主为导向改为以员工为导向。

目前，劳动力发展局为各领域提供的新技能资格框架，让员工根据需要修读合适的单元，共约

6000项课程。有与会者认为，劳发局的宣传力度还须加强，让各阶层人士清楚能利用的培训管道。

培训人员崔美香（49岁）则反映一些员工培训时面对的挑战，尤其目不识丁的年长者。她发言时说：“测验形式不一定要书写部分，可通过口试或让学员展现技能。如果我们鼓励终身学习，就得了解不同的需要，让学习不会有障碍。”

年龄或教育水平 职场受歧视

年龄或教育水平歧视是其中一个普遍反映的问题。59岁的王姓男士向部长反映心声时说：“雇主应重视年长者的经验，不是什么都要看一纸文凭。给年长者多一些时间。”这名获得不少掌声的王先生受访时说，他认同持续培训的重要，自己在结束生意后也继续进修，考取保安人员执照。找工作曾碰钉子的他希望雇主不歧视年长者，剥夺他们的培训机会。

不愿具名的王姓辅导



人力部举办的首场对话会上，参与者分享终身学习与培训的建议，人力部代部长陈川仁（后排左一）绕场聆听各种看法。

（熊俊华摄）

员（28岁）也认同一纸文凭不应是一切，他分享自己如何因未获A水准

而无法在本地大学修读一项课程。他受访时说，进修机会不应因个人学历

而受限，课程的入学标准应更灵活，在学历以外可考虑工作经验。

人力部的全国对话会一共举行四场，分两个主题。另一主题“给新加坡

求职者公平考虑”的对话会将在来临周六（15日）举行。