

FACTSHEET ON SKILLS TRAINING FOR EXCELLENCE PROGRAMME (STEP)

NEW PROGRAMME TO BENEFIT 60,000 PMETs OVER THE NEXT 3 YEARS

With the increasing pace of change in today's global business climate, Professionals, Managers, Executive and Technicians (PMETs) will have to constantly update their skills, knowledge and expertise to remain competitive. The Ministry of Manpower and the Singapore Workforce Development Agency have launched a continuing education and training initiative for PMETs called STEP or Skills Training for Excellence Programme.

OBJECTIVES OF STEP

2. The \$150 million programme aims to meet the diverse upgrading needs of PMETs. STEP will help some 60,000 PMETs over 3 years to achieve the following:

- Skills Deepening – Helping PMETs deepen their industry and occupational specific skills.
- Skills Broadening – Helping PMETs, who already have specialised skills, to broaden their knowledge and skills in other aspects of business operations.
- Skills Refreshing – Helping PMETs update their knowledge on the latest trends and developments in their industries.
- Developing a Talent Pool – Helping to develop high potential PMETs to form a talent pool and leadership core for different industries.

3. Aimed at helping PMETs across all job functions – from entry level managers to senior level executives, STEP will strategically create not only deeply-skilled individuals who have great facility and skill in their chosen areas of work, but who are also able to manage the wider scope of business operations. A pool of highly skilled PMETs can become the bedrock for Singapore's continued growth through productivity and innovation, and allow us to remain competitive against the backdrop of an increasingly globalised economy.

OFFERINGS IN STEP

4. Interested PMETs will be able to tap on the following STEP offerings:
- a) Courses leading to Qualifications: These are longer courses covering a comprehensive range of knowledge and skill sets, and leading to a full skills qualification. They can help PMETs to progress in their career or to obtain qualifications that enable them to take on new responsibilities, or even move into new sectors. Examples include WSQ Diplomas/Specialist Diplomas (e.g. Digital Animation, Precision Engineering, Software Development, Tourism) and WSQ Graduate Certificates/Graduate Diplomas (e.g. Enterprise Resource Planning, Systems Analysis). There will also be non-WSQ qualifications.

- b) Modular Courses: These programmes are typically identified in collaboration with industry partners to help address knowledge and capability gaps in our PMETs. Examples include modular Workforce Skills Qualifications (WSQ) courses in “horizontal” skills areas such as business management and human resource as well as in “vertical” skills areas such as tourism and environmental technology to groom “T-shaped PMETs”. Examples of non-WSQ courses include professional development programmes for the manufacturing industry by German Institute of Science and Technology - Technische Universität München (GIST - TUM Asia) and executive development courses by Warwick University.
- c) Industry Scholarships: WDA will seek suitable opportunities with reputable institutions and industry bodies and expand our scholarship offerings as part of our sectoral approach in upgrading workforce capabilities. Some examples of current scholarships include those we have with Embry Riddle/UniSIM (e.g. the Bachelor of Science in Aviation Business Administration and Bachelor of Science in Aviation Maintenance), Masters in Landscape Architecture with NUS, Masters in Retail Management with Stirling University and Early Childhood Education with Management via UniSIM.
- d) Master-classes/Seminars: These would typically be 1-2 day programmes on specific topics (e.g. productivity, green retailing, service leadership) involving best-in-class institutions such as Cranfield University, London College of Fashion, Ritz Carlton Leadership Centre and Newcastle University, to name a few.
- e) Industry Skills Development Advisory Services: These services will be offered through key channels like industry associations or lead bodies with insights into the industries and their skill needs. The aim is to give employers and PMETs a sustained skill development pathway, where PMETs can plan their career progression pathway, while employers can leverage it for their companies’ future development plan. WDA will also be working with industry associations, lead bodies and selected CET centres to develop STEP training road-maps for their sectors.

5. Typically, a PMET who attends a programme under STEP will enjoy up to 70 per cent subsidies of course or participation fees. Successful applicants for industry scholarships may enjoy additional support such as stipends, book allowances, etc.