





# Tripartite Body with Tripartite Board

- Incorporated in 2007 as a Tripartite Body with Tripartite Board
- Initiative of National Trades Union Congress (NTUC)
- Supported by Singapore Labour Foundation (SLF) and Singapore National Employers Federation (SNEF)
- Operations and programmes are funded by the Government
- Touchpoints: e2i west (Jurong East) & e2i central (Toa Payoh)









MINISTRY OF MANPOWER



MINISTRY OF TRANSPORT  
CONNECTING SINGAPORE



SKILLSfuture SG



SMA  
Singapore Maritime Academy  
SINGAPORE POLYTECHNIC



M P A  
SINGAPORE



华社自助理事会  
CDAC



# Champion for employment and employability for workers

Employment  
Services

Employability  
Services

## Placements

- No job → get a job
- Get a better job

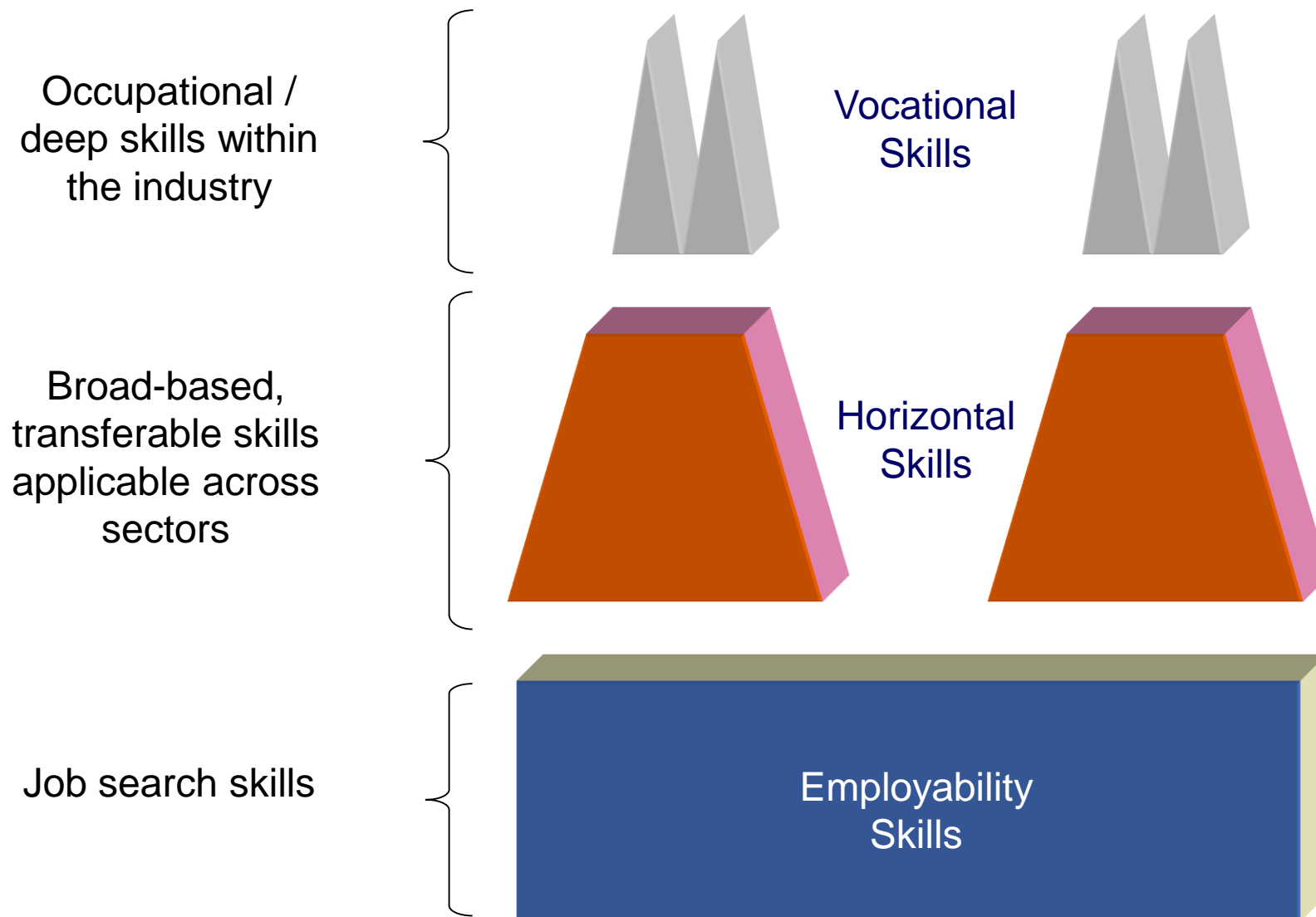
## Professional Development

- Employability and job search skills
- Deep skilling for sector-based jobs

## Productivity

- Productivity improvements leading to wage increase

# Equip working people with horizontal and deep skills for career progressions





# Continue to push for better jobs

Encourage job & process re-design

- Re-create low value jobs to higher value
- Encourage technology adoption & automation to make jobs Easier, Smarter, Safer

Raise awareness to where skill-based good paying jobs are

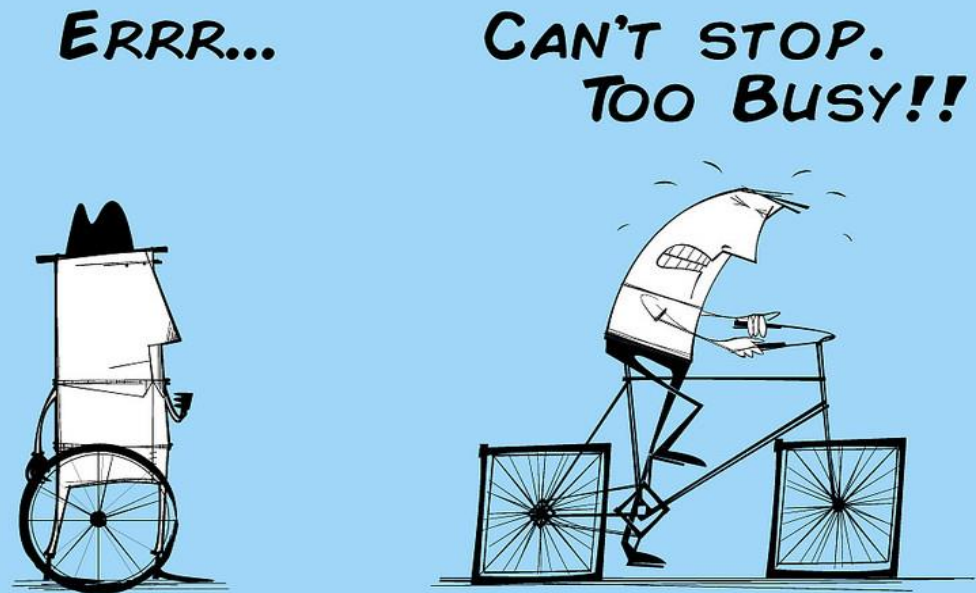
- Package apprenticeship programs
- Recognise skills and set wage benchmark

**Structure Progressive Wage Model (PWM) in many jobs and sectors**

# Every Job a Better Job (Productivity)



# We can help you improve productivity



Redesigning jobs to improve productivity

# Attraction and Retention



# If you have local low wage workers (salary <\$2,000)



## Inclusive Growth Programme



Raise productivity through:  
1) Automation/technology  
2) Process redesign



Up to 50% funding for  
equipment, technology, tools,  
software etc



Max \$300,000 per project  
& \$1 million per company



Share productivity gains  
with low wage workers





# Improving Productivity Through Smarter Design

## Automatic Release Hooks

When discharging steel plates, workers need to manually attach and release heavy hooks

- Slow
- Labour intensive
- Exposure to injury risks



### Challenges

### Adopting smarter equipment

Replace old manual hooks with auto-release hooks

- Workers only need to use poles to align plates from a distance
- Use remote-control to release hooks

### Solution

- 20% increase in cargo movement
- 50% project funding of **\$160,000**

### Company Benefits

**33 low wage workers** will benefit from:

- Easier, safer, smarter job
- **10% wage increase** due to enhanced productivity

### Staff Benefits

# Improving Productivity Through Technology

## Powered Hand Truck

- Replacement of heavy vehicles' parts is tedious and physically demanding
- A simple task takes 2 technicians 20 mins to load, transport by lorry, unload and replace the faulty part

### Challenges

**Cost of 2 x Powered Hand Truck: \$13,000**



### Solution

- Task can be done by 1 pax in 15 mins
- 50% funding of **\$6,500**

### Company Benefits

**4 low wage workers** receive an 10% increment + \$100 one-time incentive

### Staff Benefits

# Improving Productivity Through Digital Solutions

## Human Resource Management System

Company has more than 500 workers, but still relies on manual HR processes – hardcopy timesheets, claim forms, leave forms etc.

- Extremely tedious to administer
- Prone to human errors
- Disorganised
- Offsite workers have to return to office just to submit forms

### Challenges

### Adopting smarter digital solution

Company adopted a HRMS

- Offsite workers log in and off remotely via app, allowing them to focus on core job
- Faster processing and higher accuracy
- Better communication and transparency

### Solution

- Immediate time savings of 60% in payroll processing
- 40% project funding of **\$80,000**

### Company Benefits

287 local workers impacted:

- **18 low wage workers** receive an 8% increment in salary
- 30 workers went through **SFA workshop**

### Staff Benefits



# Every Worker a Better Worker (Professional Development)

# Professional Development – Customized Training

## Marine Logistics Training by SASS Academy & Academy for Mastery

- Marine logistics /ship supplies specific training was non-existent before 2017
- AMOS International Group piloted the first run
- Today, these courses are available to the industry and public
  - Boarding and Customer Service
  - Marine Logistics
  - Marine Provisioning



## Quarterly Seminars on Trends in the Port and Shipping Industry

- PSA, union, SUSS and e2i organised the **Fourth Industrial Revolution: Opportunities and Threats** seminars for PSA workers.
- More than 200 PMETs benefitted from the training.

# Professional Development – Placement + Training

Place-and-Train (PNT)

Professional Conversion  
Programmes (PCP)



**Bridging **skills** and **experience** gaps through**

- Structured on-the-job training (OJT)
  - In-house training
  - Professional certification

✓ **Course fees & salary support**



# Place and Train Programmes



## Tugmaster Training Programme

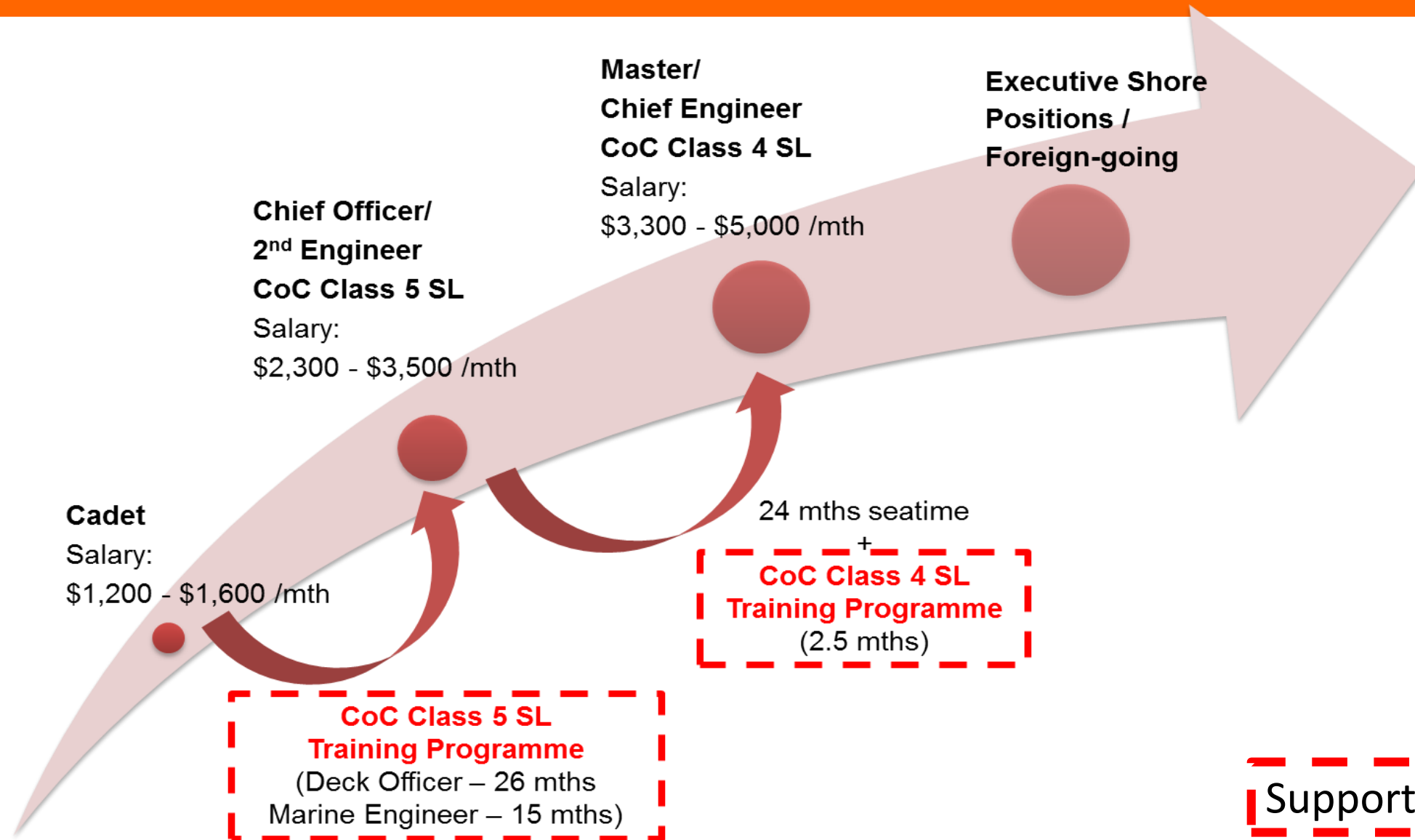
- Equip new hires with Port Limit Helmsmen License
- 3 months classroom training + 12 months sea time

## CoC (Special Limit) Class 5 – Deck Officers & Marine Engineers

- Equip mid-career switchers with Certificate of Competency Class 5 (Special Limit) to operate harbour crafts near Singapore
- ✓ Industry-recognized (supported by MPA)
- ✓ Company successfully place-and-train Singaporeans in traditionally hard-to-place jobs
- ✓ Local workers acquire in-demand vocational skills and take up good jobs



# Facilitating Up-skilling & Deep-skilling



Supported by e2i

# Match Better Workers to Better Jobs (Placement)



# Job Matching Platforms

- Career Fairs & Job Fairs
- Direct Referrals
- Career Support Programme
- Career Trial Programme / Place-and-Train Programmes
- Job Matching Initiatives



# Career Support Programme (CSP)

## WHAT

- Tap on work experience and build Singaporean core
- Encourage employers to offer job opportunities to eligible Singaporean PMETs who are **Long Term Unemployed (LTU)** and/or **made redundant**

## WHO

- Companies who employ eligible PMETs with minimum \$3,600 (SMEs) or \$4,000 (non-SMEs)
- Offer a permanent job or an employment contract of at least 12 months

## HOW MUCH

- Up to **50% wage support**, totaling **\$42,000**

Salary Support for Singapore Citizen PMETs	<u>First</u> 6 months of employment	<u>Second</u> 6 months of employment
≥40 years unemployed and actively looking for jobs ≥12 months	50%	30%
≥40 years unemployed and actively looking for jobs for 6 months to <12 months <b>OR</b> made redundant	40%	20%
<40 years unemployed and actively looking for jobs for ≥6 months	20%	10%



# Assisting companies with hiring needs in Transport & Logistics







**Partnering you in your SKILLSFUTURE Journey**





# SKILLSFUTURE

## Preparing Singaporeans for the Future

Lifelong Learning | Informed Career Choices | Enhanced Career Development |  
Meeting Evolving Challenges

# e2i offers a series of SkillsFuture Initiatives



Courses delivered in mobile and bite-size and trending discussions.



SFA: Initiative to help more Singaporeans understand the importance of skills upgrading and career planning.



SFDW: Cultivate aspects of future-ready mindset, technology, data and innovation

# SkillsFuture for Digital Workplace (SFDW)

## Smart Technology & Future Readiness

Future work environment; emerging technologies and impact on work



## Mindset

Proactive and adaptive mindset – continuous learning



## SFDW Foundation Module

## Cyber Security

Cyber risk and security



## Big Data Management

Interpret and use data/info



Can be contextualised for specific industry or worker profile

# SkillsFuture Advice

**At SFA workshops, you can:**



Discover benefits of  
skills and learning



Tap on SkillsFuture  
initiatives



Develop personal career  
and skills upgrading plan

**Duration**  
1 - 1.5 hours

**Cost**  
Complimentary

**Content**  
Customizable to  
your needs



# SkillsFuture Advice

## For Employers:



Getting employees to embrace work changes



Increase employees' Productivity



Assist employees to take a proactive approach towards Personal Career and Skills Development

# SkillsFuture Advice

For **Employees, Jobseekers and Individuals:**



Right Mindset



Embrace Lifelong  
Learning



Take Ownership  
of Career & Skills  
Development



Increase awareness of  
available  
Government Schemes



SkillsFuture Credit

Learn how to use  
SkillsFuture Credit  
wisely



Learn to navigate  
MySkillsFuture  
Portal

# Customised Sessions for Employers



SMRT



SGAG



SCORE



# The future of Learning – Quick & Relevant



## ULeap

(Learning Enabled through Active Participation) enriches learning communities through courses delivered in bite-size and trending discussions

- Mobile and bite-sized learning
- User-generated discussions
- Just-in-time learning







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