



The Fourth Industrial Revolution: New paradigm for education and training

Dr Michael Fung

Group Director (Training Partners Group),

Chief Human Resource Officer & Chief Data Officer,

SkillsFuture Singapore

SKILLS *future* SG

The Fourth Industrial Revolution



Velocity



Scope



Impact

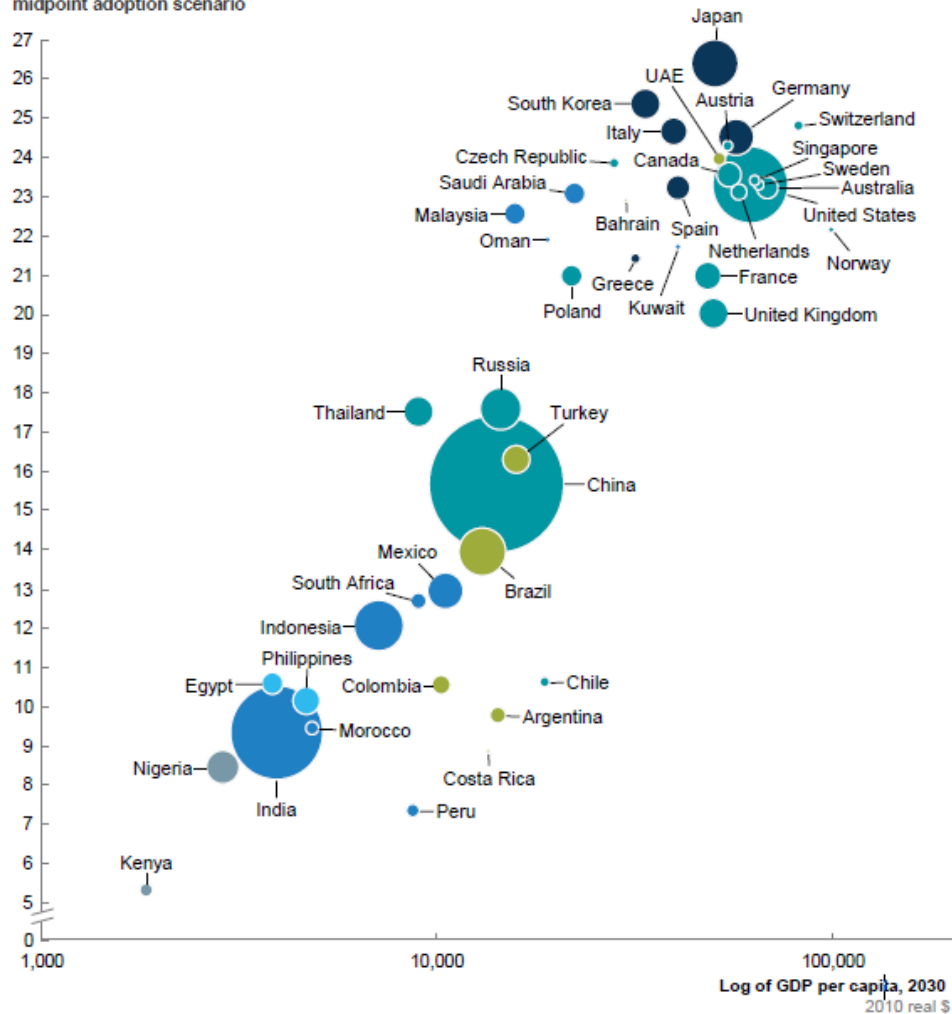
Impact on Jobs

Impact of automation varies by a country's income level, demographics, and industry structure

Size = FTEs potentially displaced, 2030 (million) Color = Average age (projected), 2030

● <25 ● 30-35 ● 40-45
● 25-30 ● 35-40 ● 45-50

Percentage of current work activities displaced by automation, 2016-30, midpoint adoption scenario



Impact on Skills

65%

of children entering primary school today will have jobs that do not yet exist and for which their education will fail to prepare them.



1/3

and more of the desired skill sets of most jobs will be comprised of skills not yet considered crucial today, by 2020

**EXPIRATION
DATE: ---**

Half-life of skills in the future of work will decrease to

5 years



Individuals on a 30 year career have to refresh their skills throughout their careers

6 times



- Broad-based, diverse education and training opportunities and pathways
- Modular, bite-size, in-time learning
- Agile and responsive skills ecosystem
- Blended delivery to cater to needs of different learners

The SKILLS *future* Movement



1. Enable individuals to make informed learning & career choices



2. Develop an integrated, high-quality education & training system



3. Promote employer recognition & career development based on skills & mastery



4. Foster a culture that supports & celebrates lifelong learning

Rebalance Academic & Vocational Pathways



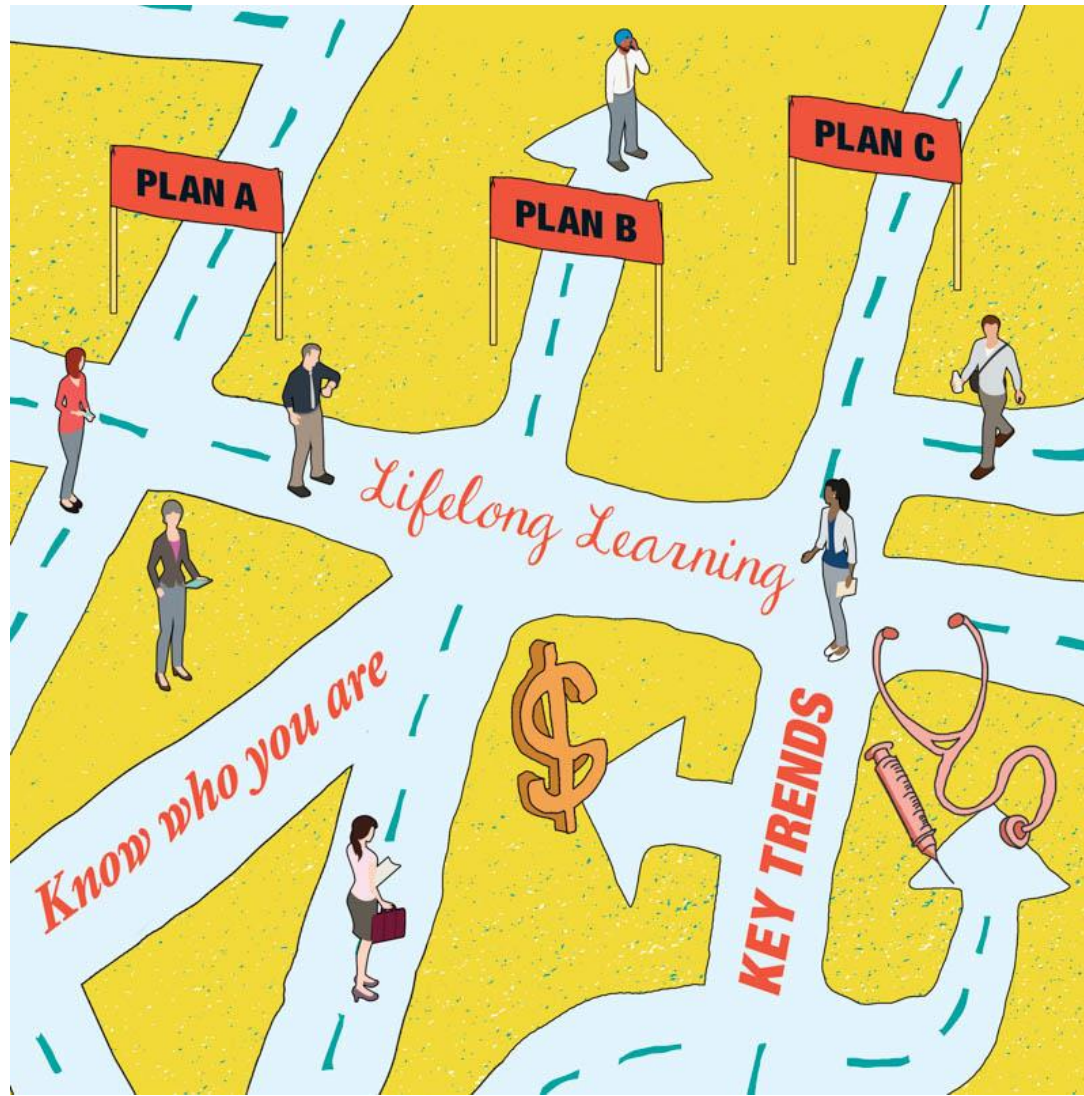
Rebalance Learning at School & Learning at the Workplace



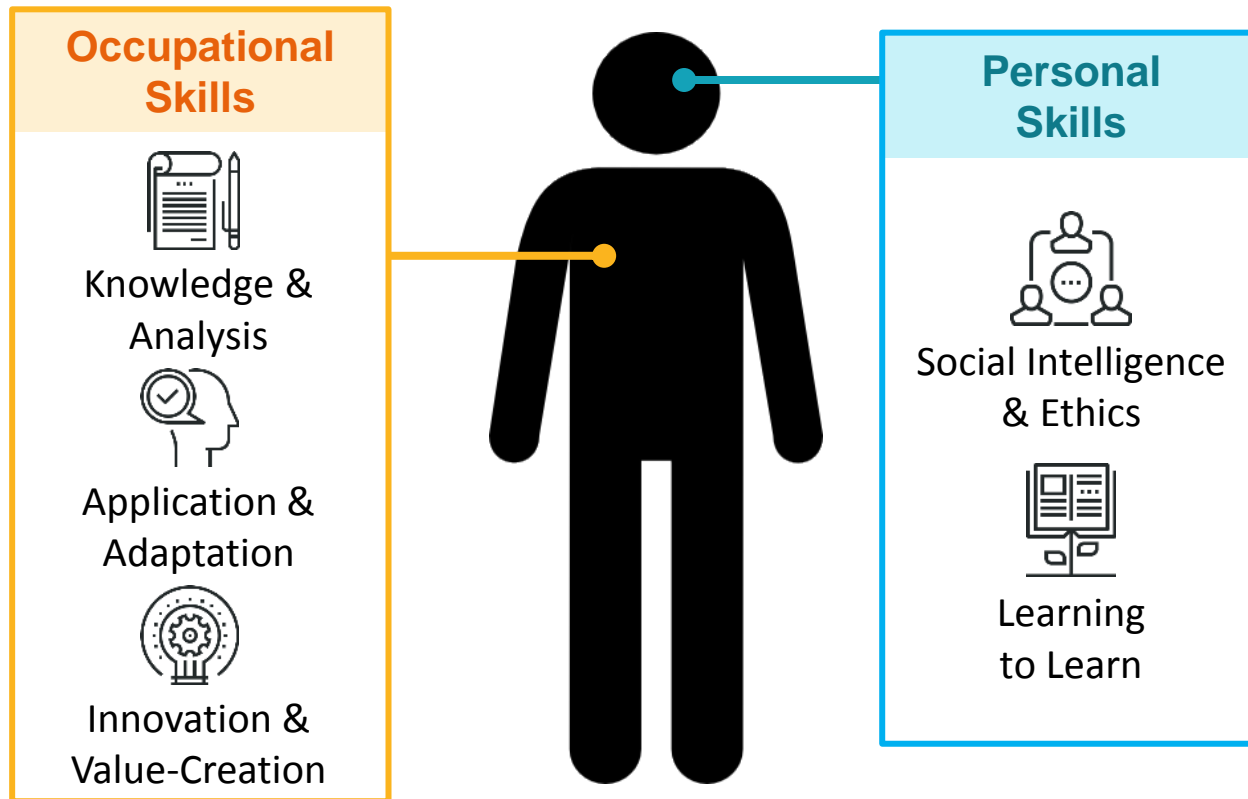
**INSTITUTION-
BASED LEARNING**

**WORKPLACE-
BASED LEARNING**

Rebalance Front-Loaded Learning & Learning for Life



Rebalance Learning Technical & Transversal Skills



Supporting Enterprises and Individuals



Develop Skills of Today and Tomorrow

1

Skills Framework

1 Comprehensive

information on in-demand and emerging skills

2 Current

job roles and skill information are refreshed regularly

3 Open source

it's free for your use



Source: skillsfuture.sg/skills-framework

Develop Skills of Today and Tomorrow

1 Skills Framework

Use it to:

- Develop job descriptions
- Chart career pathways
- Benchmark skills
- Develop on-the-job training plan
- Conduct performance evaluation
- Identify training programmes



Source: skillsfuture.sg/skills-framework

Develop Skills of Today and Tomorrow

2

SKILLS *future*
Digital Workplace

2-day programme to develop foundational digital skills in your employees.

At the end of the programme, learners will:

- Develop an awareness on the future of work
- Able to work in a technologically rich environment confidently
- Able to use frequently-used mobile apps
- Develop an appreciation of cyber security, use of data



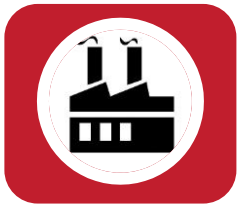
Source: skillsfuture.sg/digitalworkplace

Develop Skills of Today and Tomorrow

3

SKILLS *future*

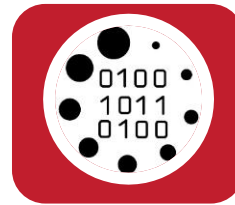
Series Acquiring Skillsets in Eight Emerging Areas:



Advanced Manufacturing



Cyber Security



Data Analytics



Digital Media



Entrepreneurship



Finance



Tech Enabled Services



Urban Solutions

Source: skillsfuture.sg/emergingskills

Top SkillsFuture Series courses

- 1 **Alibaba Global Course**
(Digital marketing - Basic)
- 2 **NICF – Certified ScrumMaster**
(Tech-Enabled Svcs - Advanced)
- 3 **Data Analytics Begins with Me**
(Data Analytics - Basic)
- 4 **Robotics & Automation 101**
(Advanced Mfg - Basic)
- 5 **Data Analytics for Managers**
(Data Analytics – Intermediate)
- 6 **Data Driven Decision Making**
(Data Analytics – Basic)
- 7 **Water Efficiency Manager**
(Advanced Mfg – Intermediate)
- 8 **NICF – Business Process Reengineering**
(Tech-Enabled Svcs – Intermediate)
- 9 **NICF – Digital User Experience Design**
(Tech-Enabled Svcs – Basic)
- 10 **Innovation Bootcamp**
(Tech-Enabled Svcs – Basic)

Source: SSG, Jul 2018

Develop Skills of Today and Tomorrow

4

MySKILLSfuture

Access to learning opportunities anytime:

TRAINING EXCHANGE
All information listed is provided by training providers.
To enrol or find out more about the courses, please contact the training provider.

BROWSE BY CATEGORIES SEARCH

Search by keywords
Popular New Featured SF Series PSDA Online Courses SkillsFuture@PS
Information, Communication Technology, Lifelong Learning, NLS, SF Series, Data Analytics, SF Series, Tech Enabled Services
SF Series, Tech Enabled Services, Human Resources, Others

SORT BY
Select

FILTER BY Clear all
Training Duration: Less than 1 day, More than 1 year
Full Fee: \$0, More than \$5,000
Vacancy: Available (418)

4,499 course(s) found for "NICF Social Media Analytics"
Accurate as of 04 Aug 2018

NICF- SOCIAL MEDIA ANALYTICS.
CRS-Q-0030098-IT
SF Series
Institute of Systems Science, NUS
UEN: 200604346E

Information and Communications
Full Fee: \$2,700.00
Nett Fee After Subsidy: \$810.00

BOOKMARK COMPARE

Back to Top

NICF- SOCIAL MEDIA ANALYTICS.
CRS-Q-0030098-IT
SF Series
Institute of Systems Science, NUS
UEN: 200604346E

Job Level: Managerial, Operational, Supervisory

No. of pageviews (Over 3 months): 42
Read more from training provider website

COURSE CONTACT PERSON
Ms Sherlyn Lim
65165777
issstraining@nus.edu.sg
SEND AN ENQUIRY

CLAIM SKILLSFUTURE CREDIT

BOOKMARK COMPARE

COURSE OBJECTIVES
On completion of this course, participants would be able to: Analyse digital marketing campaign schedule and determine factors affecting its implementation Evaluate the different social media platforms and their associated metrics Review and evaluate the effectiveness of social media campaigns for different platforms Use and apply social media listening and monitoring tools to gather data Report effectiveness of social media campaigns with analytics Formulate effective actions based on the analytics

TRAINEES' FEEDBACK ON QUALITY OF COURSE
22 respondents
★★★★★ 4.4/5
Click here to hide breakdown of quality areas
Customer Service: ★★★★★ 4.5/7
Trainer and course content: ★★★★★ 4.4/5

Source: myskillsfuture.sg

Supporting Enterprises and Individuals

Develop
Skills of
Today and
Tomorrow

SKILLS *future* SG

Enable
Learning
Workplaces

Enabling Learning Workplaces

1 Enhanced Training Support for SMEs



Higher Course Fee Subsidy

Enjoy 90% course fee subsidy when you sponsor your employees for certifiable courses



Higher Absentee Payroll Funding

You can claim Absentee Payroll funding of 80% of basic hourly salary, capped at \$7.50/hour

Source: www.ssg.gov.sg

Enabling Learning Workplaces

2

Work-Learn Programmes



Budding
Talents

Enhanced
Internships



Aspiring
Entrants

SkillsFuture
Earn & Learn
Programmes



Experienced
Workforce

Professional
Conversion
Programmes

Engage professionals to formalise in-house workplace learning systems:

**NATIONAL CENTRE
OF EXCELLENCE
FOR WORKPLACE
LEARNING (NACE)**

Source: skillsfuture.sg

Enabling Learning Workplaces

3



Empower self-directed Learning:

Topics:

- Resilience at the workplace: The changing world of work / workplace
- Importance of skills upgrading and growth mindset for progression
- Employer and SkillsFuture programmes to support skills development
- Navigating the new MySkillsFuture portal to tap on SkillsFuture resources

Duration: 1.5 hour

Cost: Fully funded

Contents: Tailored to industry and organisation

Source: skillsfuture.sg/advice

Enabling Learning Workplaces

4

SKILLS*future*

Employer Awards

Be recognised!



Source: SSG Photo, 31 Jul 2018

Discussion Points

- Relevance
- Motivation and Drivers
- Mindsets, Culture
- Gaps

SKILLS *future* SG

Thank You.

