

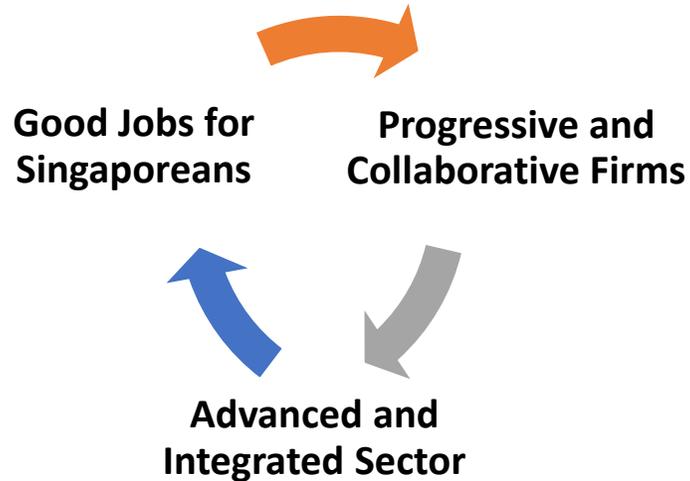


PROGRAMMES AND RESOURCES TO SUPPORT BUILT ENVIRONMENT FIRMS' TALENT AND SKILLS NEEDS

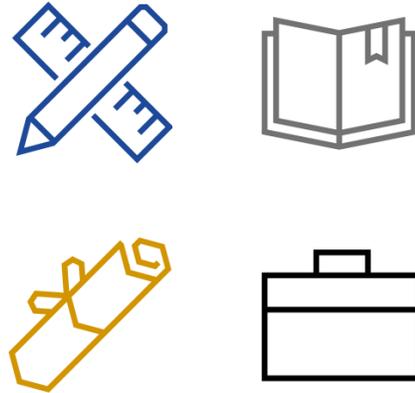
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Overview

Construction Industry Map
aims for



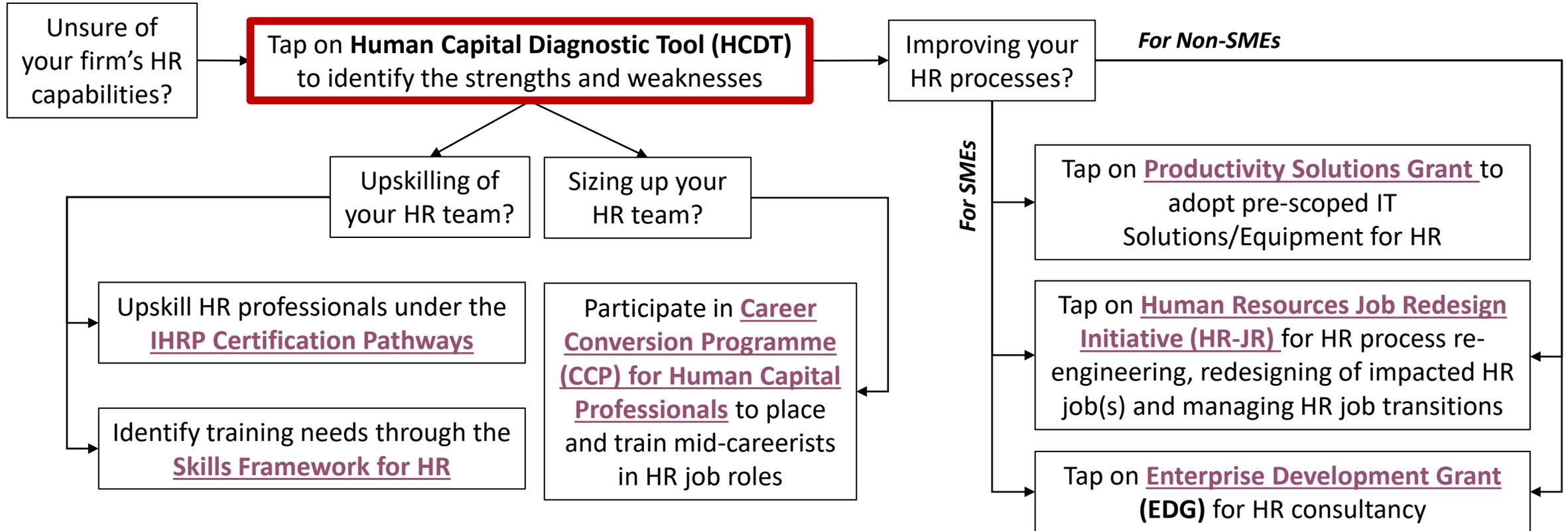
Climate change and an evolving economy means Singaporeans need to adapt and Firms need to transform and grow



Government has put together programmes helmed by various agencies to support BE Firms and Individuals to enter and to remain relevant in the industry



Available Resources for Improving HR



Scan here to find out more!



Available programmes to support firms' talent and skills needs

Audience / Organisation	Students	Fresh graduates	Mid-career PMETS who want to switch to BE sector	In-service PMETS who want to stay in BE sector
BCA	MOE's Singapore Industry Scholarships (SgIS)			Built Environment Young Leaders Programme (YLP)
SSG	Skills Framework – Career development pathways, job roles and emerging skills			
		SkillsFuture Work-Study Programmes – Work-Study Certificate, Diploma and Post-Diploma		
			SkillsFuture Fellowship & Employer Award	
			Skills Future Career Transition Programme (SCTP)	
ESG			SkillsFuture Enterprise Credit – Workforce Transformation and/or Enterprise Transformation	
WSG			Productivity Solutions Grant – Job Redesign	
		Careers Matching Services		
			SGUnited Mid-Career Pathways Programme	
			Career Conversion Programmes (CCP)	
			Capability Transfer Programme	
e2i		Careers Matching Services		
			Career Conversion Programme (CCP)	
			Career Trial	
			Job Redesign	
				Professional Development Programme

Recruiting Talents

Category:

Upskilling & Deepening Competencies

Scan here for the full toolkit!



Other SkillsFuture Programmes for Enterprises

People are the greatest asset of any business. Employees with the right attitude, knowledge and deep skills enable organisations to thrive in an increasingly competitive business climate. Strengthen your talent pool through SkillsFuture programmes now! Here are some other programmes / resources that you can explore!

Guide on Skills Transformation



SME Skills
Transformation
Playbook

Build Learning Culture & Enhance Workplace Learning

SKILLSfuture
Advice



National Centre of
Excellence for
Workplace Learning

For a comprehensive overview of employer programmes, please visit [Enterprise Portal for Jobs & Skills](#)

To receive updates and exciting offerings, please [click here](#)

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Recruiting Talents

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SkillsFuture Work-Study Programmes

SkillsFuture Work-Study Programmes provide opportunities for Singaporeans to pursue a work-study pathway from Certificate, Diploma, Degree to Post-graduate level.

Benefits to Companies

Groom suitable talent with relevant behavioural mindset, technical skills and aptitude

Up to \$15,000 per placement to defray costs of developing and providing structured On-Job-Training

Get access to a pool of job-ready individuals and provide them with well-structured career development pathway and guidance from mentors to support their continual skills development.

Firms interested to participate, please email enterprise_engage@ssg.gov.sg

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Fresh Grads

Mid-Career Switchers

In-Service PMETs

Singapore-Industry Scholarship (SgIS)

The *Singapore-Industry Scholarship was established in 2012 as a partnership between the government and industries to help nurture a strong core of ^Singaporean talent for key strategic industries.

Benefits to Employers	Benefits to Students
Build a pipeline of talented fresh graduates	Tuition fees & annual allowance for Full-Term Local \$30,000 to \$50,000 for Mid-Term Local \$40,000 to \$60,000 for Mid-Term Overseas
Graduates are bonded to employers for 2 to 4 years	Ready employment upon graduation

BCA is the Economic Agency for the Built Environment sector.

Firms interested to participate, please email to BCA_BEST@bca.gov.sg

**This is a Ministry of Education (MOE) administered programme.*

^Singapore Citizen students pursuing full-time courses at local or overseas universities.

Careers Matching Services

Firms can tap on MyCareersFuture Jobs Portal and WSG's Careers Connect team to support their local hiring needs

Expedite Job Matches

Post vacancies on **MyCareersFuture.sg** - a **one-stop job portal** to reach out to a pool of active jobseekers, scan jobseeker profiles, screen suitable candidates against job requirements and connect with talents

All companies registered or incorporated in Singapore are eligible

Connect with suitable local candidates through WSG's Careers Connect team. Get advice on your recruitment process and how you can secure quality hires

For more information, [click here](#) or scan on the QR codes below:

MyCareersFuture



Careers Connect



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Careers Matching Services

Firms can engage the following e2i's services for recruitment of potential employees:

- Job Referral Services: Firms can partner e2i to identify suitable candidates through backend referrals.
- NTUC Job Security Council (JSC): Firms can post their latest job vacancies on NTUC Job Security Council's Telegram Channels and e2i's self-help resources.
 - ❑ (Telegram) Jobs Alert for PMETs <https://bit.ly/jsc-ja-pmet>
 - ❑ (Telegram) Jobs Alert for Non-PMETs <https://bit.ly/jsc-ja-nonpmet>
 - ❑ NTUC Job Security Council Job Station from www.findjobs.com.sg/ or access the Job Station at e2i West and e2i Central.
- Career Fairs, e-Career Fairs, Job Opportunity Briefings and Networking Events: Firms can participate in these career events to reach out to suitable candidates. For more information visit www.e2i.com.sg/events

For more information, please contact rita_wong@e2i.com.sg or ezenn_tan@e2i.com.sg

Career Conversion Programmes (CCP)

Career Conversion Programmes (CCPs) help mid-career individuals undergo skills conversion and move into new occupations or sectors with good prospects and opportunities for progression. Through CCPs' industry-recognised training, companies get access to a wider pool of mid-career switchers to meet your business needs

Benefits to Companies

Government co-funds up to 90% of salary for the training duration and provides course fee subsidies for mid-career Singaporeans and Permanent Residents (support is also available for redeployment/reskilling of existing staff in at-risk or vulnerable jobs; or to take on redesigned job roles within the company). Individuals will undergo structured on-the-job training to transit into the new job role. WSG/e2i also works with our partners to develop CCPs to help address manpower shortages in many industries and to tackle skills-gaps among job seekers interested in taking on the available jobs.

For information on CCP, please [click here](#) or scan the QR code (Search 'Built Environment' to filter BE-related CCPs)

You can share your contact details for a further discussion at www.go.gov.sg/beccps22 or email rita_wong@e2i.com.sg and ezenn_tan@e2i.com.sg or [WSG Biz_services@wsg.gov.sg](mailto:WSG_Biz_services@wsg.gov.sg)



Built environment-related CCPs

Mid-Career Switchers

In-Service Staff

S/n	Career Conversion Programme (CCP)	Programme partner
1	Building Information Modelling (BIM) Professionals	SCAL
2	Multi Skilled Real Estate/Facilities Management Employees (RE/FM)	WSG
3	Broad-based BE Professionals	SNEF
4	Sustainability Professionals	SBF
5	Resident Technical Officers	IES

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SGUnited Mid-Career Pathways Programme

Firms can tap on the programme to take on mature mid career individuals (aged 40 and above) on attachments of up to 6 months. Host organisations can benefit from the experience that mid-career individuals bring with them and convert them to full-time employees if their performance is satisfactory.

Benefits to Companies

Government funds 70% of training allowance (ranging from \$1,800 to \$3,800) for local mature trainees on attachments of up to 6 months

Firms interested to participate, please register [here](#)



Career Trial

The Career Trial (previously named as Work Trial) is part of the suite of career services offered by Workforce Singapore (WSG) and e2i to strengthen the employability of locals, through a short-term stint with an employer.

More Information: <https://e2i.com.sg/businesses/manpower/career-trial/>
or *please contact*
rita_wong@e2i.com.sg or ezenn_tan@e2i.com.sg

Upskilling & Deepening Competencies

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Skills Framework for Built Environment

The Skills Framework is an integral component of the Industry Transformation Maps which is co-created by Employers, Industry Associations, Education Institutions, Unions and the Government. It provides key information on career pathways, job roles and emerging skills required for each job role.

Benefits to Companies

Free plug-and-play toolkits catered for the industry
e.g. job description, career pathway, job/skill-relevant training programme directory

Enhance business competitiveness through building deep skills for a lean and productive workforce

For more information, please [click here](#)

Also refer to the **Critical Core Skills** to develop future skills for your workforce [here](#)

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SkillsFuture Enterprise Credit (SFEC)

The SFEC provides employers with additional funding, on top of existing base schemes (e.g. SkillsFuture training subsidies, other Govt grants, etc.), to drive Enterprise and Workforce transformation.



Enterprise Transformation

Can utilise up to \$7,000 credits

Example of Supportable Programmes:

Enterprise Singapore

1. Enterprise Development Grant (EDG)
2. Enterprise Leadership for Transformation Programme (ELT)
3. Market Readiness Assistance (MRA)

Various Agencies

1. Productivity Solutions Grant (PSG)

**\$10,000
Credits**

for each eligible
employer

Workforce Transformation

Can utilise up to \$10,000 credits

Example of Supportable Programmes:

SkillsFuture Singapore

1. Skills Framework-aligned Courses

Workforce Singapore

1. Career Conversion Programmes (Course fees)
2. Job Redesign Initiatives

and/or

For more information, please click [here](#).

The full list of supportable programmes may be found under the section "*What does the SFEC support?*"

To check your company's eligibility & view your available balance, please log in to the [SFEC microsite](#)

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**Enterprise
Singapore**

Job Redesign

WSG

The Productivity Solutions Grant – Job Redesign (PSG-JR) encourages firms to enhance the quality and attractiveness of jobs and increase employee productivity through job redesign with JR consultancy funding support

Benefits to Companies

Funding at 70% of JR consultancy cost, capped at \$30,000/enterprise. Enterprises can have more than one approved PSG-JR application supported within the overall grant cap. Eligible enterprises may receive up to \$10,000 credit per firm to cover up to 90% of OOP expenses

For more information, please
[click here](#)



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Job Redesign

e2i

NTUC's Company Training Committee (CTC) Grant – The CTC Grant supports companies in transforming business processes, redesigning jobs for workers and uplifting productivity.

Benefits to Companies

The CTC Grant provides funding support of up to 70% of the qualifying cost for each project and it is opened for application from 1 Aug 2022 to 31 July 2026.

For more information, please click [here](#) or contact rita_wong@e2i.com.sg or ezenn_tan@e2i.com.sg



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Capability Transfer Programme (CTP)

This programme offered by Workforce Singapore (WSG) facilitates the transfer of global capabilities to your local workforce

Benefits to Companies

The CTP aims to improve local-foreign workforce complementarity, by facilitating transfer of capabilities from foreign specialists to locals with the objectives of encouraging:

- a) a culture of pervasive capabilities transfer across all sectors and entities; and
- b) companies/associations/professional bodies to develop and acquire new capabilities in Singapore by ensuring that there is sufficient supply of Singaporeans with the requisite skillsets.

Funding support can include attachment-related costs and salary support for foreign and local specialists, as well as Singaporean trainees on overseas attachments to acquire new capabilities. All projects, existing local capability gap, linkage of the project to the industry as a whole and potential impact of the transfer of capabilities to locals will be evaluated on a case-by-case basis. The CTP also supports the transfer of capabilities through remote training from foreign specialists. CTP has been extended till end Sep 2024

For more information, please [click here](#)



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SkillsFuture Fellowship & Employer Award

Earn Skills Recognition for Your Company and Your Exemplary Employees



**SKILLSFUTURE
EMPLOYER AWARDS**

Honouring exemplary employers who champion employees' skills development and advocate a lifelong learning culture in their workplaces. The award comprises the SME and non-SME categories.

 NON-MONETARY
RECOGNITION AWARD

The banner features a dark green background with a white thumbs-up icon in a circular seal at the top right. The text is in white and light green. At the bottom left, there is a small trophy icon with a star on top.

Distinguish your company as an Employer Of Choice!



**SKILLSFUTURE
FELLOWSHIPS**

Honouring Singaporeans who have dedicated their time to learning new skills, achieving mastery in their own domains, and mentoring future talents

 MONETARY AWARD
OF S\$ 10,000

The banner features a dark green background with a photograph of a group of people in professional attire. The text is in white and light green. At the bottom left, there is a small trophy icon with a star on top. At the bottom right, there is a white laurel wreath icon.

Recognise your inspirational employees who champion lifelong learning!

Please [click on the respective banner above for more information.](#)

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Skills Future Career Transition Programme (SCTP)

SkillsFuture Career Transition Programme (SCTP) supports mid-career individuals in acquiring industry-relevant skills to improve employability and pivot to new sectors or job roles. It is a train-and-place programme that is available on a part-time or full-time format, ranging from three to 12 months.

The SCTP will be delivered by Continuing Education and Training (CET) Centres and trainees can expect to receive employment facilitation support on top of training.

The SCTP courses will be progressively rolled out **from April 2022 to around 200 courses by 2025.**

For more information, please click [here](#).

Professional Development Programme

e2i works with businesses to create customized training initiatives which can range from one-off half-day masterclasses to On-Job-Training (OJT) modules and week-long courses for their employees and other select participants.

Benefits to Companies

- a) Worker' skills are upgraded and the training will help retain staff while preparing them to be future-ready
- a) NCF provides an increase in training benefits for unionised companies to send their workers (NTUC members) for training

For more information, please email rita_wong@e2i.com.sg or ezenn_tan@e2i.com.sg

Built Environment Young Leaders' Programme (YLP)

YLP is set up for BE Firms to partner BCA to groom the next generation of professionals who can lead their company to be ready to meet future challenges. It is part of the leadership development under the BuildSG LEAD (Leadership Engagement and Development) Framework to advance and recognise industry leaders to lead and drive sustained transformation of the sector.

Benefits to Employers

Able to groom and retain high potential employees

Learn on the new initiatives and able to share the company's views/feedback through their Young Leaders

Complement the company's talent management programme

Benefits to Employees

Recognition from company

Opportunity to partake in Government and industry initiatives and network with thought leaders and Political Office Holders

Learn new knowledge through curated activities

For more information, please email to chua_kok_liang@bca.gov.sg

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List of Built Environment (BE)/BE-related courses

IHLs	Course Name (Uni Level)
NUS	Bachelor of Arts (Architecture) / Master of Architecture
	Bachelor of Science (Real Estate)
	Bachelor of Engineering (Civil Engineering)
	Bachelor of Landscape Architecture / Master of Landscape Architecture
	Bachelor of Engineering (Infrastructure and Project Management) Formerly known as Bachelor of Science (Project and Facilities Management)
	Bachelor of Engineering (Electrical Engineering)
	Bachelor of Engineering (Mechanical Engineering)
	Bachelor of Engineering (Environmental Engineering)
NTU	Bachelor of Engineering (Civil Engineering)
	Bachelor of Engineering (Electrical & Electronic Engineering)
	Bachelor of Engineering (Mechanical Engineering)
	Bachelor of Engineering (Environmental Engineering)
SUTD	Bachelor of Science (Architecture and Sustainable Design) / Master of Architecture
SIT	Bachelor of Engineering with Honours in Civil Engineering
	Bachelor of Engineering with Honours in Sustainable Built Environment Formerly known as Bachelor of Engineering [Sustainable Infrastructure Engineering (Building Services)]

IHLs	Course Name (Poly Level)
NP	Diploma in Hotel & Leisure Facilities Management
	Diploma in Real Estate Business
	Diploma in Electrical Engineering
	Diploma in Environmental & Water Technology
	Diploma in Mechanical Engineering
	Diploma in Design (Architecture Specialisation)
NYP	Diploma in Architecture
RP	Diploma in Sustainable Built Environment
	Diploma in Engineering Systems & Management
	Diploma in Electrical & Electronic Engineering
SP	Diploma in Architecture
	Diploma in Civil Engineering
	Diploma in Facilities Management
	Diploma in Integrated Events & Project Management
	Diploma in Landscape Architecture
	Diploma in Electrical & Electronic Engineering
TP	Diploma in Mechanical Engineering
	Diploma in Architectural Technology & Building Services
	Diploma in Integrated Facility Management

IHLs	Course Name (ITE Level)
ITE	Nitec in Architectural Technology
	Nitec in Built Environment (Mechanical & Electrical Services)
	Nitec in Built Environment (Vertical Transportation)
	Nitec in Electrical Technology (Power & Control)
	Nitec in Interior and Exhibition Design
	Nitec in Mechanical Technology
	Higher Nitec in Architectural Technology
	Higher Nitec in Civil & Structural Engineering Design
	Higher Nitec in Facility Management
	Higher Nitec in Electrical Engineering
	Higher Nitec in Integrated Mechanical & Electrical Design
	Higher Nitec in Mechanical Engineering



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List of Work-Study Diploma Programmes

IHLs / Training Providers	Course Name
ITE	Work-Study Diploma in Architectural Building Information Modelling (BIM) & Design
	Work-Study Diploma in Facilities Management
	Work-Study Diploma in Built Environment (Mechanical & Electrical Services Supervision)
	Work-Study Diploma in Vertical Transportation
BCAA	Integrated Work Study Diploma (IWSD) in Digital and Sustainable Architecture
	Integrated Work Study Diploma (IWSD) in Construction Engineering (Digital)
	Integrated Work Study Diploma (IWSD) in Digital and Smart Facilities Management
SP	Work-Study Post Diploma (Specialist Diploma in Building Information Modelling Management)
	Work-Study Post Diploma (Advanced Diploma in Power Engineering)
NP	Work-Study Post Diploma (Specialist Diploma in Sustainable Facilities Management (FM Engineering))
	Work-Study Post Diploma (Specialist Diploma in Sustainable Facilities Management)
NYP	Specialist Diploma in Smart Project and Facilities Management
TP	Work-Study Post Diploma (Specialist Diploma in Sustainable Built Environment)
TP and BCAA	Work-Study Post Diploma (Specialist Diploma in Building Information Modeling Construction & Asset Management)
TP and SIT	Work-Study Post Diploma (Specialist Diploma in Sustainable Energy Management)

BCA ACADEMY



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