

## Annex D

### **MEDIA FACTSHEET ON CREATING GOOD JOBS FOR LOCALS**

#### **Background**

1. With the adoption of new technologies and digitalisation, the construction sector has created new and higher-skilled jobs that generally command better salaries and offer better working environments than on-site construction work. This makes it more attractive for local professionals, managers, executives and technicians (PMETs) to join the sector.
2. The sector has made good progress, with more local PMETs hired today compared to 2010, when the first Construction Productivity Roadmap was rolled out. However, the share of local PMETs in construction has fallen in the same period. It is not sustainable to continue relying on foreign manpower to support the sector's continued growth. Hence, we will take steps to encourage the industry to hire more locals.

#### **Tightening Firms' Access to S Pass Holders**

3. Hence, as announced by DPM in the 2020 Budget Statement, the S Pass sub-Dependency Ratio Ceiling (sub-DRC) for the construction sector will be reduced from the current 20% to 18% on 1 January 2021 and subsequently to 15% on 1 January 2023.
4. It is timely to rebalance the share of local PMETs in the sector. The strong construction demand projected for the medium term provides more certainty for firms to upskill their workforce and develop a core of local PMETs.

#### **Building Up a Pipeline of Local PMETs**

5. The Government is strengthening its measures to ensure that there is an adequate pipeline of local PMETs equipped with the necessary construction-related skillsets to contribute to the sector. The Building and Construction Authority (BCA) has been working with Institutes of Higher Learning (IHLs) and the industry to ensure that the curriculum for built environment courses is kept updated to meet the industry's evolving needs.
6. Firms can also take advantage of various grants and initiatives available to strengthen business capabilities and operational efficiencies. For instance, BCA has been partnering firms to offer the iBuildSG scholarships and sponsorships, which are available for students to pursue relevant courses at the ITE, Diploma and Degree levels.

## Adapt & Grow (A&G) Initiatives

7. Beyond schemes targeted at fresh graduates, the Workforce Singapore (WSG) has a suite of A&G initiatives for firms to attract mid-career entrants into the Built Environment (BE) sector. One of the key A&G initiatives is the Professional Conversion Programme (PCP), which facilitates local PMETs acquiring new skillsets necessary for a mid-career switch.
8. Specific to the BE sector, BCA and WSG have jointly rolled out PCPs for Building Information Modelling (BIM) Professionals and for Lift Specialists in 2018 and 2019 respectively.<sup>1</sup>
9. While both PCPs have received positive responses from mid-career participants, we noted employers' feedback that they prefer hiring trained BIM modellers who can contribute to work immediately. Hence, BCA and WSG will adjust the BIM PCP so that firms will now have the option of allowing participants to complete their full-time training in BIM first, before continuing with on-the-job training at the firms. This is in addition to the current model where PCP participants are trained in BIM concurrently while working with their firms on a part-time basis.
10. Separately, BCA is working with Design for Manufacturing and Assembly (DfMA) facilities to develop PCPs for prefabrication job roles. To this end, Teambuild Construction, a local firm, has developed a firm-level PCP, which will be open for applications later this year.
11. In addition, BCA and WSG will continue to work with the industry to roll out more PCPs in 2020 for in-demand jobs. More details will be announced later.

## Skills Framework for the Built Environment

12. To complement our manpower development efforts on various fronts, BCA, together with SkillsFuture Singapore (SSG) and WSG, has partnered industry stakeholders to co-develop a Skills Framework for the BE sector. The Skills Framework provides key information on various job roles in the construction and facilities management sectors, charts out clear progression pathways for career development, maps out the skillsets required at various levels for the key job roles and the training programmes available for skills upgrading and mastery. The Skills Framework for BE will also promote the recognition of skilled individuals in the sector (e.g. through accreditation

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<sup>1</sup> The PCP for BIM is administered by BCA whereas the PCP for Lift Specialists is administered by the Singapore Lift and Escalator Contractors and Manufacturers Association (SLECMA).

schemes) to help facilitate workers' career and wage progression. More details on the Skills Framework for BE will be announced later this year.