

09 November 2021

Dear Sir/ Madam

## **CIRCULAR ON ACCREDITATION FRAMEWORK FOR BUILT ENVIRONMENT PROFESSIONALS**

This circular informs the Built Environment (BE) sector on the:

- (A) Launch of accreditation schemes as part of the Accreditation Framework for BE Professionals; and
- (B) Phased implementation of competency-based procurement framework in public sector Construction and Facilities Management (FM) related procurement.

### **Background**

2 The Skills Framework for the Built Environment (BE Skills Framework) was launched in September 2020 to provide information about the sector, career paths, occupations, job roles and skills needed in the sector. The BE Skills Framework currently covers 8 career tracks and 49 job roles, including common job roles (e.g. architecture, engineering) as well as emerging ones such as Construction Management (Production) and Digital Delivery Management. The framework aims to drive the upskilling and recognition of BE professionals through the following key stakeholders:

- i. Professionals and students - Clear progression / milestones and skills requirements for professionals and students to chart their career development
- ii. Employers - Better understanding and recognition of the required skills and competencies of professionals in different job roles. To attract and retain talent, and facilitate building of capabilities within the firm
- iii. Service Procurers - Validation of skills and competencies to differentiate and identify individuals with the required skillsets to meet project needs

More information on the BE Skills Framework can be found in this link:

<https://www1.bca.gov.sg/buildsg/manpower/skills-framework-for-built-environment-be>

## **Launch of Accreditation Schemes as part of the Accreditation Framework for BE Professionals**

3 To support the BE Skills Framework, accreditation schemes for BE professionals adopt a standardised approach to validate and recognise the skillsets and competencies. The various accreditation schemes will progressively be launched by Accrediting Bodies. So far, the following accreditation schemes have been launched or will be launched soon:

<b>Career Track by Accrediting Body</b>	<b>Status</b>
Construction Management Track by Singapore Contractors Association Ltd (SCAL)	Launched in Aug 2021
Digital Delivery Management Track by buildingSMART Singapore (bSS)	Launched in May 2021
Project Management Track by Society of Project Managers (SPM)	Launched in Nov 2020
Quantity Surveying Track by Singapore Institute of Surveyors and Valuers (SISV)	Pending Launch

4 The accreditation schemes are governed by a robust system to ensure they meet the service procurers' needs, and the standards are aligned across the different professional disciplines. A panel comprising representatives from key public and private developers will oversee the framework and:

- i. Establish and coordinate the accreditation standards across all disciplines;
- ii. Review proposals submitted by Accrediting Bodies; and
- iii. Endorse the accreditation schemes that have met the accreditation criteria.

### **Moving towards competency-based procurement**

5 With the accreditation schemes progressively launched, public sector construction and FM procurement will also move towards competency-based procurement in phases.

6 Phase 1. Government agencies would recognise accreditation as an **alternative** to academic qualification and years of experience in the following areas (See Annex A for examples).

- i. Tender specification requirements which specify the minimum required experience of key project team members
- ii. Tender evaluation criteria which evaluate the strength and competencies of the project team proposed by the tenderer

7 Similarly, BCA is also reviewing the personnel requirements to recognise accreditation as an alternative qualification in the Contractors Registration System (CRS) and Public Sector Panels of Consultants (PSPC) listing. We will share more information when they are ready.

8 Phase 2. Depending on the BE sector's readiness (e.g. when there is a critical mass of accredited personnel built up), BCA will review with Government agencies to fully implement the recognition of accredited personnel as a **default** requirement in tender specification, tender evaluation and firms registration requirements under the PSPC and CRS.

### **Adoption of accreditation as part of firms' capability building efforts**

9 ***BCA also seeks firms' support in adopting accreditation as part of your firms' capability building efforts and encourage your employees to be accredited in the relevant schemes.*** Through accreditation, employees get to upskill, keep up with the industry demands, acquire relevant skills and at the same time validate their skills and competencies. This provides a sense of progression in career for the employees and further firms' human resource practices.

### **Information on accreditation schemes**

10 Details and updates on the accreditation schemes can be obtained on BCA's website at <https://go.gov.sg/bca-accreditation-framework-be-professionals>. For clarification on this circular, please send them to [BCA\\_PPD@bca.gov.sg](mailto:BCA_PPD@bca.gov.sg).

Thank you.

Yours faithfully

Ang Lian Aik  
Group Director, Business Development Group  
Building and Construction Authority

(Transmitted via email)

## Annex A: Examples of Competency-based procurement

### A. Tender Specification Requirement

Current Practice	With Accreditation Scheme
Generally based on years of experience and qualification-based requirements	<u>Phase 1</u> - to specify for accredited personnel as an <b>alternative</b>
Discipline-specific Team Lead: <ul style="list-style-type: none"> <li>Min 15 years of relevant experience with Degree in &lt;Discipline&gt;</li> </ul>	Discipline-specific Team Lead: <ul style="list-style-type: none"> <li>Min 15 years QS experience with Degree in &lt;Discipline&gt; <u>or</u> <b>Tier 1 Accreditation by &lt;Accrediting Body&gt;</b></li> </ul>

### B. Tender Evaluation Criteria

Current Practice	With Accreditation Scheme																
Generally based on years of experience	<u>Phase 1</u> - to specify for accredited personnel as an <b>alternative</b>																
Discipline-specific Key Personnel: <table border="1" style="width: 100%; margin-top: 10px;"> <tr> <td style="width: 70%;">≥ 10 years of experience</td> <td style="width: 30%;">4 Points</td> </tr> <tr> <td>≥5 to 9 years of experience</td> <td>3 Points</td> </tr> <tr> <td>≥2 to 4 years of experience</td> <td>2 Points</td> </tr> <tr> <td>&lt;2 years of experience</td> <td>1 Point</td> </tr> </table>	≥ 10 years of experience	4 Points	≥5 to 9 years of experience	3 Points	≥2 to 4 years of experience	2 Points	<2 years of experience	1 Point	Discipline-specific Key Personnel: <table border="1" style="width: 100%; margin-top: 10px;"> <tr> <td style="width: 70%;">               ≥ 10 years of experience <u>or</u>  <b>Tier 1 Accreditation by &lt;Accrediting Body&gt;</b> </td> <td style="width: 30%;">4 Points</td> </tr> <tr> <td>               ≥5 to 9 years of experience <u>or</u>  <b>Tier 2 Accreditation by &lt;Accrediting Body&gt;</b> </td> <td>3 Points</td> </tr> <tr> <td>               ≥2 to 4 years of experience <u>or</u>  <b>Tier 3 Accreditation by &lt;Accrediting Body&gt;</b> </td> <td>2 Points</td> </tr> <tr> <td>               &lt;2 years of experience <u>or</u>  <b>Tier 4 Accreditation by &lt;Accrediting Body&gt;</b> </td> <td>1 Points</td> </tr> </table>	≥ 10 years of experience <u>or</u> <b>Tier 1 Accreditation by &lt;Accrediting Body&gt;</b>	4 Points	≥5 to 9 years of experience <u>or</u> <b>Tier 2 Accreditation by &lt;Accrediting Body&gt;</b>	3 Points	≥2 to 4 years of experience <u>or</u> <b>Tier 3 Accreditation by &lt;Accrediting Body&gt;</b>	2 Points	<2 years of experience <u>or</u> <b>Tier 4 Accreditation by &lt;Accrediting Body&gt;</b>	1 Points
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