

Annex A: Factsheet on Study on the Built Environment Workforce in Singapore

Overview of the Study on the Built Environment Workforce in Singapore

1 The Study on the Built Environment Workforce in Singapore serves as the Jobs Transformation Map (JTM) for the sector to support employers in their transformation efforts. As of today, there are 11 similar studies completed across various sectors such as logistic, finance, transportations, etc. More details on the respective JTMs can be found at WSG's website¹.

2 The study ***engaged close to 130 organisations*** across the BE sector to outline jobs and skills trends, as well as the impact to workforce due to industry transformation efforts for (i) Design and Construction (D&C) and (ii) Facilities Management (FM) clusters. The study also includes a global benchmarking exercise of 10 other cities namely Copenhagen, Frankfurt, Helsinki, Hong Kong, London, New York, Riyadh, San Francisco, Shanghai and Tokyo, on their workforce challenges, and highlights best practices and plausible solutions to help employers succeed in their transformation effort.

3 The study is now available on BCA and WSG's websites².

Findings

4 The study makes the ***following five recommendations:***

Recommendation #1: Accelerate the adoption of technology enabling greater efficiency and productivity, to develop a skilled local workforce to drive talent attraction

While there was general industry awareness of the need to accelerate adoption of technology, actual adoption remains slow across the sector. The recommendation provides guidance for firms to develop technology roadmaps and adoption

¹ More information on Jobs Transformation Map is at <https://www.wsg.gov.sg/for-employers/jobs-transformation-maps.html>

² More on the Study on Built Environment Workforce is at <https://www1.bca.gov.sg/buildsg/manpower> and <https://www.wsg.gov.sg/for-employers/jobs-transformation-maps.html>

strategy, with consideration of downstream impact to employees and the business. With that, companies are enabled to make informed decisions and commit to technology adoption in support of the business.

Recommendation #2: Industry forerunners to lead the way for the entire value chain to drive upskilling and to adopt and implement ITM skills

The workforce skills gap remains a critical area of concern for firms. The industry forerunners must lead the value chain in driving workforce transformation. The firms need to invest in upskilling employees, attracting and recruiting new talents with the right skillsets to drive industry transformation. This recommendation aims to better align skills needed by the sector and available training programmes. It also strives to introduce more conducive learning environments for employees to have sufficient and effective learning opportunities.

Recommendation #3: Jobs to be redesigned to drive workforce transformation, in response to technology adoption and process changes

Jobs must undergo change to address the challenge of technology adoption and experience improvement in work processes in the BE sector. Companies can redesign job to support employees in impacted job roles. This recommendation guides companies to understand the job transformation process and its impact, precautions to take and ways to overcome challenges to ensure success in job redesigning. Companies will be able to make decisions and commit to job redesigning efforts to add value to job roles and complement transformation efforts.

Recommendation #4: Enhance sector attractiveness by changing people culture and practices

The BE sector is expected to face greater difficulties in attracting new talent and/or retaining existing talent if employee preferences and the sector's offerings continue to diverge. This recommendation highlights the critical roles of companies, Government, and Trade Associations and Chambers (TACs)/Unions to work together in enhancing human resources (HR) practices, employee value proposition (EVP), and eventually increase the overall attractiveness of the BE sector.

Recommendation #5: Increase focus on designing, curating, and implementing programmes that provide exposure and experience for current and future workforce

Given the local context of aging workforce and declining talent in joining the sector, establishing a robust talent pipeline is a challenge. This recommendation suggests ways for industry to attract and retain potential talent through the intentional design, curation and implementation of programmes that provide greater exposure and experience, with long-term recognition of valuable work experience desired by the sector.

Annex B: Roles of Continuing Education and Training (CET) Centre

1 SkillsFuture Singapore (SSG) will be appointing BCA Academy (BCAA) as the CET Centre for the BE sector. CET centres deliver quality adult training. The CET Centres are public training providers, which offer a comprehensive array of courses and training in areas which now includes the Built Environment sector. Additional services offered include employment advisory and placement.

2 The CET Centres undergo a rigorous accreditation and Continuous Improvement Review process to ensure that the standards and quality of training are maintained. They are also required to monitor their trainees' training and placement activities, in accordance to SSG's reporting requirements.

3 The role of CET Centres include:

- a. Providing comprehensive services such as advisory and placements, and reach out to partner to support enterprises;
- b. Achieving strategic industry-centric outcomes including placements, improved career prospects, and positive impact on workplace performance; and
- c. Providing comprehensive array of training and mentorship, including bite sized courses and enterprises transformation projects.