

Annex B – Construction Skills Framework

Skills classification effective 1 July 2011

1. In July 2011, MND/BCA and MOM jointly implemented a new skills framework for the construction sector to differentiate the levies of work permit holders (WPHs) based on their skills and experience levels. Under this new framework, “Unskilled” workers have been phased out and “Skilled” workers are classified:-

- a. “Basic Skilled” (R2): Workers possessing BCA’s Skills Evaluation Certification; or
- b. “Higher Skilled” (R1). Workers possessing minimum 4 years of construction experience in Singapore and acceptable qualifications including registration under BCA’s Construction Registration of Tradesmen (CoreTrade) scheme; or any of the recognised supervisory skill certifications issued by BCA Academy.

Skills Evaluation Certificate (knowledge) or SEC(K) framework

2. The Skill Evaluation Certificate or SEC(K) framework was implemented by the Building and Construction Authority (BCA) to facilitate the recruitment of foreign construction workers in various source countries through skills testing and certification. Since 2005, it is a mandatory requirement for all foreign workers who enter the Singapore construction workforce to be skill certified to ensure they possess the adequate skill level and skill set in the various construction trades. Currently, there are 26 overseas testing centres (OTCs) in various source countries, including PRC, India, Bangladesh, Thailand and Myanmar offering a total of 27 skills qualifications.

Construction Registration of Tradesmen (CoreTrade) Scheme

3. The Construction Registration of Tradesmen, or CoreTrade in short, is a registration scheme for skilled and experienced construction personnel, both locals and longer-staying work permit holders, in key construction trades. It provides a clearer progression path for construction personnel to move up from a general worker, to a registered Construction Tradesman specializing in specific trades, to a registered Construction Trade Foreman and eventually become a registered Construction Supervisor. Through this, CoreTrade helps to build up a core group of tradesmen, foremen and supervisors in key construction trades to anchor and lead the construction workforce, thereby raising construction quality and productivity. As of Jan 2012, CoreTrade has registered more than 10,000 construction personnel specialising in various trades under the scheme.

Qualifying criteria for Multi-skilling Scheme

4. To qualify for registration under the Multi-skilling scheme, apart from the 4 years' local experience requirement, construction workers must also possess 2 acceptable certifications. The first certification can be a Skills Evaluation Certificate (SEC) or SEC(K) conducted by BCA or Sijil Pelajaran Malaysia (SPM) certification, for Malaysian work permit holders. The second certificate must be a SEC(K) in a different trade from the first certification.