

Jobs-Skills Integrator (JSIT) Frequently Asked Questions

(1) Why is there a need for a new initiative – JSIT?

Some industry sectors are more fragmented (with many SMEs) and less regulated, and do not have a natural aggregator for manpower and skills needs. SMEs and mature workers also tend to face more acute training and placement challenges, and can benefit from a more structured system to navigate available resources.

JSITs will bring together key stakeholders, such as trade associations and chambers, unions, training providers, and employment agencies to improve training and placement support to companies and individuals by leading the identification and aggregation of manpower and skills needs, and facilitating co-creation of targeted solutions.

(2) How does the JSIT initiative differ from existing training and placement programmes and interventions, such as SSG’s Skills Development Partners (SDPs)?

The JSIT initiative augments existing jobs and skills programmes and interventions by facilitating collaborations amongst stakeholders to ensure offerings meet industry needs and enhance workers’ career mobility. JSITs will examine training and placement challenges prevalent in their respective sectors, and work with partners to close those gaps.

While JSITs have a broader focus on overall workforce transformation and career mobility, SDPs focus more specifically on skills articulation, aggregation and recognition. If a JSIT and an SDP coexist in a particular sector, the SDP will complement the JSIT by identifying and sense-making the sector’s skills needs. The JSIT will then tap on these insights and share them with solution providers (e.g., training providers and employment agencies) to inform their provisions.

(3) How were the pilot sectors chosen? Will the JSIT initiative be extended to other sectors?

The JSIT initiative will be piloted in sectors that (i) have higher concentrations of SMEs and mature workers, (ii) are more fragmented in terms of industry structure / skills needs and less regulated, and (iii) face more acute training and placement challenges. The pilot sectors were identified after consultation with government sector agencies. We will closely monitor the progress of the JSIT pilots following their implementation, and review if the initiative can be extended to other sectors that may face similar training and placement challenges.

(4) How can I find out more about the pilots?

NYP has been identified as the JSIT for the Precision Engineering sector and will be focusing on process enhancements to:

- a. Improve SMEs’ access to available jobseeker pools and potential manpower pipelines;

- b. Improve SMEs' access to training options and solutions, and encourage training uptake;
- c. Provide targeted career and skills advisory and provisions for mature workers to support entrance into the sector; and
- d. Provide pre-emptive career and skills advisory and provisions for in-employment mature workers at risk of displacement.

NYP will provide more information on their specific plans in due time. Trade associations and chambers, training providers and employment agencies who wish to join NYP's JSIT network, and companies and individuals who wish to find out more about their specific interventions can approach NYP directly.

The Retail and Wholesale Trade pilots are in the works with more details to be shared in due course.

(5) How can trade associations and chambers, unions, training providers and employment agencies support the appointed JSITs?

Support from trade associations and chambers, unions, training providers, employment agencies and others is essential to the success of a JSIT in performing its roles. These stakeholders will contribute important perspectives from their interactions with companies, workers, trainees and jobseekers, thereby helping the JSIT to formulate a more holistic and granular understanding of gaps and challenges pertaining to training and placement in the sector. This partnership network will also facilitate co-creation of targeted solutions, ensuring bespoke training and placement provision well-aligned to industry needs and customised to different profiles of individuals.

The appointed JSITs will be reaching out to key stakeholders in their sectors to establish partnerships and discuss how best to alleviate training and placement concerns collectively. Trade associations and chambers, unions, training providers and employment agencies are encouraged to proactively reach out to JSITs to join their network of partners and participate in further activities.

(6) How can interested players be considered to be appointed as a JSIT?

A key consideration for the selection of a JSIT is in the ability to marshal other players in the sector for concerted efforts. In addition, the sectoral nature of the JSIT initiative suggests usefulness in the JSIT having some sectoral expertise, though this is not a necessary condition.

JSITs for the initial pilots were directly appointed to allow customisation of terms and conditions for the JSIT partner to best leverage its institutional strengths and navigate sector-specific dynamics, and ensure the best chance of success for the new JSIT construct. A more inclusive selection process may be considered if the initiative is extended to other sectors.