

## Annex A

### FACTSHEET ON SKILLS FRAMEWORK FOR SOCIAL SERVICE

#### About Skills Framework for Social Service

1. The Skills Framework for Social Service is an integral component of the Social Service Industry Manpower Plan (IMP), and is jointly developed by SkillsFuture Singapore (SSG), Workforce Singapore (WSG), Ministry of Social and Family Development (MSF) and National Council of Social Service (NCSS), together with employers, industry associations, education and training providers.
2. It provides key information on the sector, career pathways, occupations/job roles, as well as existing and emerging skills and competencies required. It also provides a list of training programmes for skills upgrading and mastery.

#### Who is it for?

3. The target groups for Skills Framework for Social Service are as follows:
  - **Individuals** who wish to join or progress within the Social Service sector, will be able to assess their career interest, identify relevant training programmes to upgrade their skills, and prepare for their desired jobs;
  - **Employers** will be able to recognise these skills and invest in training their employees for career development and skills upgrading;
  - **Education and training providers** can gain insights on sector trends, existing and emerging skills that are in demand, and design programmes to address the sector needs accordingly; and
  - **Government and professional bodies** will be able to analyse skills gaps and design appropriate initiatives to upgrade the manpower capability and professionalise the sector.

#### Key components of the Skills Framework

4. The Skills Framework for Social Service contains information on the sector, career pathways, occupations/job roles, skills and competencies, and training programmes. The key components include:
  - Sector information – provides information on key statistics, trends and workforce profiles in the sector;

- Career pathways – depicts the pathways for vertical and lateral progression for advancement and growth. Five tracks have been identified – social work, youth work, psychology, early intervention teaching, and care and programme, covering 60 job roles;
- Occupations and job roles – covers a total of 73 existing and emerging technical skills and competencies, 18 generic skills and competencies, and their respective descriptions. Some of the emerging skills and competencies identified include Collaborative Practices Across Disciplines and Sectors, Social Sector Policy Influence, Research Data Analysis and Volunteer Programme Management; and
- Training programmes for skills upgrading and mastery – provides information on training programmes, which will help aspiring individuals and in-service employees acquire skills necessary for various jobs.

More information on the Skills Framework for Social Service can be found at [skillsfuture.sg/skills-framework/social-service](https://skillsfuture.sg/skills-framework/social-service)