

## Fact Sheet on Skills Framework for Logistics

### About Skills Framework for Logistics

- The Skills Framework for Logistics is an integral component of the Logistics Industry Transformation Map and it supports the manpower strategies by identifying pivotal jobs in the Logistics sector, outlining possible career pathways for talent attraction and retention, as well as articulating existing and emerging skills to support the growth and transformation of the sector.
- Jointly developed by SkillsFuture Singapore (SSG), Workforce Singapore (WSG), Singapore Economic Development Board (EDB) and SPRING Singapore (SPRING) together with employers, industry associations, education and training providers and unions, the Skills Framework for Logistics provides information on employment, career pathways, occupations/job roles, skills and competencies and training programmes.

### Who is it for?

- The target groups for Skills Framework for Logistics are as follows:
  - **Individuals** who wish to join or progress within the logistics 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, unions and professional bodies** will be able to analyse skills gaps and design appropriate SkillsFuture initiatives to upgrade the manpower capability and professionalise the sector.

### Key components of the Skills Framework

- The Skills Framework for Logistics contains information on employment, 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. Six pathways have been identified:
    - Warehouse Management and Operations;
    - Transportation Management and Operations;
    - Freight Forwarding and Operations;
    - Sales and Customer Service;
    - Logistics Solutioning and Programme Management; and
    - Logistics Process Improvement and Information System

- Occupations and job roles – covers a total of 85 existing and emerging technical skills and competencies, 18 generic skills and competencies, and their respective descriptions. Some of the emerging skills identified include Data and Statistical Analytics, Automation Design and Cloud Computing Application; 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.

*\*The list of training programmes for the Skills Framework for Logistics will be made available at [www.skillsfuture.sg/skills-framework](http://www.skillsfuture.sg/skills-framework)*