

## FACTSHEET ON SKILLS FRAMEWORK FOR WHOLESALE TRADE

### About Skills Framework for Wholesale Trade

1. The Skills Framework supports the manpower strategies of the Wholesale Trade ITM by providing key information on the sector, career pathways, occupations/job roles, as well as existing and emerging skills and competencies required for the occupations/job roles. It also provides a list of training programmes for skills upgrading and mastery.

2. It is an integral component of the Wholesale Trade Industry Transformation Map (ITM) and is jointly developed by SkillsFuture Singapore (SSG), Workforce Singapore (WSG), and Enterprise Singapore, together with employers, industry associations, education and training providers and unions.

### Who is it for?

3. The target groups for Skills Framework for Wholesale Trade are as follows:
- **Individuals** who wish to join or progress within the Wholesale Trade 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

4. The Skills Framework for Wholesale Trade 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. Four tracks have been identified, covering 42 job roles:

- Marketing, Business Development and Analysis
  - Trading and Sales
  - Operations, Procurement and Sourcing
  - Finance and Regulations
- Occupations and job roles – covers a total of 76 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 Digital Marketing, Data Analytics, Technology Integration and International Trade Legislation and Compliance.
  - 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.

5. Below is a short description of the career tracks.

Career Tracks	Descriptions
Marketing, Business Development and Analysis	The Marketing, Business Development and Analysis track supports the growth of business beyond its current state through product and brand enhancements, and/or identifying organic and inorganic business growth opportunities.
Trading and Sales	The Trading and Sales track engages in either buy and/or selling activities primarily with the goal of generating profit. A commodity-driven business environment is likely to be trading-centric while a non-commodity driven environment is likely to be sales-centric.
Operations, Procurement and Sourcing	The Operations, Procurement and Sourcing track facilitates trade transactions and purchasing activities undertaken by the organisation.
Finance and Regulations	The Finance and Regulations track oversee the financial management of an organisation through credit and risk management, liquidity and cash management, and compliance with relevant regulatory requirements.

\* More information on the Skills Framework for Wholesale Trade can be found at [skillsfuture.sg/skills-framework/wholesaletrade](https://skillsfuture.sg/skills-framework/wholesaletrade)

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