Media Fact Sheet
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Skills Framework for Infocomm Technology (ICT)

About Skills Framework for ICT

1   The Skills Framework for ICT is an integral component of the Infocomm Media Industry Transformation Maps; and is jointly developed by SkillsFuture Singapore (SSG), Workforce Singapore (WSG), and the Infocomm Media Development Authority (IMDA), together with employers, industry associations, education and training providers.

2   The Skills Framework provides key information on sector and employment, career pathways, occupations/job roles, as well as existing and emerging skills required for the occupations/job roles. It also provides a list of training programmes for skills upgrading and mastery.

3   Individuals can use the Skills Framework to make informed decisions on education and training, career development and skills upgrading based on the sector, employment, occupation/job role, skills and training information in the framework. Employers can use the Skills Framework to design progressive human resource management and talent development plans based on the detailed skills information in the framework. Training providers can use the Skills Framework to gain insights into industry trends and skills in demand, which allow them to innovate and contextualise their curricula design and training programmes to suit the needs of the industry.

Target Audience for the SF for ICT

4   The target groups for SF for ICT are as follows:

a)   **Individuals** with the passion and interest to pursue a career as well as skills development in ICT, and/or who are in-service ICT professionals.

b)   **Employers** of ICT professionals who would like to identify emerging skills and build new capabilities, recognise their employees' skills and invest in skills training for them, and/or strengthen their organisational capability and enhance talent attraction, management and retention.

c)   **Education and training providers** who are looking to gain better insights into sector trends, and existing and emerging skills in demand, as well as design programmes that address the ICT manpower and skills needs.

d)   **Government and professional bodies** who wish to analyse skills gap and design appropriate SkillsFuture initiatives to upgrade the manpower capability and professionalise the sector.

Key components of the Skills Framework

5   The Skills Framework for Infocomm Technology 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. Seven tracks have been identified, covering 119 job roles:

    i.   Security

    ii.   Support

    iii. Infrastructure

    iv.   Data

    v.   Professional Services

    vi.   Software and Applications

    vii. Sales and Marketing

- Occupations and job roles – covers a total of 80 existing and emerging technical skills and competencies, 18 generic skills and competencies, and their respective descriptions. Some of the emerging skills identified include Emerging Technology Synthesis, Cyber Incident Management, Data Engineering and Embedded Systems Programming.

- 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 Infocomm Technology will be made available at www.skillsfuture.sg/skills-framework/ict