

MEDIA FACTSHEET

ANNEX C

Skills Framework for Environmental Services

About Skills Framework

1 The Skills Framework is an integral component of the Industry Transformation Maps. It is co-created by employers, industry associations, unions, education and training institutions and government for the Singapore workforce. The Skills Framework provides key information on the 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.

2 The Skills Framework aims to create a common skills language for individuals, employers, and education and training providers. This further facilitates skills recognition and supports the design of training programmes for skills and career development. The Skills Framework is also developed to build deep skills for a lean workforce, enhance business competitiveness and support employment and employability.

Skills Framework for Environmental Services

3 The Skills Framework for Environmental Services aims to enable skills mastery in the Environmental Services sector. Jointly developed by SkillsFuture Singapore (SSG), Workforce Singapore (WSG) and National Environment Agency (NEA), the Skills Framework has identified key skills and competencies for the sector, including emerging areas such as Emerging Technologies and Lean Thinking.

4 The Skills Framework for Environmental Services 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 trends and opportunities in the Environmental Services sector;
- Career pathways – depict the pathways for vertical and lateral progression for advancement and growth. Five pathways have been identified (i) Cleaning Operations, (ii) Waste Collection, (iii) Materials Recovery, (iv) Treatment and Disposal and (v) Environment, Health and Safety; which encompass 24 key job roles;

- Skills and Competencies - covers a total of 46 existing and emerging technical skills and competencies and 18 generic skills and competencies, and their respective descriptions. Some of the emerging skills identified include Data and Statistical Analytics, Automation Research and Implementation and Robotics and Automation 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 required for various jobs.

5 The Skills Framework for Environmental Services is targeted at the following groups:

- **Individuals** who wish to join or progress within the Environmental Services sector, 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.

6 For a copy of the Skills Framework for Environmental Services, please access the link here: www.skillsfuture.sg/skills-framework.

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