

ANNEX A

FACTSHEET ON SKILLSFUTURE WORK-LEARN BOOTCAMP

The SkillsFuture Work-Learn Bootcamp is a new work-learn programme for fresh graduates and mid-career individuals that will equip them with the relevant job-role behavioural, mind-set and technical skills in sectors with acute demand. It is a three-year pilot programme, developed in partnership between SSG, the five polytechnics, ITE and Generation¹. Generation is a US-based non-profit social organisation founded by McKinsey & Company. It develops and implements short, focused bootcamps to train and place young people in jobs, resulting in 17,000 job placements across 23 professions in 9 countries to date.

2 Participants will undergo an 8 to 12 weeks of intensive institutional training before seeking employment. Employers are involved in the development of the SkillsFuture Work-Learn Bootcamp so as to ensure that participants are equipped with skills that meet the needs of the industries. For example, the polytechnics and ITE, together with Generation, will work with employers to identify skills found in peak performers in the specific job role, and design a bootcamp-style programme to train participants in those skills.

3 Republic Polytechnic and the Singapore Institute of Retail Studies under Nanyang Polytechnic have commenced the first run of the programme for the Digital Marketing job role in July 2018. This will be followed by Ngee Ann Polytechnic later this year. Singapore Polytechnic and Temasek Polytechnic will also be rolling out another programme for a job role related to engineering

¹ *Generation is a spin-off entity from McKinsey Social Initiative. It is highly established and has track records in other countries. 17,000 job placements across 23 job professions in 9 countries have been supported through Generation. Generation's placement methodology has proven to be effective, short and scalable in these countries, yielding 83% job placement within three months and 80% retention at three months. Nearly 88% of participating employers say that Generation graduates outperform their peers along business metrics and 98% of participating employers would hire Generation graduates again. There has also been positive feedback from other key stakeholders such as training providers and alumni. [Source of info from Generation as at 23 July 2018.]*

and big-data in Q4 2018. More details on subsequent runs of the SkillsFuture Work-Learn Bootcamp and job roles will be released when available. Interested participants can find out more at skillsfuture.sg/worklearnbootcamp.

Who is it for?

- Singapore Citizens and Singapore Permanent Residents who are fresh graduates or mid-career individuals, and are keen to undergo an 8 to 12 week intensive training programme before seeking employment in sectors with jobs in acute demand.
- Companies that are registered or incorporated in Singapore, and are seeking to attract and hire fresh graduates or mid-career individuals for jobs in acute demand.

How does it work?

4 Suitable candidates will undergo a recruitment screening process to assess suitability for the SkillsFuture Work-Learn Bootcamp, before embarking on an 8 to 12 week intensive training bootcamp delivered by the polytechnics and ITE. Participants will acquire behavioural, mind-set and technical skills related to a specific job role so that they are well-equipped and ready to seek employment with a participating company upon completion of training. At the company, assigned mentors will guide participants and provide support in their continual skills development.

5 Participating employers are involved in curriculum development from the on-set through activity mapping, to focus on skills identified in peak performers of specific jobs identified. Employers can subsequently recruit these job-ready individuals for the specific job role which they are trained in.

Benefits

- For individuals

- Acquire relevant behavioural, mind-set and technical skills related to a specific job role through a short training programme before seeking employment with a company in sectors with jobs in acute demand
- Guidance from mentors within the company
- Receive a competitive starting salary and full-time employment with participating companies
- Eligible individuals will receive a training allowance² upon completion of training

- For employers

- Companies will be able to work more closely with the polytechnics and ITE in designing a training programme catering to the specific job role in the company
- Recruit more effectively job-ready individuals equipped with the relevant skills and aptitude for the job
- Receive a mentorship grant³ of \$5,000 per individual placed in WLB to provide mentorship for the individual

²For Singapore Citizens only, capped at \$500 per month.

³ For every successfully placed WLB graduate who are Singapore Citizens and Permanent Residents only.