

## Key Thrusts of SkillsFuture

SkillsFuture is supported by four key thrusts:



Help individuals to make well-informed choices in education, training and careers



Foster a culture that supports and celebrates lifelong learning



Promote employer recognition & career development based on skills and mastery



Develop an integrated, high-quality system of education and training that responds to constantly evolving industry needs

## How Can I Benefit?

Fresh ITE graduates of the programme can benefit from the following:

A sign-on incentive of \$5,000  
(For Singapore Citizens only)



Competitive starting salaries

Skills deepening through on-the-job training, productivity improvement project and facilitated/e-learning



Industry-recognised certification(s)



Wage increments<sup>3</sup> and meaningful career advancement pathways upon successful programme completion and satisfactory job performance



Note: <sup>3</sup> Participants can potentially receive a wage increase upon completion of programme if they perform well and take on enlarged job scopes.

### For more information:

Contact Singapore Institute of Retail Studies (SIRS).  
Call Grace Hausjah or Jasminah Mohd Jali at 6222 7477  
or send an email to: [courses@sirs.edu.sg](mailto:courses@sirs.edu.sg)



A CET Institute of Nanyang Polytechnic

## SKILLSFUTURE EARN AND LEARN PROGRAMME

### RETAIL SECTOR

A real career advantage is within easy reach for fresh ITE graduates.



A SkillsFuture Initiative  
For more information, please visit  
[www.skillsfuture.sg](http://www.skillsfuture.sg)

## Sector Overview

Singapore's cosmopolitan retail sector generated \$42.2 billion in retail sales in 2012 and employed some 166,500 workers in 2014. According to a study by CB Richard Ellis, Singapore is among the world's top 20 countries to have a significant proportion of international retailers in their retail mix.

Besides the many international brand names that have established their presence locally, Singapore also boasts a plethora of local brands with varied merchandise and product offerings. There is much that the Singapore retail scene can offer local consumers and tourists alike, especially with the opening of new malls like OneKM and Big Box, each seeking to offer customers a differentiated experience.

Retail Sales  
**\$42.2**  
billion  
2012

Employment Size  
**166,500**  
workers  
2014

## Plan Ahead

### Job Positions Available

Under the SkillsFuture Earn and Learn Programme, fresh ITE graduates with a retail background can look forward to fast-track career progression to supervisory positions.



Starting salary  
\$1,400 — \$1,600

Upon completion  
\$1,700 — \$1,900

Quoted salaries are only indicative.

### Salary

Successful participants may expect a starting salary of \$1,400 – \$1,600 per month. Upon completion of the programme, participants may receive a possible wage increment from \$1,700 – \$1,900.

### Career Progression

Participants will join established retail companies as Supervisor Trainees<sup>1</sup> and progress through the programme to take on retail positions with supervisory responsibilities.



### Participating Organisations

Leading retail companies participating in the programme include Charles & Keith, Club 21, Home-Fix, Isetan, LVMH Fragrances & Cosmetics, Resorts World Sentosa, Robinsons and RSH Group of Companies, Soo Kee Group and Wing Tai Retail Management.

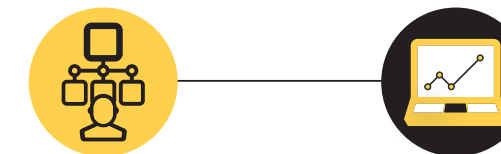
### Programme Duration

Participants under the programme will undergo a 18-month structured training programme.



Note: <sup>1</sup> Job titles may vary from companies

## Programme Structure & Certification(s)



Structured on-the-job training (70%)

Facilitated learning/e-learning (30%)

Participants will undergo a 18-month structured training programme including on-the-job training and facilitated/e-learning, leading to a **Singapore Workforce Skills Qualification (WSQ) Advanced Certificate in Retail Supervision**. The programme is managed by the Singapore Institute of Retail Studies (SIRS).



### Eligibility Criteria

Graduates from the following courses are eligible for the programme:

Course	ITE
Higher NITEC in Retail Merchandising	College Central
Higher NITEC in Visual Merchandising	College Central
NITEC in Service Skills (Retail)	College West & Central