

One-Stop Resource Guide

TRANSFORMING WORKFORCE & WORKPLACES FOR THE FUTURE



What is the **One-Stop Resource Guide**?

This guide is designed to provide consultancy firms and individuals the essential information, tools, and support related to transforming your enterprise and workforce.

The launch of this guide was recommended by the Taskforce for Architectural and Engineering Consultants. The Taskforce is co-chaired by Ms Indranee Rajah, Second Minister for National Development, and Mr Chaly Mah, Chairman of Surbana Jurong Group, and comprises representatives from the key Trade Associations and Chambers (TACs), consultancy firms, major service buyers, Institutes of Higher Learning (IHLs), public agencies and young professionals.

The Taskforce was set up to ensure that Singapore has a capable talent pipeline of Built Environment (BE) professionals and firms to deliver on Singapore's infrastructure plans, and has been working on 4 key areas of focus:

- Uplifting branding of the BE sector and strengthening talent inflow;
- Transforming the workforce and workplaces for the future;
- Evolving existing BE consultancy business models; and
- Propagating sustainable industry practices.



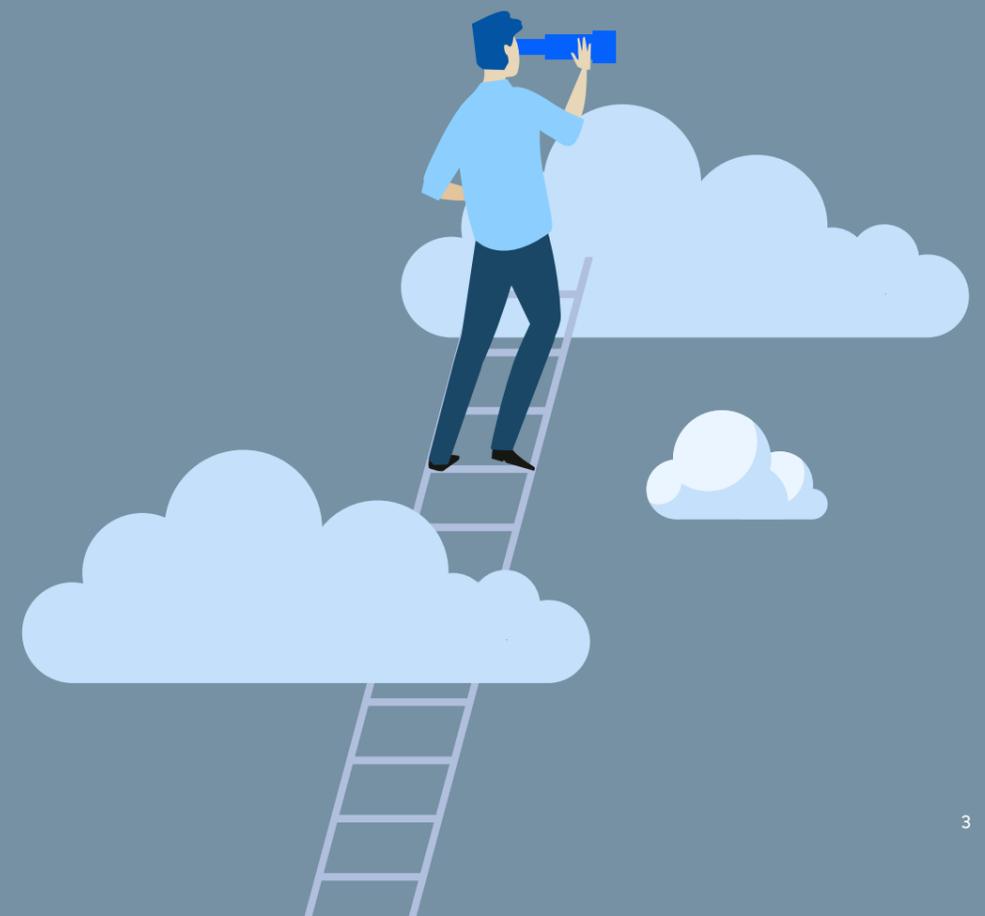
Who is the **One-Stop Resource Guide** for?

FOR CONSULTANCY FIRM LEADERS

You can find information on support available to transform your workforce, HR practices, business practices, as well as to adopt technologies. While this guide aims to consolidate key information, it may not be exhaustive. For more support measures, please visit the GoBusiness Portal (<https://www.gobusiness.gov.sg/>)

FOR PROFESSIONALS IN THE SECTOR

You can find information and support related to upskilling and training, so that you can remain well-equipped in advising your clients on the latest developments in the industry.



What can **Consultancy Firm Leaders** do?

1 BUSINESS TRANSFORMATION

To transform your business to ensure capabilities of employees are up-to-date.

CAPABILITY BUILDING

Invest in employees' continuing education and development through further education and professional certifications.

Develop an in-house pool of skilled trainers who can help to evaluate learning opportunities and implement training systems that are customised to your firm's needs via the **Workplace Learning by NACE**

Enable knowledge transfer of global capabilities to locals via the **Capability Transfer Programme (CTP)**

Learn about the tools and strategies to integrate sustainable practices and adopt advanced technologies via Singapore Poly's **BE Transformation Learning Journey for Firms**

Attract high-potential candidates through sponsorships of BE undergraduate studies through the **Singapore-Industry Scholarship (SgIS)**

Build up a competitive and versatile workforce by providing overseas internships placements via the **Global Ready Talent programme**

Embark on job redesign and skills enhancements for your employees by taking reference from the recommendations and self-help dashboards in the **Job Transformation Map (JTM)**

WITH FUNDING SUPPORT

SkillsFuture Workforce Development Grant (WDG)

Built Environment Technology and Capability (BETC) Grant

LEAD Funding (For TACs)

For enterprises looking to redesign work processes, tasks and responsibilities.

WSG | Support for Job Redesign under Productivity Solutions Grant (PSG-JR)

SkillsFuture Singapore (SSG) Funding

BUSINESS SUSTAINABILITY

To ensure the long-term success of the business, a strong brand and value-driven pricing strategy is key.

ENCOURAGE CLIENTS TO ADOPT VALUE-DRIVEN FRAMEWORKS

SIA's Value Articulation Framework

ACES' Value Articulation Framework:

Mechanical & Electrical

Civil & Structural

DEVELOP BRAND STRATEGY

Singapore Poly provides consultancy services to help your firm develop a strong brand: **Singapore Poly's Company & Workforce Transformation (CWT)**

2 TECHNOLOGY ADOPTION

To ensure your business provides a competitive edge, adopt advanced digital technologies to meet your clients' changing needs for innovative, efficient, and sustainable solutions.

Local SMEs can get free digital consultancy, which includes transformation strategy advisory and project management services.

IMDA's CTO as-a-Service

IDD Resources

Digital Delivery Solutions Directory by buildingSMART Singapore

WITH FUNDING SUPPORT

Productivity Solutions Grant (PSG)

Local SMEs can apply for the PSG to adopt pre-approved digital solutions, such as BIM authoring software.

Enterprise Development Grant

Integrated Facilities Management and Aggregated Facilities Management (IFM/AFM) Grant

3 HR TRANSFORMATION

To improve the workplace environment to ensure your organisation remains competitive against competing sectors for talent.

Uplifting HR Practices for a Better Built Environment Workplace

Adopt Mindful Business Practices

RESOURCES AND PROGRAMMES FOR IMPROVING HR CAPABILITIES

Human Capital Diagnostics Tool (HCDT)

Skills Framework for HR

IHRP Certification Pathways

Career Conversion Programme for Human Capital Professionals

WITH FUNDING SUPPORT

Productivity Solutions Grant (PSG)

Enterprise Development Grant

HR Job Redesign Initiative

SkillsFuture Enterprise Credit (SFEC)



What can **Professionals in the sector** do?

UPSILLING & TRAINING

To be well-equipped in advising your clients and remain up-to-date on the latest trends and developments

Keep updated with the potential career progression pathways and tracks via the **Skills Framework for BE**



Develop thought leadership and mentor the next generation.

Leadership Development programmes:

- **BuildSG LEAD Framework**
- **Courses for Leadership & Management**



Complete certification programmes and courses that offer specialised knowledge in the ITM areas, such as BIM, Sustainability and Advanced Manufacturing and Automation.

- **Courses for Professionals, Managers & Executives**
- **Specialist Diplomas Programmes**
- **Corenet X Training**



Remain business savvy to better manage projects, budgets and teams.

- **Courses for Contracting** by BCAA
- **Online Programmes** by INSEAD



Get accredited for your skillsets and competencies: **Accreditation Framework for Built Environment Professionals**



Deepen your skills via SkillsFuture Credit (Mid-Career) Eligible courses

- **Certificate in BIM Management**
- **Driving Sustainability in Building a Smart City**
- **Collaborative Contracting in Built Environment**



WITH FUNDING SUPPORT

For individuals looking to reskill to new or redesigned job roles under the Skills Framework:

Career Conversion Programmes (CCP) Details



SkillsFuture Singapore (SSG) Funding



Skills Future Career Transition Programme (SCTP)

