

# Early Childhood MANPOWER PLAN



## Rising Demand for Early Childhood Services

The Early Childhood (EC) sector has seen significant growth over the past few years, and is expected to continue to grow strongly in line with rising demand for early childhood services.

## Growing Number of Early Childhood Development Centres



## More and Better Employment Opportunities

From **16,000** Early Childhood educators today to **20,000** by 2020

## The Vision of the Early Childhood Manpower Plan

An Early Childhood sector that offers meaningful and rewarding careers for Singaporeans, and quality care and education for our children.

The Early Childhood Manpower Plan is a collaborative effort by the Early Childhood Development Agency (ECDA), the Singapore Workforce Development Agency (WDA) as well as key sector partners represented on the Early Childhood Sectoral Tripartite Committee. The committee comprises representatives from ECDA, WDA and the Ministry of Education, unions, industry and professional associations, pre-school operators, educational institutes and training agencies. This plan aims to attract, develop and retain a skilled and dedicated workforce for our growing sector. It also demonstrates a collective commitment to taking care of our Early Childhood educators whose work goes a long way in nurturing and developing the future of our nation!

## How will the Manpower Plan support you as an educator?

### 1. More opportunities to develop professionally



#### (NEW) Skills Framework for Early Childhood Care and Education (ECCE)

- Career pathways and specific skills and competencies required for various job roles
- Resource to help:
  - **educators** take ownership to plan for their professional growth
  - **employers** enhance their human resource frameworks and practices



#### (NEW) More flexible training pathways

- Prior learning and working experience recognised for course entry
  - WSQ Advanced Certificate in Early Years
  - WSQ Advanced Certificate in Early Childhood Care and Education
  - CET Diploma in Early Childhood Care and Education
- Allows for lateral and vertical career development based on competencies



#### (ENHANCED) Place-and-Train option for all EC courses

- All ECCE courses will be offered in work-and-study mode; newly employed educators can earn a salary while undergoing training
- Course fee subsidies and salary support will be provided under WDA's Professional Conversion Programme for Pre-school Teachers and Place-and-Train Programme for Educators under the Adapt and Grow Initiative

#### These build on earlier professional development initiatives

##### Professional Development Programme (PDP) for teachers

- Choose from diverse Professional Development opportunities and receive up to \$12,000 upon completing programme and service milestones

##### ECDA Fellows Programme for Pinnacle Leaders

- To nurture exemplary professionals to drive quality improvements in the sector
- Given Professional Development opportunities and Annual Service Recognition Allowance of \$9,000

##### ECDA Scholarship for teachers

- To support skills deepening through the Bachelor and Master Degree Programmes

### 2. More supportive working environment



#### (NEW) Smart solutions to aid in day-to-day processes

- Collaboration between ECDA, Association for Early Childhood Training and Services (ASSETS) and Info-communications Media Development Authority (IMDA) to leverage technology to streamline administrative duties e.g. temperature/attendance taking
- IT solutions to aggregate demand across sector e.g. centralised food catering system



#### Existing partnerships with agencies and unions

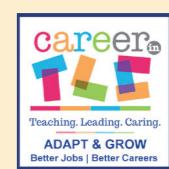
- "Workplace to Worthplace" initiative to encourage centre best practices and uplift sector working conditions

### 3. Greater respect and recognition



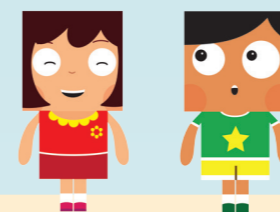
#### (NEW) Teachers' Day for EC Educators (2017 onwards)

- To celebrate and recognise contributions of EC educators
- Individual operators encouraged to celebrate Teachers' Day by giving all EC educators the day off
- ECDA to support child care centres by providing an additional half-day for centre closure

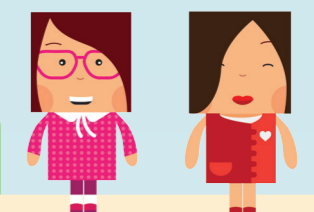


#### On-going public education and outreach

- Annual Early Childhood Conference, "Say Thank you to Teachers" initiative, privilege card for educators, heartland career fairs for back-to-work women and talks at Polytechnics/ITEs, Beanstalk magazine, Grow@Beanstalk Website, Beanstalk Singapore Facebook and APParent Mobile App.



## SkillsFuture Your Skills, Your Asset, Your Future.



SkillsFuture is a national movement to provide Singaporeans with opportunities to develop their fullest potential throughout life.

#### SkillsFuture Study Award for Early Childhood Sector

Bond-free \$5,000 award to develop experienced EC educators who aspire to develop and deepen their skills to prepare themselves for bigger job roles.

#### Education and Career Guidance (ECG)

ECG Counsellors to help individuals make well-informed decisions on education, training and careers.

#### Individual Learning Portfolio

An online, one-stop education, training and career guidance portal for every Singaporean to plan their education, training and career paths.

#### SkillsFuture Credit

Learning credits for all Singaporeans aged 25 years and above to pay for course fees for work-skills related courses supported by public agencies.

#### SkillsFuture Mid-Career Enhanced Subsidy

All Singaporeans aged 40 years and above to receive a minimum of 90% course subsidy for MOE-funded and WDA-supported courses.

