

Preparing for Uncertain Times: Acquiring Skills for the Future **NOW**



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Topics for Today

1. Uncertainty & Skills defined

2. WHAT skills are useful to acquire?

3. HOW & WHERE to acquire them?

4. WHEN to start acquiring skills?

5. WHAT'S NEXT?

6. Questions & Answers



Uncertainty in Global Economies



WE'RE OUT



- Calls made for second Scottish independence referendum as nation's Remain vote is over-ruled by rest of the UK
- Farage declares "this is our independence day" after historic vote
- Pound plummets as markets react badly to the prospect of Brexit

REBRAND NEWS: POLITICAL EDITION
Britain has decided to break away from the European Union and to rejoin the world as an independent nation.
The decision was made by the people of the United Kingdom in a historic vote on Thursday night.
The vote was 52% to 48% in favour of leaving the European Union.
The decision will have a major impact on the world economy and on the lives of millions of people.
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BREXIT

**SUPRISED OUTCOME
in EUROPE & US**



Uncertainty is similar in Singapore

Bank jobs in Singapore under pressure

Banks are seeing their margins squeezed by a weak macroeconomy and some like Barclays and Standard Chartered have initiated job cuts globally. Singapore, being a key financial centre in Asia, is not immune to these layoffs.

By Linette Lim
Posted 28 Dec 2015 17:41 · Updated 28 Dec 2015 23:28



More people lost jobs last year, with manufacturing and services hit hardest

Resident Unemployment Rate is 2.7% in Q1 2016 (Approximately 60,400 residents)

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Oil-Price Collapse Fuels Singapore Layoffs

Last year was Singapore's worst for layoffs since the global financial crisis, and oil-rig makers felt the pain



Middle-aged executives hardest hit by layoffs; seen as too costly to retain, too old to hire



15,580 retrenched last year, highest since 2009



Singapore Budget 2017

(extracted from Singapore Government Web Site)

- Video clip deleted

Important to acquire a Second Skill

Mr Patrick Tay, **National Trades Union Congress'** (NTUC) assistant secretary-general, stressed to TODAY on the importance of cultivating a second skill as the labour movement seeks to encourage workers to undergo training even before they are laid off from their jobs.

Extracted from Today – 2nd Oct 2016



Finding his niche

Former engineer Sam Ngo attended courses at NTUC Learning Hub so that he could switch careers to pursue computer networking

IAN DE COTTA

FOR 16 years, Mr Sam Ngo was an engineer specialising in computer-aided design and manufacturing at a chemical multinational corporation (MNC).

He was initially bonded to the company for the first three years after completing a Diploma in Engineering at the German-Singapore Institute, but soon discovered that the work did not pique his interest.

Instead of hunting for another job after fulfilling his obligations with his employer, he stayed on as the money was good.

He quit his job in 2013 and took a three-year break, partly due to a clause in his contract that prevented him from landing a similar job with a rival company.

Earlier this year, the 44-year-old decided to get back into fulltime employment in a career that interested him.

He had been searching for jobs related to information technology and decided to explore courses that could get him started.

That was when he discovered that the NTUC Learning Hub (LHUB) was offering exactly what he was looking for. Through it, he also found out about SkillsFuture credits that subsequently paid for his courses.

"I attended a briefing at the NTUC Learning Hub and thought I'd give it a try on what it was offering.

"I started with the Cisco Certified Entry Networking Technician (CCENT) course, and after attending a few classes, I found that networking was what I wanted to do," he says.

Networking is the linking of multiple computer devices into a single network.

After completing the five-day basic course, he decided to learn more to sharpen his knowledge.

"I was also informed that I could use the \$500 in SkillsFuture credits in my account to pay for the basic and other courses after other government funding is applied."

All Singaporeans aged 25 and above were given \$500 in January this year under the SkillsFuture Credit scheme to develop their potential throughout life.

It was first announced by Deputy Prime Minister Tharman Shanmugaratnam last year and can be used to pay for 10,000 government-subsidised, approved skills-related courses that cover all key industries.

It is part of the SkillsFuture national movement to help Singaporeans embark on a learning journey to



NTUC Learning Hub prepares its stu



Mr Ngo is pursuing a computer networking career after learning new skills.

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others in my class.

"I had a personal interest in the

ing what I used to earn previously,

says Mr Ngo.

Sam Ngo switched career from **CAD Designer** to **Network Engineer** by acquiring a second skill

Hello! I am already highly SKILLED professional now.



I am a PMI certified **Project Manager** highly demanded by many sector

DO I NEED A SECOND SKILL?



Sorry but YES - also not just to earn PDUs

Continuing Certification Requirements (CCR) Program

Your career is a journey, and you'll need to stay relevant as the profession evolves and as the needs of employers grow and change. Maintaining your PMI certification is a significant competitive advantage. It keeps you relevant and helps you better position yourself as the answer to what companies demand.

Recently we've updated the program to include more emphasis on employer-demanded skills as outlined in the [PMI Talent Triangle™](#). This provides the guidance you need to stay relevant and competitive in the profession.

[Hear why this is important to practitioners](#) [↗](#)

To stay certified, you'll need to participate in professional development activities, and earn and report professional development units (PDUs.) There are lots of ways to earn PDUs and nearly unlimited opportunities.

[Discover ways to earn PDUs or report earned PDUs.](#)

The PMI Talent Triangle®



The ideal skill set — the Talent Triangle — is a combination of technical, leadership, and strategic and business management expertise.

Definition of Skills

Skill

A skill is the ability to carry out a task with pre-determined results often within a given amount of time, energy, or both. (extracted from Wikipedia, the free encyclopedia)

But what is skill?

- A qualification or certification? Are those proxies for skills.
- Is it an: “ability”, “competence”, “knack”, “aptitude” or “talent” or all of these?
- What is measured as SKILL and in what ways?
 - Work or;
 - Labour as skilled, semi-skilled, unskilled or;
 - Soft Skills (e.g. emotional skill) or;
 - Technical (core skill)

Examples of Skills

- Ability to work under pressure
- Accuracy
- Adaptability
- Administering medication
- Advising people
- Analyzing data
- Analyzing problems
- Assembling equipment
- Attention to detail
- Auditing financial data
- Analytical skills
- Attention to details
- Being thorough
- Brainstorming
- Budgeting
- Building new business
- Business communication skills
- Business management skills
- Calculating data
- Categorizing records
- Checking for accuracy
- Coaching skills
- Collaborating ideas
- Collecting items
- Communicating with young or old people
- Comparing results
- Comprehending books or ideas
- Conducting interviews
- Conflict resolution
- Confronting other people
- Constructing buildings
- Consulting organizations
- Counselling people
- Creative thinking skills
- Creating meaningful work
- Critical thinking skills
- Customer service skills
- Dealing with complaints
- Decision making skills
- Defining problems
- Delegating skills
- Designing systems
- Determination
- Developing plans for projects
- Diplomacy skills
- Displaying art
- Distributing products
- Dramatizing ideas
- Driving safely
- Editing
- Effective listening skills
- Effective study skills
- Encouraging people
- Enforcing rules
- Entertaining others
- Envisioning solutions or ideas
- Estimating project workload
- Ethics
- Evaluating programs
- Expressing feelings
- Expressing ideas
- Extracting information
- Finding missing information
- Following instructions
- Gathering information
- Generating accounts
- Goal setting
- Initiator
- Handling money
- Identifying problems
- Imagining innovative solutions
- Information management
- Inspecting buildings
- Inspecting equipment
- Interacting with various people
- Interpersonal communication skills
- Interpreting languages
- Interviewing
- Inventing products/ideas
- Investigating solutions
- Knowledge of community
- Knowledge of concepts and principles
- Knowledge of government affairs
- Leading teams
- Listening to people
- Maintain focus with interruptions
- Maintaining a high level of production
- Maintaining accurate records
- Maintaining emotional control under stress
- Maintaining files
- Maintaining schedules or times
- Making important decisions
- Managing organizations
- Managing people
- Mediating between people
- Meeting deadlines
- Meeting new people
- Motivating others
- Multi-tasking
- Navigating politics
- Negotiating skills
- Operating equipment
- Organizing files
- Organizing tasks
- Patience
- People management skills
- Performing clerical work
- Performing numerical analysis
- Persuading others
- Planning meetings
- Planning organizational needs
- Predicting future trends
- Preparing written communications
- Prioritization skills
- Problem analysis skills
- Problem solving skills
- Product promotion
- Promoting events
- Proposing ideas
- Providing customer service
- Providing discipline
- Public speaking
- Questioning others
- Quick learning skills
- Raising funds
- Reading
- Recognizing problems
- Recruiting
- Rehabilitating people
- Relating to others
- Reliability
- Remembering information
- Repairing equipment
- Reporting data
- Researching
- Resolving conflicts
- Resourcefulness
- Responsibility
- Results orientated
- Risk taking
- Running meetings
- Sales ability
- Screening telephone calls
- Self-motivated
- Selling ideas
- Selling products or services
- Serving people
- Setting performance standards
- Setting up demonstrations
- Sketching charts or diagrams
- Strategic thinking
- Suggesting courses of action
- Summarizing data
- Supervising employees
- Supervising operations
- Supporting others
- Taking decisive action
- Taking initiative
- Taking personal responsibility
- Teaching skills
- Team building
- Teamwork skills
- Technical work
- Thinking logically
- Time management skills
- Training skills
- Translating words
- Taking personal responsibility
- Teaching skills
- Team building
- Teamwork skills
- Technical work
- Thinking logically
- Time management skills
- Training skills
- Translating words
- Using computers
- Verbal communication skills
- Working creatively
- Working with statistics
- Writing clearly and concisely
- Writing letters, papers, or proposals



Top 10 Skills to Master

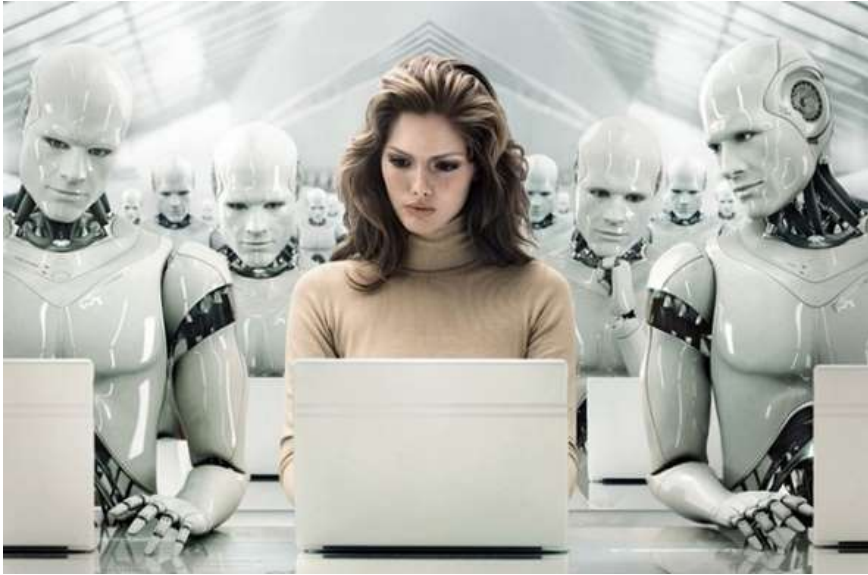
WHICH ONE?

- Academic competence in language and math
- Analytical and problem-solving skills
- Communication skills
- **Computer/Technologies skills**
- Interpersonal effectiveness
- **Leadership/management skills**
- Learning skills
- Personal management skills
- Strong work values
- Teamwork



WHY ?

Technologies in near Future is here - NOW

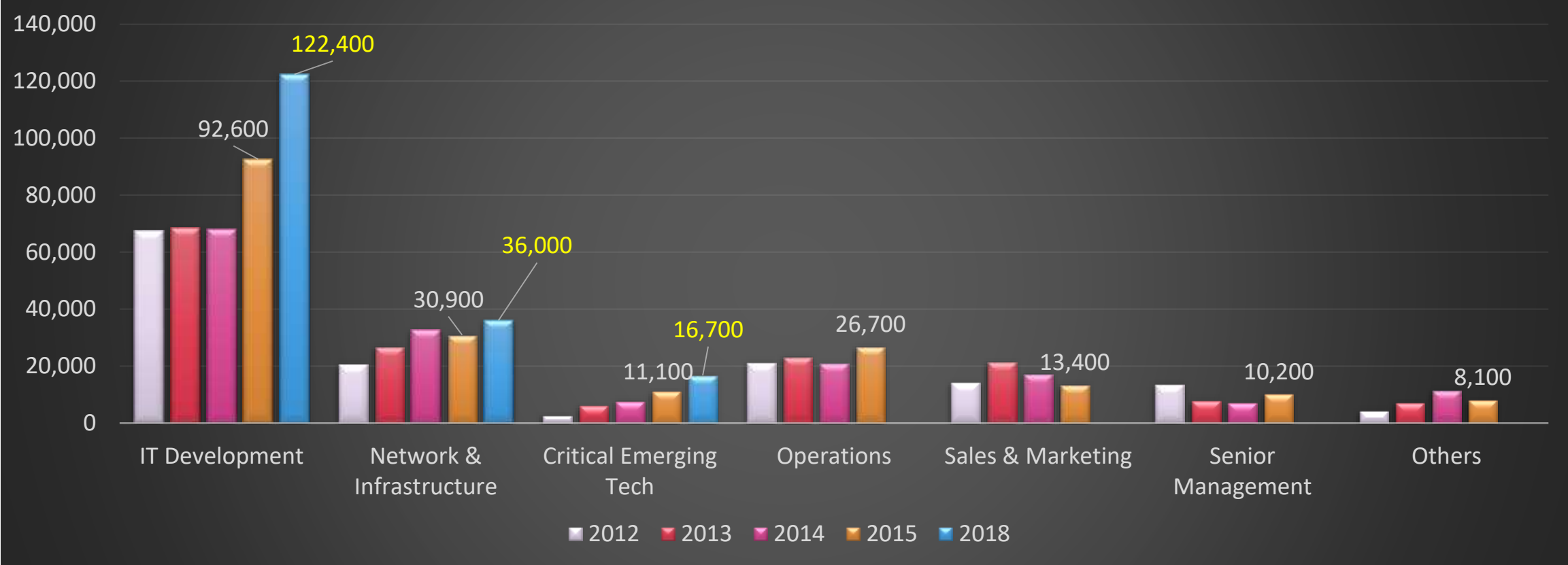


**Technologies cannot
be avoided or ignored**

“The potential for simultaneous and rapid disruption, coupled with the breadth of human functions that AI might replicate, may have profound implications for labor markets,” BOE regional agents Mauricio Armellini and Tim Pike wrote in the Bank Underground post. “Economists should seriously consider the possibility that millions of people may be at risk of unemployment, should these technologies be widely adopted.”

Robots and automation are threatening a growing number of jobs.

Infocomm Manpower Demand (2012-2015 & Forecast for 2018)



IT Development

- 29,800 new jobs
- 10% CAGR

Network & Infrastructure

- 5,100 new jobs
- 5% CAGR

Critical Emerging Tech

- 5,700 new jobs
- 15% CAGR

Top 10 IT Skills – Useful to acquire



Key IT Skills are in demand globally

In-Demand IT Skills – Useful to acquire

There are **38** in-demand skills according to the three reports from **LinkedIn, UpWork and Opportunity** with **15 IT Skills** listed here

- Cloud and distributed computing
- Statistical analysis and data mining
- Mobile development
- Storage systems and management
- User interface design
- Network and information security
- Middleware and integration software
- Web architecture and development framework
- Algorithm design
- Java development
- Machine learning
- Tableau software
- User experience design
- C++ programming
- MySQL programming

Any more than just IT Skills ONLY

The PMI Talent Triangle®



The ideal skill set — the Talent Triangle — is a combination of technical, **leadership**, and strategic and business management expertise.

SPMI Symposium 2016

Project Leadership 360: Leading Change & Transformation

"The true measure of leaders is not the number of people who serve them, but the number of people they serve."

Leadership & Management Skills



ABOUT THE JOHN MAXWELL COMPANY

John Maxwell, an internationally recognised expert in leadership, set up The John Maxwell Company to inspire, challenge and equip leaders to live out leadership. For over 40 years, John Maxwell has inspired audiences through thousands of speaking engagements and has sold more than 25 million books in 50 languages.

John Maxwell's leadership philosophy is simple - Everything rises and falls on leadership. The truth is, influence can be used to impact anyone around us, whether at work, or in our personal lives, regardless of the position we are in. True leadership is about being able to achieve results whilst building teams and developing people to their highest potential.

What is Skills vs Knowledge?

- Knowledge does not mean “skilled”
- Reading, watching, listening, etc. will enrich Knowledge
- Skills - ability to apply knowledge developed via practice



How & Where to acquire second skill?



- **Self reading – research via libraries or on-line (Google)**
- **e-Learning – plenty of such courses (FOC)**
- **Sign up – academic courses or professional certification**
- **Find a mentor and practice – Pro bono or a token fee**



"I'd like to mentor you. We can start by you getting me some coffee."

Warning:

- **People end up in researching and reading information on acquiring skills but they never actually get around to applying the skills. SO, you must practice what you have learnt.**
- **Usually, people get distracted, give up, or become interested in the another trend and drop the skills that was planned to acquire. So, discipline is key!**
- **Again practice, practice, and practice...**



Steps to acquire second skill?

- First, check out government funded or subsidized courses
- Then, select **reputable** training provider & attend class; or
- DIY - learn at home (**high discipline**) – via internet; or
- Join a society or club to network & learn new skills
- However, must achieve evidence of skills attained plus practical experience to show!

When to acquire the second skill?

- **When you still have a job & an income! – Self funding; or**
- **Get your parents, siblings, companies or Govt to sponsor**
- **Don't delay and try to save up for the course**
- **Do it NOW, time wait for no man**



What's Next ?

- **Do research which skills are in demand is the first step.**
- **However, YOU must have interest & passion for related job**
- **Next, you'll need to acquire & practice the skills**
- **Of course - ideally, without spending too much of own money or taking a lot of time off work**
- **Select a TRUSTED training provider with a range of courses**

Finally – find what PCP means in Singapore

Professional Conversion Program (PCP)



The screenshot shows the top section of the Workforce Singapore (WSG) website. On the left is the WSG logo. On the right is the Singapore Government logo with the tagline 'Integrity · Service · Excellence' and a search bar. Below the logos is a purple navigation bar with links for 'INDIVIDUALS', 'EMPLOYERS', 'TRAINING PROVIDERS', 'PROGRAMMES AND INITIATIVES', 'ABOUT', and 'MORE'. The main content area features a smiling woman in a purple shirt on the left. To her right, the text reads 'Professional Conversion Programmes (PCP)' in blue, followed by 'Reskill your competencies to take on new jobs' in purple.

Visit WSG & SSG Web site for more details on PCP

There are training providers outside of this hall to get more details as well.

Question & Answers