

Manpower Strategy

Develop a future-ready social service workforce

1

Ensure adequate pipeline of professionals entering the sector

2

Professionalise training and development in the sector

3

Groom leaders for the Sector

4

Build strong and capable organisations

Manpower Initiatives

1

Ensure adequate pipeline of professionals entering the sector

2

Professionalise training and development in the sector

3

Groom leaders for the Sector

4

Build strong and capable organisations

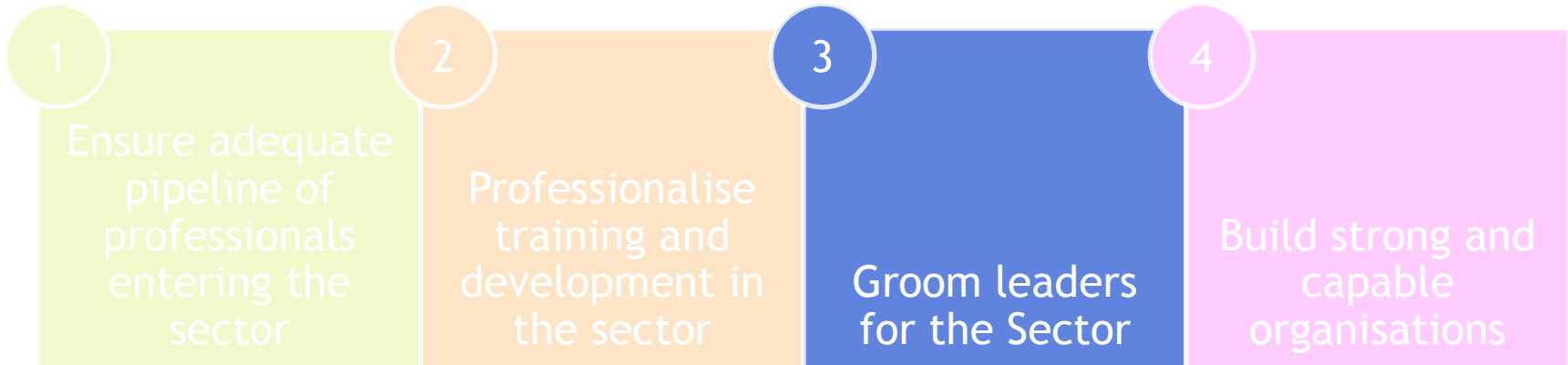
- ▣ **Career Centre** @ Social Service Institute
- ▣ Social service **scholarships**
- ▣ Professional Conversion Programme and Training and Attachment Programme to train **mid-career entrants** to become qualified social workers
- ▣ **Overseas recruitment** to recruit overseas Singaporeans and non-Singaporeans
- ▣ Pilot Sector **Internship** Programme
- ▣ **Engagement of Institutes of Higher Learning, students and faculty** to raise awareness of social policy making
- ▣ **Outreach to overseas Singaporean students** to profile career opportunities in sector

Manpower Initiatives



- ▣ **Social Service Institute** as integrated social service learning hub for training, practice, resource and career services for the sector
- ▣ **National social work competency framework** to guide competency-based training, career progression, pay and facilitate job mobility across different settings
- ▣ Transit to **training based on WDA's Workforce Skills Qualification framework**
- ▣ **Master Social Worker Scheme** to tap on experienced social workers to mentor senior social workers and raise professional practice standards
- ▣ Post-graduate **sponsorships**
- ▣ **Sabbatical Leave Scheme**
- ▣ **Career pathways and continuing professional development frameworks**

Manpower Initiatives



- Leadership Development Programme (*formerly known as Social Service Talent Development Scheme*)
 - Aim is to develop a pipeline of well-qualified, highly experienced professionals who would provide leadership for the sector
- Professional Development and Management Programme (*formerly known as Professional and Leadership Scheme*)
 - Aim is to develop middle-level management and professionals
- New scheme of service to be started by NCSS (refer to MSF's 2014 COS speech)

Manpower Initiatives



- **HR Consultancy** to strengthen VWOs' compensation and benefit structures and practices
- **HQ funding** to provide VWOs with funding for corporate development functions (e.g. HR, IT and Finance)
- **Volunteer resource optimisation** to augment manpower needs and complement social service professionals