

**Annex A: Occupational Health and Safety Assessment**

1 The Occupational Health and Safety Assessment (OHSA) for the Early Childhood (EC) sector was commissioned in 2019 to study ways to improve the safety and well-being of educators. In collaboration with the Health Promotion Board (HPB) and Workplace Safety and Health Council (WSH Council), 10 childcare centres participated in an assessment where the work activities and environments of preschool staff were evaluated alongside a health survey to identify factors that could impact their overall safety, health or well-being.

2 In conjunction with Teachers' Day Celebrations in 2021, ECDA shared four key recommendations arising from the OHSA aimed at improving the health and well-being of staff working in preschools by enhancing HR practices and working conditions in preschools. These include:

- a. Facilitating the Use of Technology to Improve Work Processes
- b. Building More Staff-friendly Workplace Design and Environment
- c. Promoting Physical & Mental Well-Being of Staff
- d. Enhancing Workplace Health and Safety Capabilities

3 Besides guiding preschools on their digital journeys in leveraging technology to improve work processes through the Early Childhood Industry Digital Plan (IDP), ECDA has engaged the sector and offered recommendations such as incorporating more rest breaks for staff in addition to balancing and rotating staff workload, to reduce work-related stress levels and safety issues.

4 These efforts, coupled with preschools' participation in partner agencies' programmes like HPB's extensive range of workplace health programmes under Health Champs, provide EC educators with greater support to improve their overall physical and mental well-being. Interested preschools can email HPB at [HPB\\_Health\\_At\\_Work@hpb.gov.sg](mailto:HPB_Health_At_Work@hpb.gov.sg) to tap on the various health programmes available.

3 To support preschools in enhancing staff safety, the WSH Council will be organising customised Risk Management training workshops specifically for the EC sector from November 2022 onwards. Participating centres will be recognised as bizSAFE level 2 organisations after the session. More details on the workshop will be available in due course. [Register](#) to indicate your interest.



**Annex B: Early Childhood Industry Digital Plan**

*Need for Digitalisation in Early Childhood Industry*

1 As demand for quality early childhood (EC) services grows, digital technology can help preschools improve productivity and manage operating costs, enhance processes and service quality for parents, as well as uplift the image of early childhood educators by improving job attractiveness and supporting professional development.

*Early Childhood Industry Digital Plan*

2 ECDA launched the Early Childhood Industry Digital Plan (IDP) in March 2021. Developed in partnership with the Infocomm Media Development Authority (IMDA), SkillsFuture Singapore (SSG) and EC industry partners, the IDP provides a structured framework to guide preschools on their digital transformation efforts. It is aligned with the Early Childhood Industry Transformation Map launched in 2018.

*IDP Roadmap*

3. The three-stage IDP digital roadmap (below) charts out the digital solutions preschool operators can adopt across each stage of their growth:



4 Under the EC IDP, preschool operators can look forward to support in the following ways:

a. **Pre-approved digital solutions.** To make it easy for preschool operators to adopt digital solutions recommended in the EC IDP, ECDA and IMDA will progressively curate pre-approved solutions that have been assessed to be market-proven, cost-effective and supported by reliable vendors. Preschool operators will save on the time and effort required to search for solutions and benefit from the convenience of quickly adopting these pre-approved solutions. Apart from Preschool Management System solutions, two other pre-approved solution categories are available for adoption:

- i. e-Enrolment forms – which will enable parents to submit enrolment forms online with digital signature(s); and
- ii. Digital analytics for centre operations – which will enable operators to better plan, manage and improve the preschool operations and environment and service quality.

More solutions will be progressively curated and made available for adoption:

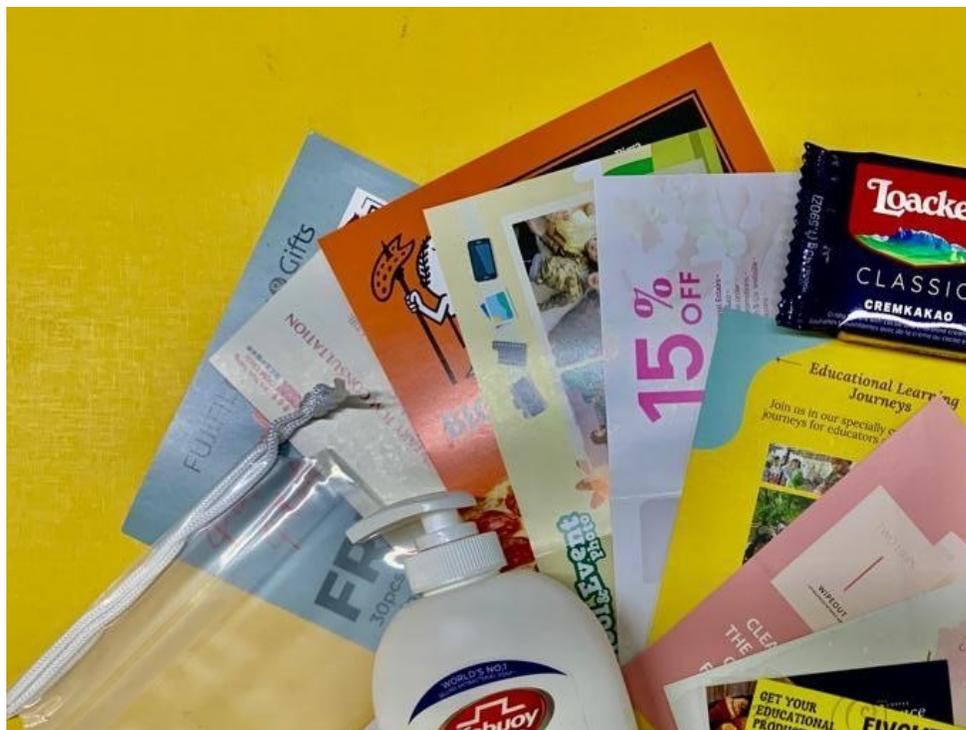
- i. Digital analytics for child development – which will help educators identify development progress and needs of children with clearly illustrated data dashboards.
- ii. Talent attraction platform – which will help operators manage the recruitment process from planning, attracting, selecting and retaining staff.
- iii. Digital learning platform for Continuous Professional Development – which will provide educators with a customised training experience.
- iv. Autonomous solutions for Cleaning, Health and Safety – will help centres detect potential health hazards and monitor areas that need cleaning with the employment of Internet of Things (IoT) and Artificial Intelligence (AI).

b. **Funding support.** On 16 October 2021, ECDA launched the Early Childhood Digitalisation Grant (ECDG) that eligible preschool operators may apply for to defray some of the costs of adopting pre-approved digital solutions recommended in the IDP. The ECDG is part of the Productivity Solutions Grant (PSG) and supports up to 70% of the implementation cost. About \$4 million has been set aside over the next three years for the ECDG. Applications for the ECDG can be submitted through the [Business Grant Portal](#) (BGP). More information on funding eligibility, application and claim process can be accessed: <http://go.gov.sg/ecidp>.

**Annex C: Teachers' Day for Early Childhood Educators**

Special Treats is a ground-up initiative by the Association for Early Childhood Educators Singapore (AECES) and Preschool Market, a social enterprise. The initiative has been supported by ECDA since 2016. This year, all preschool educators will receive:

- A gift pack, containing sponsored items from corporates such as Lifebuoy, Asepso and Loacker; and
- Access to promotions and discounts offered by merchants such as Delifrance, Eu Yan Sang and Spa Esprit Group that can be redeemed via the Special Treats mobile application.



AECES celebrates EC educators on Teachers' Day each year in appreciation of their dedication and the important role they play in every child's development. Since 2017, preschools have been encouraged to give their EC educators a day off on Teachers' Day. There has been strong support among preschools and parents, with almost all centres declaring Teachers' Day as a closure day. From 2020, ECDA made it mandatory for all preschools to close on Teachers' Day so that EC educators can have a well-deserved break. This move is part of a wider endeavour to build a meaningful and rewarding career in early childhood for Singaporeans.

To foster greater recognition and respect for the early childhood profession, ECDA has launched a social media campaign #ShareWordsOfThanks, inviting parents and public to share their words of thanks to EC educators they know via a fun and interactive Augmented Reality Instagram (AR IG) filter. Parents can record their appreciation message with their children using the filter, post it on their social media page, tagging @BeanstalkSingapore and stand to win attractive prizes as part of a giveaway. More information on the AR IG filter and the giveaway can be found on Beanstalk Singapore's [Facebook](#) and [Instagram](#).