

CREATING MORE REWARDING CAREERS

A NEW EARLY CHILDHOOD MANPOWER PLAN WAS ANNOUNCED AT THE EARLY CHILDHOOD CONFERENCE ON 1 OCT 2016.

The Early Childhood Manpower Plan is a collaborative effort by government agencies and industry partners in the Sectoral Tripartite Committee, including 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 the growing sector. It also demonstrates a collective commitment to taking care of the Early Childhood educators, whose work goes a long way in nurturing and developing the future of our nation! ❤️



The Vision of the Early Childhood Manpower Plan

An Early Childhood (EC) sector that offers:



Rising Demand for Early Childhood Services

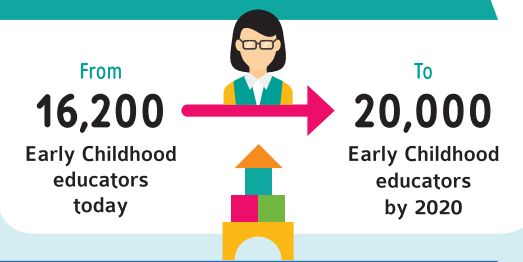
The EC sector has seen significant growth over the past few years, and is expected to continue to grow strongly in line with rising demand for early childhood services.



Growing Number of Early Childhood Development Centres



More and Better Employment Opportunities



How will the Manpower Plan support educators?

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

- ▶ Provide resources 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 will be recognised for course entry in:

- WSQ Advanced Certificate in Early Years
- WSQ Advanced Certificate in Early Childhood Care and Education
- CET Diploma in Early Childhood Care and Education

▶ Allows 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:
- Professional Conversion Programme for Pre-school Teachers
- Place-and Train Programme for Educators under the Adapt and Grow Initiative

These build on existing professional development initiatives

Professional Development Programme (PDP) for teachers
▶ Choose from diverse Professional Development opportunities
▶ 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
▶ 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 A 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)
Info-communications Media Development Authority (IMDA)

- ▶ To leverage on technology to streamline administrative duties e.g. temperature-/attendance-taking
- ▶ IT solutions to aggregate demand across the sector e.g. centralised food catering system

EXISTING PARTNERSHIPS WITH AGENCIES AND UNIONS
"Workplace to Worthplace" initiative
▶ To encourage sharing of best practices and to uplift working conditions

3 Greater respect and recognition

(NEW)
TEACHERS' DAY FOR EC EDUCATORS (2017 ONWARDS)
To celebrate and recognise contributions of EC educators

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
- ▶ Talks at Polytechnics/ITEs
- ▶ Beanstalk magazine
- ▶ Grow@Beanstalk Website
- ▶ Beanstalk Singapore Facebook
- ▶ APParent Mobile App

Individual Operators
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