

## THE CENTRE FOR SKILLS-FIRST PRACTICES

**SINGAPORE, 10 OCTOBER 2025** – The Centre for the Skills-First Practices (CSFP) strengthens Singapore’s human capital by enabling stakeholders to identify, develop, activate, and recognise skills as core to competitiveness. Its mission is to embed skills-first approach across policies, organisations, and workforce practices, supported by data-driven insights and global partnerships. In the long term, CSFP aims to position Singapore as a global leader in skills-first practices, drive ecosystem-wide adoption, and raise national skills literacy so that skills are prioritised in human capital strategies.

2 Earlier this year, IAL convened a series of roundtables and published consultation papers to define what “skills-first practices” means for Singaporeans and to drive the skills conversation further. Experts from Government, academia, business, unions, professional bodies, and international organisations convened and explored the opportunities and barriers faced by different stakeholders in embracing skills-first practices.

- **Skills-First Working Paper Series:** Five stakeholder-specific consultative papers that will culminate in a “Framework for Action for Skills-First Practices in Singapore” concept paper. Following the release of each of the three published papers this year, IAL organised roundtables that attracted more than 600 participants from around the world. The roundtables pointed to a need for deeper structural and cultural shifts – both within societal systems, at the individual level and at the organisational level – to make skills-first practices truly inclusive and sustainable.

3 The CSFP has since launched several initiatives, including:

- **Skills-First Readiness and Adoption Index:** A first-of-its-kind index to measure the readiness and adoption of skills-first practices across jurisdictions, developed in collaboration with the Organisation for Economic Co-operation and Development (OECD). The index examines three core distinct dimensions of a skills-first labour market, which are the learning ecosystem, talent recognition and enabling environment.
- **Apps and Tools to Key Tasks:** A new analytical method to help individuals and enterprises identify which applications and tools are most relevant to the key tasks of their job roles.
- **Skills Learnability Index:** A new analytical method that introduces a learnability dimension to skills and job roles, enabling individuals to assess the ease of

acquiring a skill or job role, alongside existing dimensions such as demand, growth, and transferability.

- **Building a Skills-First Organisation through Work Transformation:** Development of a toolkit, case studies and capability-building programme to help employers enhance productivity and adaptability, while creating meaningful and future-ready roles through work redesign.
- **Skills Discovery and Forecasting:** Analysis of current and future jobs and skills trends in both the global and local labour markets, combined with insights from relevant experts and business leaders.
- **Capability Building on Jobs-Skills Insights Development:** Support for business developers and curriculum designers in training institutions to identify relevant skills for training, and to guide curriculum design and review.
- **Capability Building on Jobs-Skills Plan Development:** Equipping government agencies to stocktake, conduct gap analyses, and plan for their sectoral manpower development.

3 Chief Executive of SSG, Mr Tan Kok Yam, said, “The launch of the CSFP marks another important milestone for the SkillsFuture movement in supporting employers and individuals to adopt skills-first practices through a common language of skills. Such a framework allows individuals to know what skills are needed for the job role that they currently have or aspire towards, and to be confident that these skills will also be recognised by employers referencing the same framework. For Singapore, this will be our catalyst to help every individual in navigating their upskilling journey and boosting their career health with confidence, knowing that their skills – however they were acquired – are recognised, valued, and can open doors to meaningful opportunities. In a global context, the CSFP aims to position Singapore as an adopter of best practices in skills-first excellence, as we continue creating the frameworks and methodologies that other nations will study and adopt.”

4 Associate Professor (Practice) Yeo Li Pheow, Executive Director of IAL, said, “As the business environment changes at an accelerating pace, employers are looking for better ways to identify talent by competencies, access in-demand skills quickly, and develop their workforce to meet emerging challenges and seize new opportunities. In today's workplace, success depends on what people can do; in the workplace of tomorrow, it will hinge on how quickly they can learn, adapt, and apply new capabilities. With the launch of CSFP, IAL will work with partners to embed skills-first practices in the fabric of

our workforce – shaping mindsets, aligning systems, scaling efforts, and building a shared ‘skills language’ that makes skills a trusted currency for opportunity, growth and competitiveness.”

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