Overview of Education and Career Guidance (ECG) Implementation in Singapore Schools

Preparing our children for their future

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Integrity, the Foundation • People, our Focus • Learning, our Passion • Excellence, our Pursuit
What is Education and Career Guidance (ECG)?

ECG helps our students answer 3 questions

**Who am I?**
- better understand themselves

**Where am I going?**
- explore viable education and career options

**How do I get there?**
- make informed decisions
- develop plans and goals to achieve their aspirations

ECG is a developmental process which facilitates the acquisition of attitudes, skills and knowledge that will enable students to **better understand themselves**, **explore viable education and career paths**, **make informed decisions** and **develop plans to achieve their career aspirations**.
Importance of ECG

Rising ambitions of our youths
Social Mobility

Changing education landscape
Bridges and Ladders

Engaged workforce
A lifetime of careers
Attitude of lifelong learning
ECG impacts motivation for learning & promotes future orientation
SkillsFuture

SkillsFuture is a **national movement** to provide Singaporeans with the opportunities to develop their **fullest potential throughout life**, regardless of their starting points.

- **Help individuals** make **well-informed choices** in education, training and careers
- **Develop an integrated high-quality system of education** and training that responds to constantly evolving industry needs
- **Promote employer recognition** and career development based on **skills and mastery**
- **Foster a culture** that supports and celebrates lifelong learning

**To introduce about 100 dedicated, trained ECG Counsellors** for schools & PSEIs
Discover Who You Are

1. Continually develop your interests, abilities, and passion; and use them to contribute meaningfully to society through your future professions.

Everyone has a set of unique attributes. The more you know about what you value, what you are interested in, and what you are good at, the more likely you will be able to make good choices in your education and career explorations.

Pit-stop: Re-aligning our school programmes and practices
### Navigate Pathways with Confidence

2. Learn more about the world of work, education, and career pathways that you can choose. Many pathways are worth taking, and there are opportunities for continuous learning and recognition.

Explore the many possible pathways and develop an understanding about the world of work during the schooling years. **There are no dead ends;** through CET, you can continue to pursue your aspirations.

3. You can take pride in and add value to any job.

Appreciate that each one of us can **make the choice to perform our jobs to a high professional standard**, and contribute to the bigger outcome.
Key ECG Messages

Make Informed Decisions and Own Them

4. Make considered decisions about your education and career plans, and take positive steps to embark on them.

Make decisions based on your interests, attributes, and aspirations, while considering current and future career opportunities. Take ownership of your goals, and take steps towards fulfilling them.

Keep Learning. Be Resilient

5. Develop 21st century competencies, values, and workplace readiness skills to be adaptable and resilient.

To thrive in a globalised economy and navigate meaningfully through life, you must:
- Establish sound values;
- Seize every opportunity to develop transferrable soft skills such as: cross-cultural communication skills, problem-solving skills, and team work;
- Continually develop workplace readiness skills such as literacy, numeracy, and technical skills throughout life.
ECG Developmental Model

Developmental Approach: 3 progressive emphases
Career Awareness, Exploration, Planning

Developing self-identity is foundational in all 3 phases
## ECG developmental framework
(from Primary Level to Working Life)

### Upper Pri (9-12 yrs old)

**Awareness**
- Exploring personal strengths, hobbies, interests

**Building self-awareness and personal management**
- Exploring personal strengths, hobbies, interests

### Sec (13-16/17 yrs old)

**Exploring and Planning**
- Develop self-awareness in areas of interest, abilities, values and career aspirations

**Exploring education, training and careers**
- Build awareness about the wide array of occupations in the world of work
- Explore relevant courses of study and pathways linking to the world of work

### Post-Sec (17/18 - 20 yrs old)

**Crystallisation and Planning**
- Clarify and define career self-concept

**Developing and Transiting**
- Take ownership of own career development
- Develop skills in acquiring and using sectorial career information to make career decisions
- Develop skills in planning and making informed decisions for further education and jobs
- Navigate the world of work confidently and manage career transitions

### New Entrants (20s)

**Developing and Transiting**
- Develop skills and networks to facilitate entry into chosen career pathway
- Develop institution-to-work transition skills
- Develop skills in planning and making informed decisions for further education and jobs
- Navigate the world of work confidently and manage career transitions
4 Pillars in ECG Delivery

- **ECG Counselling**
  - By School Counsellor / ECG Counsellors

- **ECG Curriculum**
  - By Form/ Co-Form Teacher/Lecturers

- **Capacity Building**
  - Coordinated by ECG Counsellors / MOE ECG Unit

- **Partnership**
  - Coordinated by ECG Coordinators/ Counsellors
ECG Delivery in Schools & Post-Secondary Education Institutions (PSEIs) - A Whole-school approach

Target group:
- **Individuals** who require more guidance
- **Groups of students** who require more guidance

**ECG Curriculum**

- **By School Counsellor**
  - Individual Counseling/Guidance
  - Group Counseling/Guidance

- **New:**
  - + **Roving** ECG counsellor in Sec Schs & Pre-Us
  - + ECG Counsellors in **ECG Centres** in Polys & ITEs

- **LEGEND**
  - Individual Students
  - Groups of Students
  - All Students

**One-to-one interaction** with Form/Co-Form Teacher *and parental involvement* initiated through briefings and discussions during Parent-Teacher Meetings

- **Usage of ECG portal**
- **Talk on Ed. Options & Pathways**
- **Learning Journey to industries**
- **Open houses**
- **Careers Ed. Talks/Fairs**
- **Work Experience/Shadowing**

**ECG lessons in FTGP/CCE curriculum**

- Monitored by HOD,
- Coordinated by ECG coordinators/champions, course managers
- Implemented by Form/Co-Form Teacher/Lecturers, personal mentors
ECG Curriculum (Primary to Post-Secondary)
## Key Features of ECG Syllabus (Secondary)

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**Who am I?**

**Where am I going?**

**How do I get there?**
Key Features of ECG Syllabus (Pre-University)

Focus Area 3*

Being ready for the future

3 Themes

- My Career Identity
- Working in a Globalised World
- Preparing for the Changing Landscape
Key Features of ECG Syllabus (Polytechnic & Institute of Technical Education)

3 focus areas & 6 competencies

A. Personal Management
1. Review and enhance positive self-concept
2. Interact positively and effectively with others

B. Learning & Career Exploration
3. Explore Career Option
4. Embrace lifelong learning

C. Career Management
5. Take ownership of one’s career
6. Prepare for employability

Year 1 to 3 [40 hours (ITE) - 60 hours (Polytechnics)]
ECG Portal for Primary 5 – Pre-Uni Students
(Every student has an individual account)
(ages 10 – 18)

ecareers.sg
Education & Career Guidance

An engaging approach to
career development and job seeking.

Welcome to the ecareers.sg web portal!

Video

Please login:
Enter your NRIC: S1753094A
Submit
Submit

Video
Key Portal Features (Eg. Secondary/Pre-University)

Who am I?
(1) Assessments:
   - Personal globe Inventory, (interests), Work skills, values

Where am I going?
(2) Occupation database
   - 600 occupations
   - Testimonials
   - Career videos

How do I get there?
(3) Education database
   - Polytechnics, ITEs, Universities

Save and consolidate: (4) ePortfolio

Planning & Goal-setting
(5) Edn & Career Planning Module/(6) Goal-setting Module
   Explore, reflect, goal-setting

Transition skills: 
(7) Job-seeking module: Resume-maker, resume-writing, interview skills
ecareers.sg
Education & Career Guidance

ePortfolio
Goal Setting
Self Exploration Game
Career Explorer Game

Visit the Industry Landscape
Discover Occupations
Find Your Favourite School
Explore Schools
Explore the Singapore Education Landscape

Avatar Creator
Top Explorers
ILP is a one-stop education, training and career guidance online portal that will **empower individuals to plan their education and training into their working life.**

- They can **discover their interests, abilities and career aspirations**, and **explore various education pathways** before they enter the workforce.

- Individuals can also use ILP to **search for suitable jobs and manage their careers**. For individuals in their mid-careers, the ILP serves to **inform individuals of skills gaps** that they may need to remain relevant in the workforce.

- This will be rolled out in 2017.
Key Functions of ECG Counsellors

- ECG Information & Assessment
- ECG Education
- ECG Counselling
- ECG Programme & Partnership
- ECG Services Management & Education

Primary Function
Secondary Function

ECG Advisor (Teacher/Lecturer)

ECG Counsellor

Senior ECG Counsellor

ECG Counselling Manager

ECG Coordinators in schools
ECG Counsellors in MOE Schools

**Provide consultation to schools on ECG plans**
- Schools’ ECG plans
- ECG focus for the year
- Provide training to teachers on Basic Facilitation skills in Education and Career guidance
- Provide briefing to teachers and students on latest industry knowledge and information

**Provide ECG counselling for students**
- Group Career Guidance
- 1-on-1 ECG counselling

**ECG Experiences**
- Plan and coordinate Outreach programmes
- Establish partnership with industries
- Plan ECG events (eg. industry/career talks/fairs) with ECG Coordinators & course managers

**Communication & Engagement with Parents**
- Plan talks/briefings for parents with ECG Coordinators and Year Heads/HOD CCE/SCs
- Provide Resources for parent engagement
ECG Counsellors are recruited fresh from the industries with working experience from various industries. They are all equipped with baseline training of:

i. Career development facilitator – Singapore Certification
ii. Counselling certification equivalent to Graduate Certificate level
iii. In-house training of C & D above
iv. On-the-job training
ECG Centres @ PSEIs

All ECG Centres @ PSEIs are up.

ITE (Central)  ITE (West)  ITE (East)  Nanyang Poly

Ngee Ann Poly  Republic Poly  Singapore Poly  Temasek Poly
ECG Centre @ MOE (Grange Road)

- Provide ECG services for students-in-transition (GCE ‘N’, ‘O’ and ‘A’ Levels) and their parents to complement the services provided by schools
- A resource centre for ECG Counsellors and ECG Personnel
Strengthening Partnership Engagement for Enhanced ECG Experiences

Help Our Children See Beyond School!

Be the window to the world of opportunities out there.

You can:
Share your story
Give a talk
Invite our teachers and students to your workplace
Supportive Partners @ ECG Fairs
INDUSTRY WATCH

Labour Market, First Quarter 2016
~ Ministry of Manpower
Unemployment remained unchanged, employment growth slowed and layoffs fell from the previous quarter. Redundancies to continue amid cyclical weakness and as the economy restructures. Click here for more information.

Singapore Maritime Week 2016 Seeks to Draw Talent to the Sector
~ TODAY
Read more here.

RESOURCES FOR EDUCATORS

A Primary 6 Student’s Guide to Available Secondary School Tracks
Download slides here.

What SkillsFuture is about
~ The Straits Times
In this article, Mr Ong Ye Kung, Acting Minister (HES) outlines three big ideas at the heart of this national movement. Read more here.

Opting for Career Plan B
~ The Straits Times
This article reinforces one of the key ECG messages for our youth to be resilient and prepared for life-long learning. Read more here.

CAREER IDEAS

Army, Air Force, Navy - Learn more about the various career pathways in the Singapore Armed Forces
Download slides here.
THE NEXT STEP FORWARD
NAVIGATING YOUR EDUCATION AND CAREER PATHWAYS

ECG Publications

Lim Chin Kiat

Just how much can one love cars?

Chin Kiat loved it enough to want to study it and build his career around it. After the completion of his GCE 'O' Level examination, he decided to pursue his interest in cars through enrolling in the Alevel in Automotive Technology course.

Chin Kiat achieved excellent results and was awarded the Silver Medalist. With his lecturer's guidance and introduction, Chin Kiat began to work as an apprentice at Jaguar Land Rover. As Chin Kiat wanted to gain more experience in the industry, he moved on to Wimas Automotive Singapore as a technician. The company acknowledged Chin Kiat's outstanding work performance by redesigning his job scope and assigning work tasks that required higher level of skills.

Through his work experience and colleagues, Chin Kiat recognizes the importance of lifelong learning and the need to continuously upgrade. This year, Chin Kiat is undertaking the Higher Nitec in Mechanical Engineering course.

Chin Kiat's Education and Career Pathway

GCE 'O' Level

ITE (Nitec in Automotive Technology, Light Vehicles)
ITE (Higher Nitec in Mechanical Engineering)

Courses related to Automotive and Mechanical Engineering can be found in:
- School of Engineering (ITE College West)
- School of Engineering (NP)
- School of Mechanical and Aerospace Engineering (SP)
- School of Mechanical and Aerospace Engineering (NTU)
- School of Engineering (NUS)

Refer to page 92 for institutions offering courses related to Engineering Sciences
This publication is distributed annually to parents of all Primary 6 and Secondary 2 students to provide tips and advice on ECG, and considerations for parents and students at key education stages.
Beyond learning for grades to learning for mastery

Beyond learning in school to learning throughout life

Beyond learning for work to learning for life

Ensure learning opportunities are accessible to all, whatever their starting point
Every child grows up with big dreams.
Together, let’s take them a step closer.

Thank you!