

## FREQUENTLY ASKED QUESTIONS (FAQ) AND ANSWERS

### Leadership and People Management (LPM) WSQ Framework Transition

S/N	Questions and Answers																				
<b>About the Skills Framework</b>																					
<b>1</b>	<p><b>What is the Skills Framework (SFw)?</b></p> <p>The SFw is a SkillsFuture initiative developed for the Singapore workforce to promote skills mastery and lifelong learning.</p> <p>Developed by the government together with the employers, unions, industry associations, professional bodies, and education and training institutions, the SFw provides useful information on:</p> <ul style="list-style-type: none"> <li>• Sector and employment information;</li> <li>• Career pathways;</li> <li>• Occupations and job roles;</li> <li>• Required existing and emerging skills; and</li> <li>• Training programmes for skills upgrading and mastery.</li> </ul>																				
<b>2.</b>	<p><b>How is the SFw distinct from the Workforce Skills Qualifications (WSQ) Framework?</b></p> <p>The WSQ Framework remains as a key Continuing Education and Training (CET) credential system to facilitate skills certification and recognition. It makes reference to the skills and competencies in the SFw in developing programmes and qualifications.</p> <p>The SFw is a guide for individuals, employers and training providers, and contains additional information on sector and employment opportunities, career pathways, occupations and job roles.</p>																				
<b>3.</b>	<p><b>What is the difference between Technical Skills and Competencies (TSCs) and Generic Skills and Competencies (GSCs)?</b></p> <p>TSCs are defined as job-specific knowledge, skills and abilities that a person needs to have to perform the various tasks.</p> <p>GSCs are transferable skills that serves to complement the acquisition of technical skills.</p>																				
<b>4.</b>	<p><b>How does the levelling for TSCs and GSCs compare against the 6 WSQ levels?</b></p> <p>The TSC and GSC Proficiency Levels are pegged as such against the 6 WSQ levels:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-align: center;">WSQ</th> <th style="text-align: center;">TSC</th> <th style="text-align: center;">GSC</th> </tr> </thead> <tbody> <tr> <td rowspan="6" style="text-align: center;"><b>Proficiency Level</b></td> <td style="text-align: center;">1</td> <td style="text-align: center;">1</td> <td rowspan="2" style="text-align: center;">Basic</td> </tr> <tr> <td style="text-align: center;">2</td> <td style="text-align: center;">2</td> </tr> <tr> <td style="text-align: center;">3</td> <td style="text-align: center;">3</td> <td rowspan="2" style="text-align: center;">Intermediate</td> </tr> <tr> <td style="text-align: center;">4</td> <td style="text-align: center;">4</td> </tr> <tr> <td style="text-align: center;">5</td> <td style="text-align: center;">5</td> <td rowspan="2" style="text-align: center;">Advanced</td> </tr> <tr> <td style="text-align: center;">6</td> <td style="text-align: center;">6</td> </tr> </tbody> </table>		WSQ	TSC	GSC	<b>Proficiency Level</b>	1	1	Basic	2	2	3	3	Intermediate	4	4	5	5	Advanced	6	6
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<b>Proficiency Level</b>	1	1	Basic																		
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<b>Transition of Leadership and People Management WSQ</b>	
<b>5.</b>	<b>What is the impact of the transition on Leadership and People Management (LPM) WSQ Skills Standards (SS)?</b>
	<p>Each LPM WSQ SS* will be transitioned to a TSC at the corresponding Proficiency Level. Following the transition, all SOAs will reflect the respective TSC titles and Proficiency Levels instead of the LPM WSQ SS title.</p> <p>* <i>This is with the exception of two LPM elective units, which will be expired due to lack of adoption. These units are:</i></p> <ul style="list-style-type: none"> <li>• <i>Build Positive Relationship with the Board (LPM-GEN-601E-0)</i></li> <li>• <i>Represent and Promote the Organisation (LPM-GEN-602E-0)</i></li> </ul>
<b>6.</b>	<b>Does this transition entail revisions to existing courseware?</b>
	Courseware which are currently aligned to LPM WSQ SS will not need to be revised, as the TSCs identified are comparable to the LPM WSQ SS.
<b>7.</b>	<b>What is the impact of the transition on LPM WSQ qualifications?</b>
	All four LPM WSQ qualifications can continue to be delivered. Existing qualification bundles and naming nomenclature will be retained.
<b>8.</b>	<b>Will the trainees be issued a Retail or Intellectual Property (IP) qualification by mistake?</b>
	No. Following the transition, each LPM WSQ qualification will comprise of a fixed set of TSCs from SFw for Retail and SFw for IP. Therefore, the completion of this fixed set of TSCs will lead to a generation of a LPM WSQ qualification instead of a Retail or IP qualification. There will not be dual-generation of qualifications either.
<b>9.</b>	<b>Can new qualification bundles be proposed?</b>
	At the moment, no new qualification bundles can be proposed. As LPM WSQ qualifications are by nature 'horizontal' qualifications, the qualification design is not affected by changes to qualification bundling rules that are applied to industry-specific or 'vertical' qualifications.
<b>10.</b>	<b>Must the "electives" for LPM qualifications be chosen from SFw for Retail and/or SFw for Intellectual Property only?</b>
	They can be a TSC from any SFw, at the same level as the qualification, or taken from one level above or below that level.
<b>Transition Matters</b>	
<b>11.</b>	<b>When is the transition period?</b>
	<p>Training providers must go through organisational accreditation (OA) during the period of 1 April 2019 to 30 June 2019, and course accreditation (CA) during the period of 1 May 2019 to 31 July 2019, with fee waivers granted for both processes.</p> <p>Training providers are to complete the training activities for WSQ courses based on LPM WSQ SS by 30 September 2020.</p>

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<b>12.</b>	<b>Can OA and CA still be submitted after the transition period?</b>
	Past the transition deadline, full OA and CA fees will apply.
<b>13.</b>	<b>Will the OA and CA processes affect the delivery of existing LPM WSQ programmes?</b>
	The required OA and CA processes are administrative procedures which will not affect the delivery of existing programmes.
<b>14.</b>	<b>Is the submission of courseware necessary for this transition?</b>
	No, ATOs will only need to submit an administrative CA.
<b>15.</b>	<b>Is the submission of course proposal necessary for this transition?</b>
	No. Assuming that delivery methods, assessment(s) and course duration remain unchanged, ATOs will only need to submit an administrative CA.
<b>16.</b>	<b>Can new courseware be submitted for accreditation during the stipulated transition period?</b>
	ATOs should approach relevant officers from the Quality Management Division (QMD) if they intend to submit new courseware for accreditation during the stipulated transition period.
<b>Other</b>	
<b>17.</b>	<b>Can existing courseware be accredited to other TSCs, besides those that were identified?</b>
	SSG recommends that ATOs accredit courseware to the identified TSCs only to ensure a seamless transition. ATOs will have to submit a separate accreditation if they wish to align the courseware to other TSCs.
<b>18.</b>	<b>Can existing courseware be accredited to GSCs?</b>
	SSG recommends that ATOs accredit courseware to the identified TSCs only to ensure a seamless transition.
<b>19.</b>	<b>Why should the OA and CA be submitted under industry-specific SFws, when leadership is a generic skill?</b>
	Due to the cross-cutting nature of leadership and people management skills, the LPM WSQ SS have been adopted across multiple SFws. These skills are found to be relevant to job roles across different sectors. To streamline the OA and CA processes, SSG had identified first adopters of the LPM WSQ SS for which training providers can accredit under. This means that the identified SFw is <u>not</u> the only framework that referenced LPM WSQ SS.
<b>20.</b>	<b>Where can I find information about LPM after the transition?</b>
	The details of the framework and qualifications will remain publicly accessible on SSG's website, <a href="http://www.ssg.gov.sg/wsq/Industry-and-Occupational-Skills/Leadership-People-Management.html">www.ssg.gov.sg/wsq/Industry-and-Occupational-Skills/Leadership-People-Management.html</a> .

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### Version Control Record

Version	Effective Date	Changes	Author
1	31 Jan 2019	Initial version	SSG (SDD)
2	1 Apr 2019	Added in points 13 - 16	SSG (SDD)