

**EMBARGOED UNTIL 10 JULY 2023, 1300HRS**

**Media Release**  
**10 July 2023**

## **Singapore launches new talent initiatives to grow its Supply Chain Management workforce**

- *Rapid shifts in global supply chains over the past five years have made companies pay more attention to their supply chain management (SCM) functions.*
  - *Singapore is becoming a preferred SCM hub for global companies, with leading industry players like Procter & Gamble, Schneider Electric and VF Corporation anchoring SCM functions here.*
  - *There is growing demand for SCM talent across many industries, along with more opportunities for local small and medium-sized enterprises (SMEs) and startups.*
  - *There are currently around 70,000 SCM professionals in Singapore. New talent initiatives will equip the local workforce with the skillsets and capabilities to access good SCM jobs such as supply chain planning, sourcing and procurement, and logistics management.*
1. The Singapore Economic Development Board (EDB), SkillsFuture Singapore (SSG) and Workforce Singapore (WSG) today launched new continuing education, training and skills development initiatives to develop and grow the pool of SCM professionals in Singapore. Findings from the inaugural **SCM-Jobs Transformation Map (JTM) study**<sup>1</sup> were also released to give businesses insights into the trends reshaping SCM functions, a forecast of how SCM roles will transform, and guidance on how employers can upskill employees to prepare them for new ways of working. The study was jointly commissioned by EDB, WSG and the Ministry of Manpower, in partnership with SSG.
  2. The initiatives and study findings were announced by Minister of State (MOS) for Trade and Industry Low Yen Ling on 10 July 2023, at the supply chain event titled “*Singapore – Leading Supply Chain Management Hub in Asia*” jointly organised by EDB, WSG and the Singapore Business Federation. MOS Low also highlighted top-line findings from an industry survey by global research and advisory firm Gartner, developed with EDB, to analyse how companies are adapting their Asia Pacific supply chains in response to various risks and disruptions. More insights from the **EDB-Gartner survey** will be released in the coming weeks.

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<sup>1</sup> The SCM-JTM study can be accessed [here](#).

## **SCM-JTM study findings: Global trends, Singapore's role and emerging SCM jobs**

### *Global trends*

3. An increasingly complex global operating environment has resulted in two significant supply chain shifts which present new opportunities for Singapore.
  - a. The diversification of business and supply chains within Asia are increasing investments in manufacturing and SCM activities and job roles in Southeast Asia.
  - b. Trends around digital and sustainability, as well as the desire for more resilient and responsive supply chains, are changing the job scopes and required skillsets for SCM job roles.

### *Singapore is a preferred SCM hub*

4. Singapore has emerged as a preferred SCM hub<sup>2</sup> for manufacturers and brand owners to orchestrate regional and global supply chains, and build new capabilities for more efficient and resilient supply chain operations. Recent expansions<sup>3</sup> by carriers and third-party logistics (3PL) service providers will generate more cargo capacity for Singapore and further serve the needs of the SCM ecosystem here.
5. The presence of these global players in Singapore facilitates growth opportunities for our local SMEs and startups. For instance, *Cotton On* leveraged Singapore-based supply chain tech start-up *Tramés*' visibility solution stack, to create its own digital freight ecosystem and turn real-time data into actionable insights. [Refer to Annex B for additional examples of SCM activities in Singapore.]

### *New SCM job scopes and skillsets*

6. Singapore currently has around 70,000 SCM professionals across both manufacturing and non-manufacturing industries such as food and beverage, wholesale, and retail trade. SCM job roles reside within manufacturers and brand owners, and include supply chain network design, planning and sourcing, production planning, as well as aftermarket services. SCM professionals also oversee logistics<sup>4</sup> functions within manufacturers and brand owners to support the physical fulfilment of goods, such as inbound and outbound transportation, fleet management, warehousing, and the management of third-party logistics service providers.

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2. This is due to Singapore's connectivity to the region and the world, world-class air and sea port infrastructure, efficient customs, and extensive network of Free Trade Agreements.

3. Recent expansions by Air Express Integrators in Singapore include DHL Express' joint partnership with SIA to base five new freighters at Changi Airport, and the setting up of UPS' healthcare logistics facility in Singapore.

4. Logistics functions that are categorised under SCM profession reside within manufacturers and brand owners, and are different from the logistics jobs roles found in third-party logistics, or 3PL, service providers.

7. There will be 700<sup>5</sup> new professionals, managers, executives and technicians (PMET) job openings in SCM from now till 2025. SCM professionals currently command a median salary of approximately S\$5,900, which is higher than the national median salary of S\$4,680<sup>6</sup>. [Refer to Annex A for the Executive Summary of the SCM-JTM study on the list of SCM job roles.]
8. Global trends are reshaping the job scopes and skillsets required for these SCM roles.
  - a. Supply chain planning in Asia Pacific: As companies expand sourcing and manufacturing networks within Asia Pacific, there is increasing focus on optimising supply and demand planning and managing risk of disruptions at the regional level.
  - b. Sourcing and procurement: Driven by the need to reduce reliance on a single source and to drive sustainability, global companies are looking for expertise to help expand sourcing and procurement activities and diversify their supplier base across South and Southeast Asia, while meeting ESG (Environment, Social and Governance) concerns.
  - c. Logistics management: Companies are investing in logistics management capabilities to orchestrate a more efficient and resilient flow of raw material supplies to manufacturing facilities, and transportation of goods from the manufacturing facilities to end customers.
9. Preliminary findings from the EDB-Gartner industry survey indicate that 49% of surveyed business leaders with supply chain operations in Asia Pacific identify planning as the top area in need of upskilling and retraining. This is especially salient for data-driven decision-making roles such as supply planners and demand planners.

### **Ramping up efforts to develop SCM professionals**

10. The following talent initiatives will be/have been introduced to meet the growing demand for skilled SCM professionals:
  - a. *Equipping our workforce with the skillsets to take on SCM job roles*
    - i. Pilot Supply Chain Masterclass: The Singapore University of Social Sciences (SUSS) and o9 Solutions, a globally leading software provider, are coming together to offer a Masterclass that addresses the emerging digital and resilience skillsets required for advanced supply chain planning. The Masterclass targets junior- to mid-level supply chain planners and is scheduled to run in the third quarter of 2023.

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5. The projection was derived from the supply gap between the projected manpower demand by 2025 and the projected manpower supply by 2025. Refer to the SCM-JTM report for details.

6. Source: <https://stats.mom.gov.sg/pages/income-summary-table.aspx>

- ii. Industry Practice Masters (IPM): The Singapore Management University (SMU) Academy is slated to launch its first IPM this year. The IPM will include a SCM specialisation track, focusing on digital supply chain and intelligence. The curriculum features modules offered by the SMU Academy for priority skills identified by SSG that have high demand and transferability. The target learners for the IPM include mid-career professionals seeking to acquire industry-relevant skills and knowledge.
- iii. Graduate Diploma in Logistics and Supply Chain Management: SUSS will introduce a new postgraduate programme for 20 students in January 2024. The one-year Graduate Diploma will cover emerging developments in SCM, such as supply chain digitalisation, supply chain analytics and green supply chains, and will involve both academics and senior industry practitioners.
- iv. SkillsFuture Career Transition Programme (SCTP) in Digital Supply Chain: The Singapore Institute of Technology (SIT) will offer the first run of SCTP from 2024 targeting mid-careerists who intend to transit to SCM job roles. The programme aims to equip participants with in-demand supply chain competencies. Participants will also develop strategies to enhance supply chain resilience, gain exposure to major applications of supply chain information technology and recognise the significance of innovation and sustainability in the supply chain industry.
- v. Revamped Work-study Diploma (WSDip) in Logistics and Supply Chain Management: The Institute of Technical Education's (ITE) WSDip in Logistics and Supply Chain Management course was revamped for its April 2023 intake. The newly-added work-situation-based curriculum focuses on building SCM skills and knowledge in the areas of digitalisation, technologies and innovation, sustainability, data analytics and operational excellence. Industry partners, such as co-training partners, conduct 80% of the OJT training at their workplace, with the remaining 20% being conducted by lecturers from ITE College East. Since its launch in 2019, the industry participation rate has grown from nine to 38 companies. The annual intake of WSDip trainees has also increased from 23 in 2019, to 76 in 2023.
- vi. Career Conversion Programme (CCP) for Supply Chain and Logistics Professionals and Coordinators: This On-The-Job training (OJT) programme was launched in May 2023 to reskill Singaporeans to adapt to growing supply chain careers or redesigned job roles. It covers supply chain planning and development, e-commerce supply chain management, sourcing and procurement, and material supplies management. Companies that hire mid-career individuals or reskill existing employees may receive up to 90% salary support for the CCP duration.

*b. One-stop reference guide on SCM job roles and skills*

- i. SCM Skills Plan: EDB and SkillsFuture Singapore (SSG) are co-developing a one-stop reference guide for companies' in-house training teams, schools and training providers, highlighting trends that will reshape SCM job scopes and raising awareness on in-demand skillsets that SCM practitioners need to remain relevant and competitive. The SCM Skills Plan will guide training providers in curriculum development, help enterprises in the enhancement of their in-house SCM training programmes, and provide individuals with information to upskill and reskill to take on jobs in SCM. The SCM Skills Plan will be launched on 31 July 2023, and can be found on the EDB website.
11. "Years of investments to strengthen Singapore's connectivity to the world and grow our digital and data ecosystem have laid a strong foundation for us to serve as a trusted SCM hub for global businesses. This opens new doors for local enterprises with SCM capabilities and facilitates other Singapore businesses in accessing emerging markets beyond our shores. The latest multi-agency efforts to develop SCM talent will ensure that locals have the right skillsets to take on new SCM job roles, and build a globally competitive workforce and economy," said Mr Damian Chan, Executive Vice President, Planning and Policy, EDB.
12. "SCM is a critical and fast-changing field. It is vital for our workforce to be equipped with the latest skills and knowledge necessary to effectively manage the supply chain and improve the performance of the business. SSG has partnered EDB to develop the SCM Skills Plan as a one-stop reference guide that identifies the in-demand skills for the sector. This will enable training providers to respond speedily to meet the current and future training needs of the sector. It will also help individuals and employers to plan and take up reskilling and upskilling speedily. The collective efforts will uplift the capabilities and competencies of the SCM workforce in Singapore," said Dr Gog Soon Joo, Chief Skills Officer, SSG.
13. "We are committed to developing and growing Singapore's SCM workforce to meet the increasing demand and opportunities in this dynamic field. Through the newly launched talent and workforce development initiatives, we aim to equip our local workforce with the necessary skills and capabilities to excel in SCM roles, ranging from supply chain planning to sourcing and procurement, and logistics management. These initiatives, coupled with insights from the SCM-JTM study, will provide businesses with valuable guidance on how to transform SCM functions, jobs and upskill employees for the future. Companies can also recruit talents based on adjacent skills and open up more opportunities for talents into the SCM function. By investing in our SCM professionals, we are positioning Singapore as a leading SCM hub and creating a competitive advantage for our local SMEs and startups within the broader SCM ecosystem," said Mr Anderson Ee, Director of Manufacturing and Connectivity Division, WSG.

## **Annex A - Executive Summary of the SCM-JTM Study**

## **Annex B - Examples of SCM Activities in Singapore**

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### **About the Singapore Economic Development Board**

The Singapore Economic Development Board (EDB), a government agency under the Ministry of Trade and Industry, is responsible for strategies that enhance Singapore's position as a global centre for business, innovation, and talent. We undertake investment promotion and industry development, and work with international businesses, both foreign and local, by providing information, connection to partners and access to government incentives for their investments. Our mission is to create sustainable economic growth, with vibrant business and good job opportunities for Singapore and Singaporeans. For more information on EDB, please visit [www.edb.gov.sg](http://www.edb.gov.sg)

### **About SkillsFuture Singapore**

SkillsFuture Singapore (SSG) drives and coordinates the implementation of the national SkillsFuture movement, promotes a culture of lifelong learning and strengthens the ecosystem of training and adult education in Singapore. Through a holistic suite of national SkillsFuture initiatives, SSG enables Singaporeans to take charge of their learning journey in their pursuit of skills mastery. SSG also works with key stakeholders to ensure that students and adults have access to high quality and industry-relevant training that meet the demands of different sectors of the economy for an innovative and productive workforce. For more information, visit <https://www.skillsfuture.gov.sg/>.

### **About Workforce Singapore**

Workforce Singapore (WSG) is a statutory board under the Ministry of Manpower that promotes the development, competitiveness, inclusiveness, and employability of all levels of the workforce. Its key mission is to enable Singaporeans to meet their career aspirations, take on quality jobs at different stages of life, and help enterprises be competitive and manpower lean. WSG's focus is on strengthening the Singaporean core and ensuring that Singaporeans are able to have better jobs and careers. WSG, in partnership with key stakeholders, also provides support to business owners and companies to enable them to transform and grow, while building a future-ready workforce. For more information, visit [www.wsg.gov.sg](http://www.wsg.gov.sg).