



# Validation Sessions

11 October 2021

Dear Members,

## STUDY ON THE IMPACT OF KEY TRENDS ON MANPOWER IN SINGAPORE'S BUILT ENVIRONMENT SECTOR

Phenomenal global changes have transformed the way markets operate today. As such, **BCA has commissioned Ernst & Young (EY) to develop a Job Transformation Map (JTM)** to provide insights on how industry trends will impact the manpower in Singapore's Built Environment sector, which comprises of the Design and Construction as well as Facilities Management cluster.

The study will involve focus group discussions with key industry professionals like yourself as well as surveys to understand the following:

- Current industry landscape, including but not limited to: an overview of business models and key sector growth drivers
- Emerging technology and megatrends impacting the sector globally and in Singapore
- Impact of trends on jobs and skills in the sector
- Challenges and opportunities for workforce transformation
- Recommendations to improve talent attraction, development and retention in the sector

Please refer to attached **Study Infopack** for more details.

### **Invitation to support the development of the BE JTM**

BCA would like to invite members to participate in the following:

#### **1. Manpower Survey (Nov'21-Dec'21)**

*Objective: To understand the inflow and outflow of talent supply within the BE sector, EY will require the help of the Human Resource Representative of your organisation to complete the survey*

#### **2. Validation Sessions (Nov'21-Jan'22)**

*Objective: To validate the impact of emerging trends on the jobs and skills within the BE sector, EY will conduct validation sessions with industry stakeholders across the 8 functional tracks of the Skills Framework for Built Environment.*

**There will be two rounds of validation sessions conducted by EY:**

- **Round 1 validation sessions: 1-11 Nov'21**
- **Round 2 validation sessions: Dec'21-Jan'22 (tentative)**

Round 1 validation sessions			
S/N	Functional Tracks	Planned session	Target Audience
1.	Architectural Consultancy & Design	1 Nov, 9am – 12pm	Senior Manager or Director level
2.	Engineering Consultancy & Design	2 Nov, 9am – 12pm	
3.	Quantity Surveying	3 Nov, 9am – 12pm	
4.	Construction Mgt (Production)	5 Nov, 9am – 12pm	
5.	Construction Mgt	8 Nov, 9am – 12pm	
6.	Project Mgt	9 Nov, 9am – 12pm	
7.	Digital Delivery Mgt	10 Nov, 9am – 12pm	
8.	Facilities Mgt	11 Nov, 9am – 12pm	

**Please click [here](#) to RSVP for Round 1 validation sessions in November and share the HR point of contact in your organisation on or before 26 October 2021.**

If you have other queries, please contact EY @ BE.JTM@sg.ey.com or BCA - Phang Mei Ting @ Phang\_Mei\_Ting@bca.gov.sg or Li Hui Wen @ LI\_Huiwen@bca.gov.sg

Thank you for your support.

With Best Regards  
Jojo Wong

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# Jobs Transformation Map for Built Environment Sector

Study Infopack



Building a better  
working world

## Overview of study

Ernst & Young (EY) has been commissioned by the **Building and Construction Authority (BCA)** to conduct a study to understand the **impact of industry transformation** and efforts required to **strengthen the Built Environment (BE) workforce**. This study will comprise of the **(i) Design & Construction** and **(ii) Facilities Management** cluster.

*Led by...*



*Supported by...*



*In partnership with...*



*With insights from employers, TACs, unions and Institutes of Higher Learning over a period of 10 to 12 months*



# Study objectives

The objective of the study is to explore the impact of **industry transformation** on the current workforce with a focus on the **most impacted segments** so as to help BCA and its stakeholders build capabilities to enhance or transform the sector's ability to **attract, upgrade, and retain the current talent pipeline**

## Key objectives of this study include...



Identify **key trends** (technology, megatrends and COVID-19) impacting the sector in the short, medium and long-term



Conduct **local and global benchmarking** on manpower development efforts to identify **best practices** and recommendations to enhance sector's ability to **attract and retain local talent**



Understand the **job roles at risk** and **adjacency of job roles** to various sectors



Analyse and project the sector's **manpower demand and supply**



Identify **opportunities** in the BE sector (e.g. jobs that are in demand, emerging skills that are required)



Provide **recommendations** to **strengthen the BE workforce** transformation efforts and **help talents stay relevant**

\* Short-term: Current to 2 years | Medium-term: 2 to 5 years | Long-term: > 5 years

## STUDY APPROACH



### Identify local and global trends

To identify key trends affecting jobs, skills and workplace practices with significant impact on the BE workforce



### Conduct C-suite Interviews (Oct'21)

To conduct **in-depth C-suite 1-1 interviews with key stakeholders** in the BE sector to gather insights on sector trends, skills and capabilities required of the sector and to identify emerging jobs within the sector



### Focus Group Discussions (Nov'21 - Jan'22)

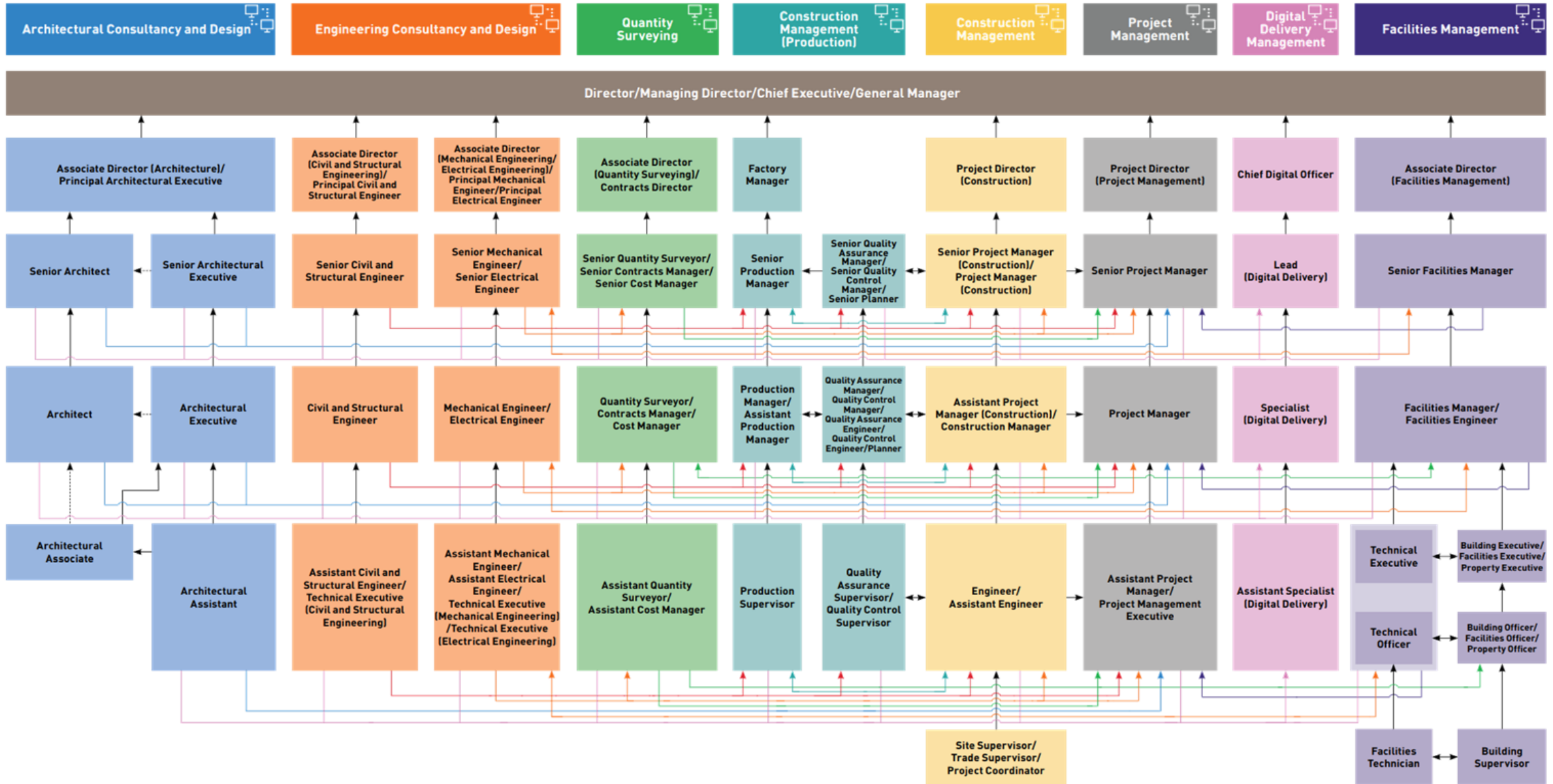
To conduct **Focus Group Discussions (FGDs)** with resource team and industry representatives separately to validate impact assessment to jobs and skills within the sector



### Manpower Survey (Nov-Dec'21)

To conduct a **quantitative manpower survey** with organisations, understanding the inflow and outflow of talent supply within the BE sector. The survey will be completed by the **HR** of respective organisations

# 48 job roles in scope - Skills Framework for Built Environment



## Key benefits of this study



### Individuals

*To make informed career decisions based on in-demand jobs and skills*



### Employers

*To plan ahead and build a future-ready talent pipeline equipped with relevant skills and capabilities*



### Education & Training Providers

*To effectively invest in training interventions and grow workforce supply in response to sector needs*



### Government & Professional Bodies

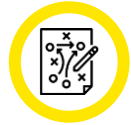
*To create a holistic ecosystem to address gaps and build a competitive workforce*

## What's in it for you?

- **Gain peer insights** on workforce challenges affecting the BE sector
- **Co-solution** workforce development initiatives with industry peers to build a future-ready talent pipeline
- **Propose recommendations** to enhance policies and programmes for the BE workforce
- **Receive recognition** of your organisation's contribution to the initiative in the final report
- **Receive a copy of the final report** with findings from the study (subject to official publication date)

# Outcome of the study

At the end of the study, a publication report will be released to share...



Key trends impacting the BE sector (COVID-19, technology and megatrends)



Future view of BE jobs and skills (including emerging jobs and skills)



Best practices observed locally and globally to enhance sector's ability to attract and retain local talent



Strategies to strengthen manpower capabilities in the BE sector

**YOU PLAY AN IMPORTANT ROLE IN THIS STUDY AS WE PARTNER WITH YOU TO UNDERSTAND HOW THE FUTURE OF BE SECTOR WILL TRANSFORM AND PREPARE OUR TALENT**



EY | Assurance | Tax | Transactions | Advisory

#### About EY

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