

FAQs for the Multi-Skilling Scheme

1. Why are MND/BCA introducing the Multi-Skilling scheme for the construction sector?

The Multi-Skilling scheme was developed following feedback from the industry on the need for more upgrading pathways for construction workers to progress from “Basic Skilled” to “Higher Skilled” work category under the Ministry of Manpower (MOM)’s skills framework for the construction sector.

Currently, the construction firms mainly upgrade their workers through the Construction Registration of Tradesmen (CoreTrade) scheme. While CoreTrade recognizing workers specializing in key construction trades, i.e. possessing “deep” skills, the Multi-Skilling scheme complements the CoreTrade scheme by registering workers who are competent in multiple trade skills.

Multi-Skilled workers offer greater flexibility in deployment on site and hence help to enhance productivity by reducing productivity downtime. This will benefit firms as they will be able to deliver their construction work with lesser workers.

2. Is Multi-Skilling scheme only for the foreign workers?

The Multi-Skilling scheme recognises and qualifies the better skilled foreign workers for “Higher Skilled” levy tier. These foreign workers would need at least 4 years’ construction experience in Singapore to qualify. It will also recognise locals competent in multiple trades and are hence more productive.

3. Can I deploy my Multi-Skilled workers to fulfil the CoreTrade personnel deployment requirements?

Only CoreTrade registered personnel will be accepted for CoreTrade deployment requirements.

4. What is the SEC(K) test about? What are the languages available in the skills test?

SEC(K), which stands for Skills Evaluation Certificate (Knowledge), is a skills certification framework conducted by the Building and Construction Authority to assess a worker's competency and skill in a particular construction trade.

The skills test will be conducted in English, with translation in 3 other languages, i.e. Mandarin, Tamil and Thai languages.

5. I am unable to find a suitable 2nd SEC(K) to upgrade my WPHs. What are the other ways to upgrade?

Besides the Multi-Skilling scheme, the WPHs with at least 4 years construction experience in Singapore can also upgrade themselves through the CoreTrade route or attaining a recognised supervisory certificate.

6. Does my workers need the first and second SEC(K) / SEC certifications to be in a cluster trade?

To qualify under the Multi-Skilling scheme, the workers would need to possess 2 SEC(K)/SEC certificates in different trades.

7. My WPHs have less than 4 years construction experience in Singapore, they have one certification but intend to attempt second certification under multi-skilling scheme. When can they register for the scheme?

Workers with one SEC/SEC(K) or Sijil Pelajaran Malaysia (SPM) certification for Malaysian work permit holders, with less than 4 years construction experience in Singapore will be allowed to attempt their second SEC(K) but they would require at least 4 years of local working experience in the construction industry before they can be registered as Multi-Skilled workers.

8. There are WPHs who already have (i) 4 years of local construction experience, and (ii) have at least 2 acceptable certifications prior to the implementation of Multi-skilling Scheme on 1 Jul 2012. Can they register under the scheme?

Yes, WPHs who already possess acceptable certifications and sufficient years of experiences prior to 1 Jul 2012, may apply for registration.

9. Do my workers need to go through training and skill tests to be registered?

To obtain the 2nd SEC(K) certification, workers need to demonstrate competency in that trade and pass the associated skill assessment test. Prior to the test, the workers may opt to enrol in the SEC(K) training courses, which are offered by BCA Academy and BCA's appointed Approved Training and Testing centres (ATTCs).

10. Where can I apply for the SEC(K) test? Can my workers take the 2nd SEC(K) in OTCs?

Application for the SEC(K) test can be done at BCA Academy or at the BCA Approved Training and Testing Centres (ATTCs). The contact details of the BCA ATTCs can be found at <https://www.bca.gov.sg/CoreTrade/others/ATTCcontacts.pdf>. A company can also apply for his worker to take the 2nd SEC(K) at any of the overseas testing centres. Please refer to the Registration Procedures for Overseas Testing at https://www.bca.gov.sg/academy/cop_Testcenters.aspx.

11. Is there funding for registration under the Multi-skilling scheme?

BCA is exploring co-funding the associated training and testing fees for eligible workers. More details will be announced when ready.

12. When can I start registering my workers? How much does it cost me to register my workers? How do I go about registering my workers?

Registration of your workers for the Multi-Skilling Scheme will commence on 1 July 2012. There is no application fee for registration.

The registration and renewal of workers for the Multi-Skilling Scheme can be carried out through our online portal at www.bca.gov.sg/multiskill from 1 Jul 2012 onwards. This system will allow you to submit and check the status of registration as well as to print related forms and information at your convenience.

13. How long is the Multi-Skill status valid for?

The Multi-Skill status will be valid for a period of 2 years. All Multi-Skilled workers are required to attend stipulated CET training for the renewal of registration.

14. My worker's SEC/SEC(K) certificate has been retained by his ex-company. Is he able to register without a carbon copy of his certificate?

No. He needs to obtain a statement from the Manpower Development Department, BCA to confirm that he has attained the SEC(K) certificate, subject to an administrative fee. He may contact our BCA officer at skill_assessment@bca.gov.sg.