



Future Ready Workforce Track

9 Mar 2021 , 2-3.30pm

2-2.10pm	Brief Introduction: Ms Lim Hong Yee		
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	Facilitators: Ms Zenne Tng & Ms Huang Wan Ping	Facilitators: Mr Khalid Anuar & A/Prof Wee Seng Kwee	Facilitators: Ms Karen Kwa, Ms Teo Kai Ting
2.40-3.10pm	Breakout session (run 2)- A repeat of earlier run		
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Future Ready Workforce Track

CAPE Management Committee (MC) Track Facilitators



MS ZENNE T'NG

Assistant Director, CAPE
HOD, Speech Therapy
Principal Speech Therapist
Tan Tock Seng Hospital



MR KHALID ANUAR

Assistant Director, CAPE
HOD, Foot Care & Limb Design Centre
Senior Principal Physiotherapist
Tan Tock Seng Hospital



DR HUANG WAN PING

MC Member, CAPE
HOD, Psychology
Principal Psychologist
Tan Tock Seng Hospital



MS KAREN KWA

MC Member, CAPE
HOD, Care & Counselling
Principal Medical Social Worker
Tan Tock Seng Hospital



MS TEO KAITING

MC Member, CAPE
Assistant Director,
Operations, Allied Health & Pharmacy
Tan Tock Seng Hospital



ASSOC PROF WEE SENG KWEE

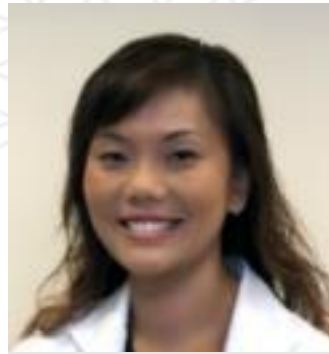
MC Member, CAPE
Senior Principal Physiotherapist,
Tan Tock Seng Hospital

Future Ready Workforce Track

Singhealth & CAPE Panellists



A/PROF LITA CHEW
Group Director, Allied Health
SingHealth



MS LIM HONG YEE
Director, CAPE
Director, Division of Pharmacy
Senior Principal Pharmacist
Tan Tock Seng Hospital



MS TAN BEE YEE
Deputy Group Director
(Academic & Professional Development),
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Director, Allied Health,
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MS ZENNE T'NG
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MR JOEL TAN
Occupational Therapist
Changi General Hospital



**MS RAFIDAH BTE
ABU BAKAR**
Senior Principal Radiographer
Singapore General Hospital

Future Ready Workforce Track

Lim Hong Yee
Director, Centre for Allied Health & Pharmacy
Excellence (CAPE)
Director, Pharmacy, TTSH
9th March 2021



Who Are We?

Vision

To be a leading centre in building capabilities for thought leadership, workforce transformation, and innovation for Allied Health Professionals and Pharmacists.

Mission

To collaborate, co-learn and co-create with patients and partners across health-social sectors in the 3 identified key areas of community, trans-disciplinary, and tech-enabled care.

To continuously innovate our roles and care models as future-ready Allied Health Professionals & Pharmacists so as to drive health-social integration, optimising independence and quality of life for our population.

CAPE- Collaborating Centre with Centre for Healthcare Innovation

Allied Health & Pharmacy



Medtech



Nursing



Serious Games



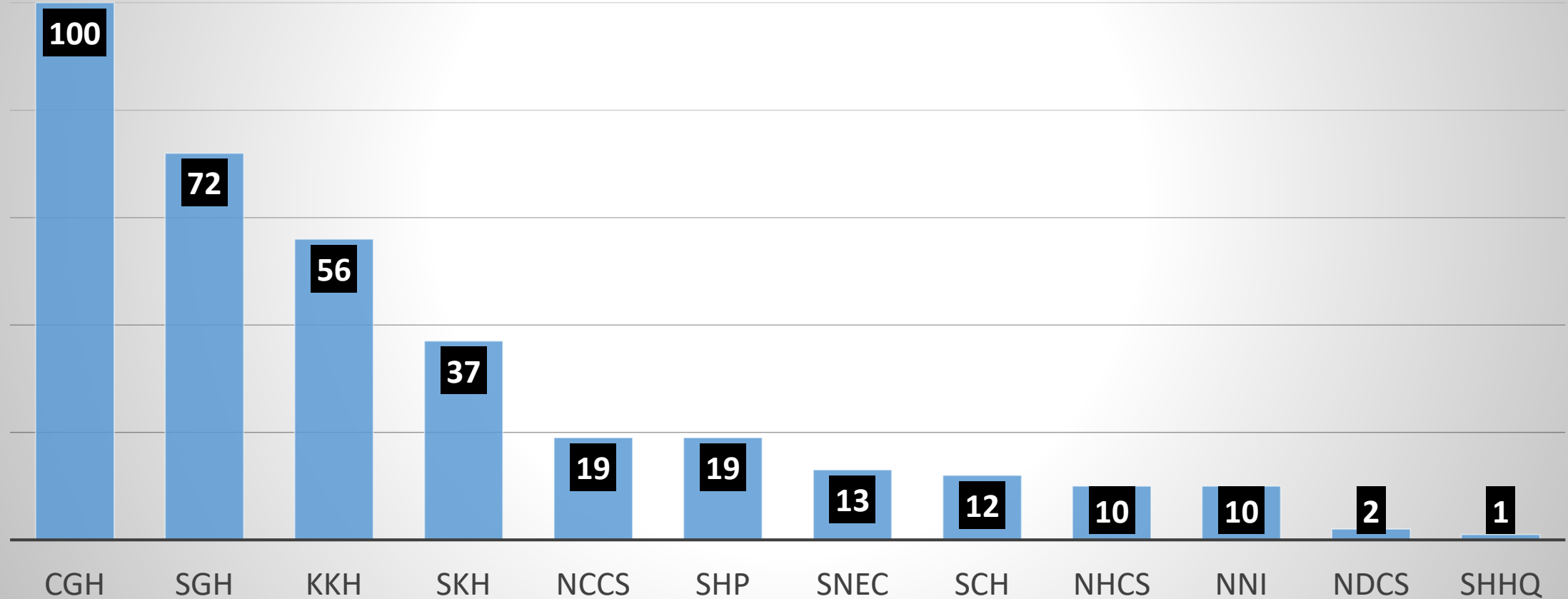
Activation

AHP Survey on Future Ready Workforce- SAHC 2021

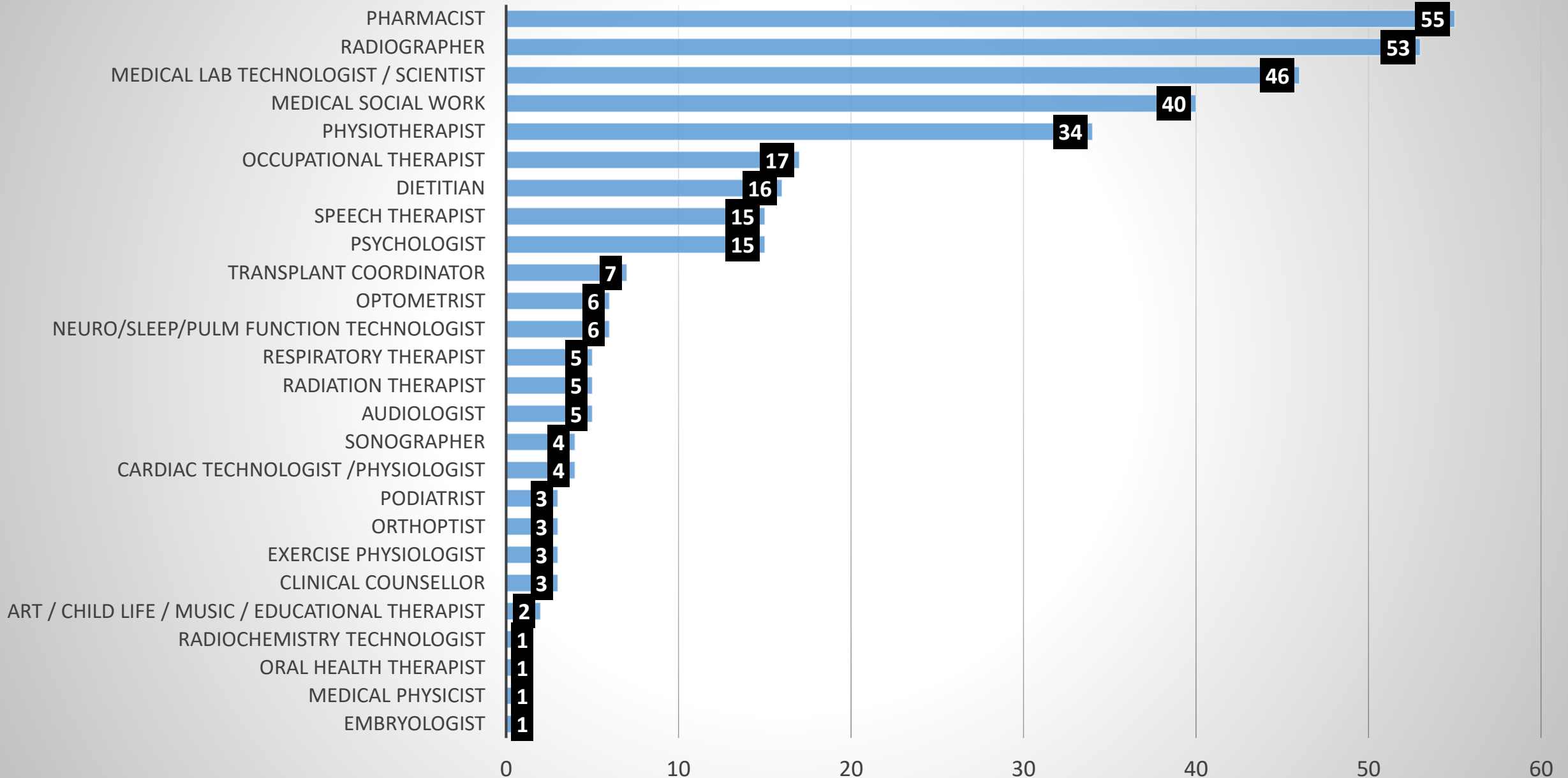
(1/12/2020-11/12/2020)

Institutions

351 respondents

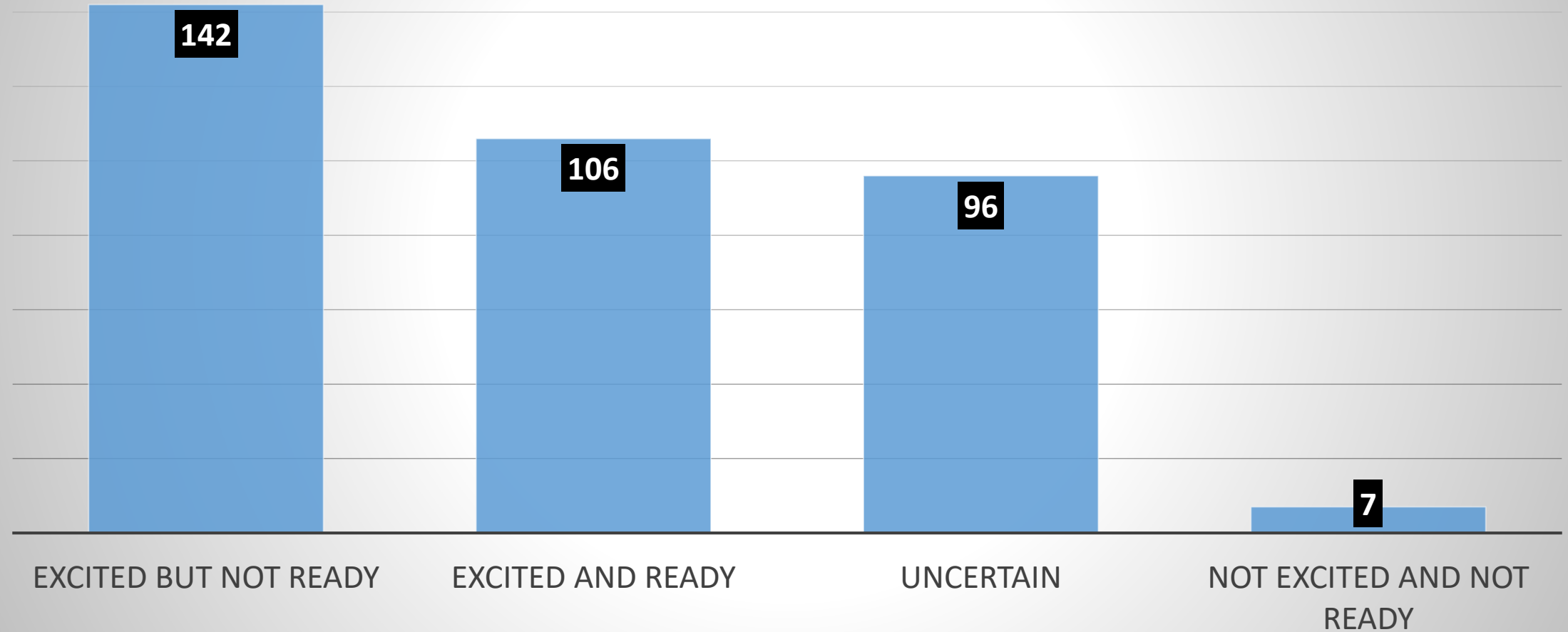


Professions



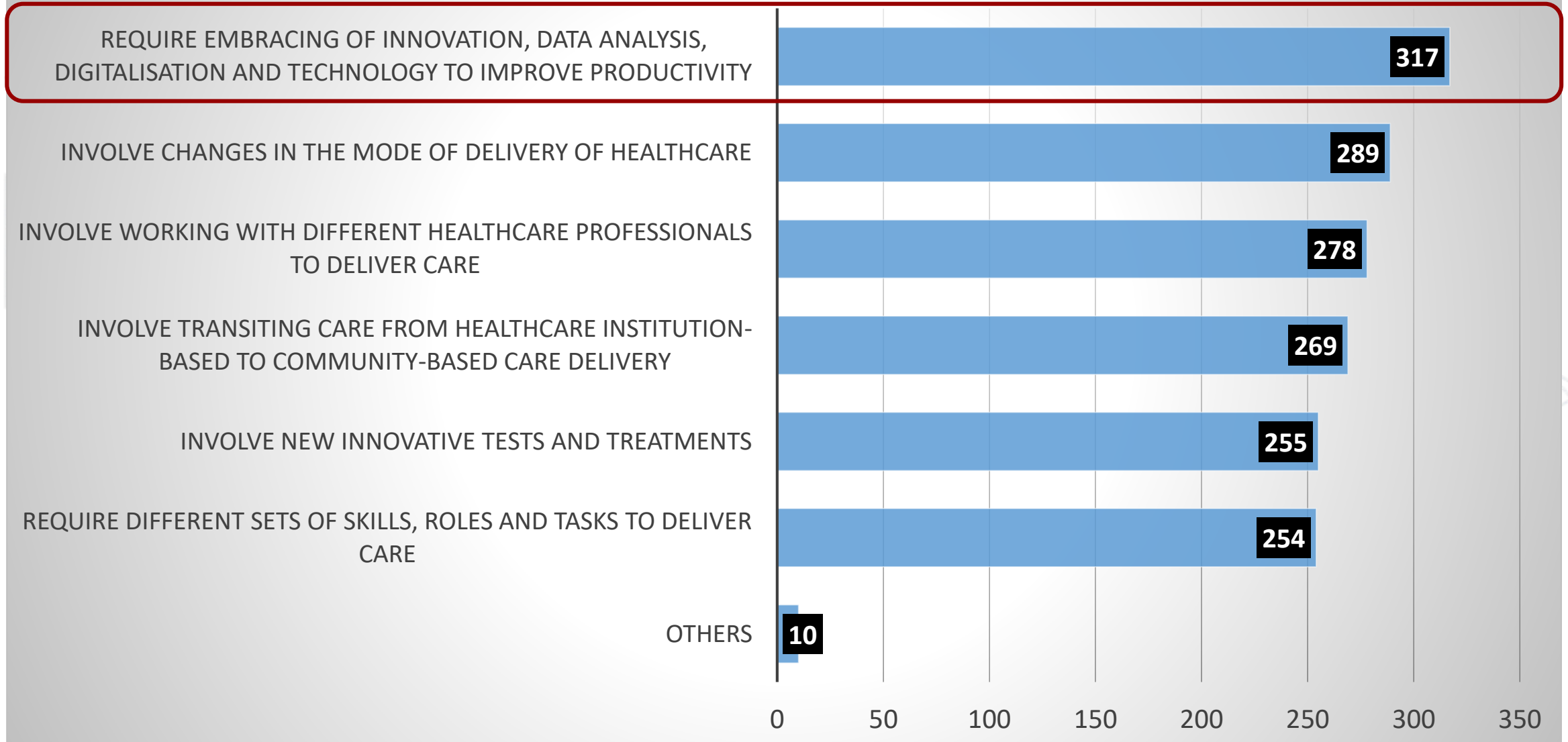
How Excited and Ready are You for the Future Healthcare?

Question 1



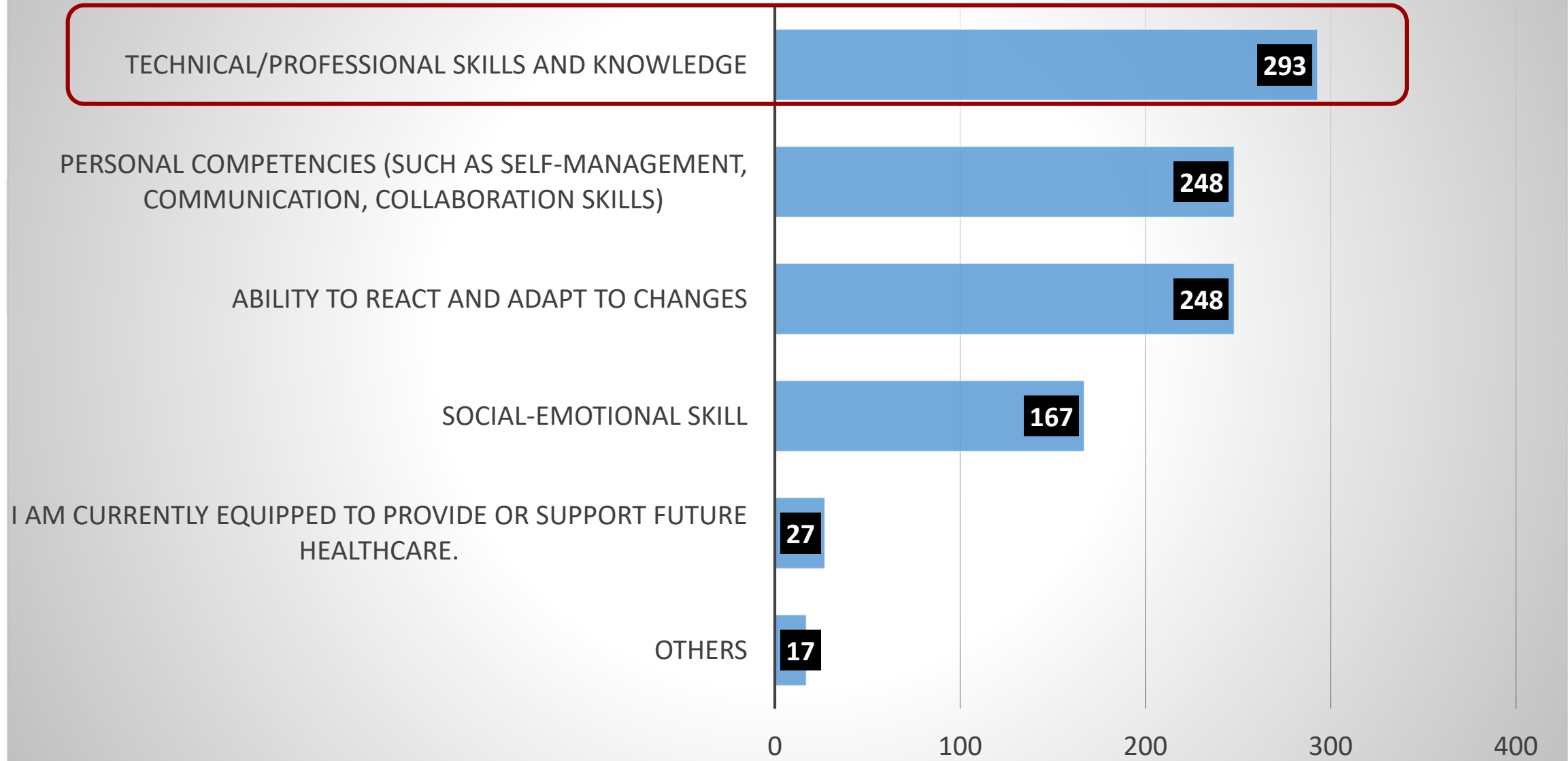
Which statement describes future healthcare?

Question 2



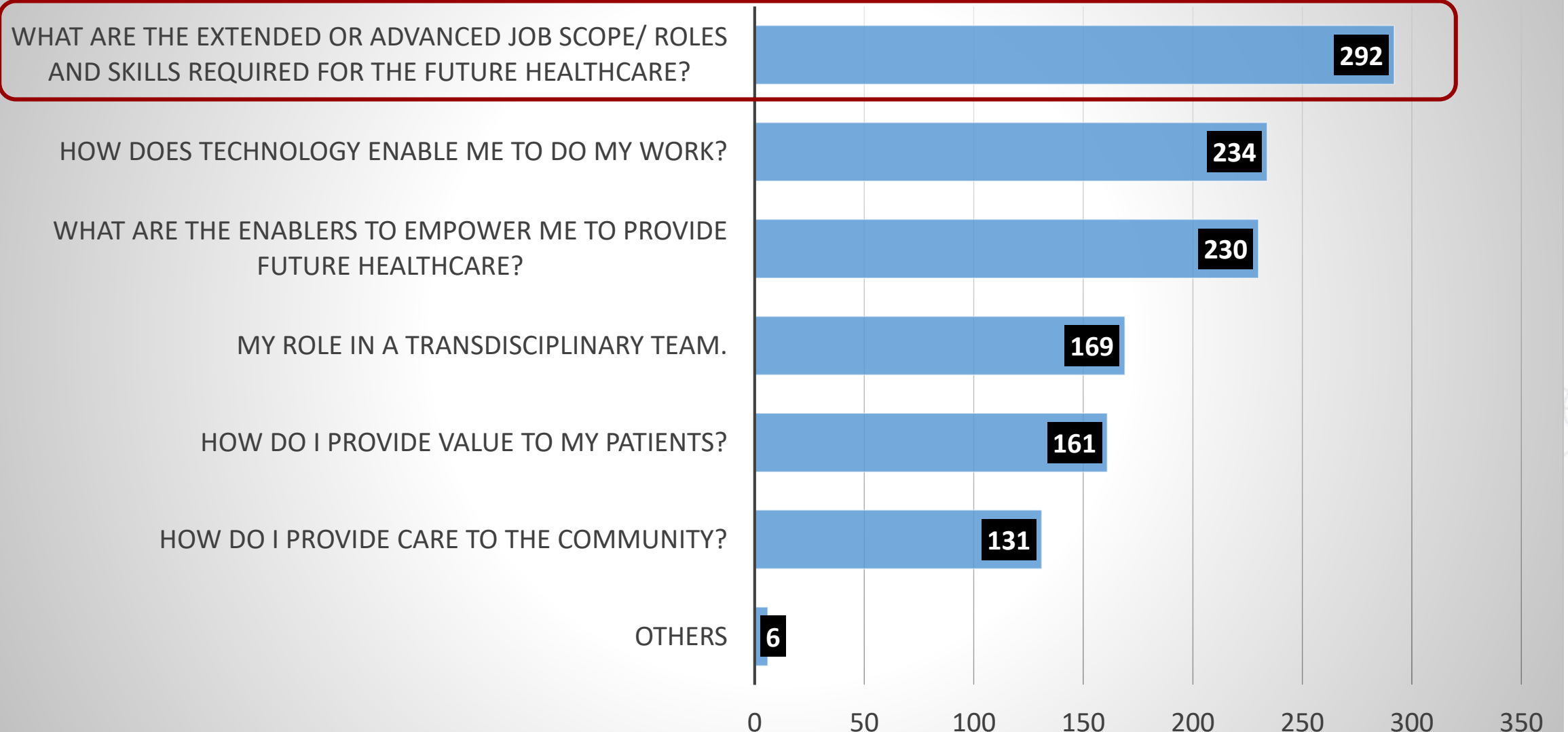
Question 3

Areas that need training to provide and support future healthcare



Others	Frequency
IT skills (e.g. for application in healthcare work processes, data science, AI, to keep virtual healthcare programs engaging, for new technology, coding/ python skills)	9
Data analytic skills (e.g. use of SPSS and analysing statistics)	2
Support from management	2
Better support from seniors who are less familiar with the future of healthcare	1
Ministry and senior management need to engage the ground	1
Money	1
Time	1

I would like to have more info to prepare for future healthcare



Emerging Priorities for the AHPs

Future Readiness re-positioned due to Covid19

The Social Enterprise in a World Disrupted

MAKING THE SHIFT FROM “SURVIVE TO THRIVE” DEPENDS ON AN ORGANIZATION BECOMING DISTINCTLY HUMAN AT ITS CORE—A DIFFERENT WAY OF BEING THAT APPROACHES EVERY QUESTION, EVERY ISSUE, AND EVERY DECISION FROM A HUMAN ANGLE FIRST.

Skills Demand by Employers for the Jobs of the Future

Table 4: Comparing skills demand, 2018 vs. 2022, top ten

Today, 2018	Trending, 2022	Declining, 2022
Analytical thinking and innovation	Analytical thinking and innovation	Manual dexterity, endurance and precision
Complex problem-solving	Active learning and learning strategies ←	Memory, verbal, auditory and spatial abilities
Critical thinking and analysis	Creativity, originality and initiative ←	Management of financial, material resources
Active learning and learning strategies	Technology design and programming ←	Technology installation and maintenance
Creativity, originality and initiative	Critical thinking and analysis	Reading, writing, math and active listening
Attention to detail, trustworthiness	Complex problem-solving	Management of personnel
Emotional intelligence	Leadership and social influence	Quality control and safety awareness
Reasoning, problem-solving and ideation	Emotional intelligence	Coordination and time management
Leadership and social influence	Reasoning, problem-solving and ideation	Visual, auditory and speech abilities
Coordination and time management	Systems analysis and evaluation	Technology use, monitoring and control

Source: Future of Jobs Survey 2018, World Economic Forum.

The 2021 Global Human Capital Trends

Diving Deeper – 5 work trends to watch in 2021

1. Designing work for the well-being: The end of work/life balance
2. Beyond reskilling: Unleashing worker potential
3. Superteams: Where work happens
4. Governing workforce strategies: Setting new directions for work and the workforce
5. A memo to HR: Accelerating the shift to re-architecting work

Emerging Priorities for the AHPs

Future Readiness re-positioned due to Covid19

Trends	From Surviving	To Thriving
1. Designing work for the well-being: The end of work/life balance	Supporting well-being through programs adjacent to work	Integrating well-being into work through thoughtful work design
2. Beyond reskilling: Unleashing worker potential	Pushing training to workers from top down, assuming organization knows best what skill sets workers need.	Empowering workers with agency and choice over what they do, unleashing their potential by allowing them to apply their interests and passions to organizational needs.
3. Superteams: Where work happens	Using tech as a tool to make teams more efficient.	Integrating humans and tech into superteams that use their complementary capabilities to re-architect work in more human ways.
4. Governing workforce strategies: Setting new directions for work and the workforce	Use of metrics and measurements that describe workforce's current state.	Accessing and acting on real-time workforce insights that can support better, faster decisions.
5. Accelerating the shift to re-architecting work	Having a functional mindset that focuses on optimizing and redesigning HR processes to manage workforce.	Embracing an enterprise mindset that prioritizes re-architecting work to capitalize on unique human strengths.

Emerging Priorities for the AHPs

*From workplace optimization and redesign to work re-imagination
Unleashing the potential – Embrace VUCA, growth mindset with agility*





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