

Annex: Sectoral Manpower Plan for the Public Bus Industry

Strategy 1: Facilitate entry and transition to bus careers

1. e2i's **Career Transition Programme** seeks to increase the employability of workers through preparatory workshops (e.g. resume writing skills, interview skills). In addition, industry previews and learning visits will be organised to enhance the workers' understanding of the various career paths available in the public bus industry.
2. There will also be **accelerated pathways to meet the eligibility criteria of becoming a bus captain**. For non-drivers, LTA will fast-track the process of attaining a Class 3 Driving Licence before the applicant moves on to the next stage of training. Those who already have a Class 3 Driving Licence may no longer need to wait for a year before they are issued the Omnibus Driver's Vocational Licence.
3. To better assimilate new bus captains into the industry, a **Place-and-Train programme** will be implemented by e2i and the public bus operators to reinforce current efforts to attract and retain locals in the public bus industry. This will also be coupled with structured in-house training and intensified mentorship guidance for the new entrants.

Strategy 2: Enhance training to uplift and professionalise bus careers

4. The **Singapore Bus Academy** will be operational at the Devan Nair Institute for Employment and Employability from the second half of 2016. It will be a centralised training centre for all bus professionals, as well as a career resource centre for all individuals interested in a public bus industry career.
5. For a start, the academy will offer the **Enhanced Vocational Licence Training Programme**, a five-day programme comprising six modules² to provide comprehensive foundational training for new bus captains across all operators. In time to come, the academy will also develop programmes for existing bus professionals to deepen their skills and be future-ready.

² The six modules are: (i) Overview of Public Transport Industry; (ii) Omnibus Drivers' Vocational Licence and Regulations; (iii) Labour Union Relations; (iv) Overview of Bus Ticketing System and Common Fleet Management Systems; (v) Customer Service Literacy; and (vi) Safe Driving Techniques.

6. LTA and WDA will also offer 15 **SkillsFuture Study Awards** this year for bus professionals who wish to pursue skills upgrading or deepening in their field of work at the various institutes of higher learning.

Strategy 3: Promote attractive benefits and career progression pathways

7. As part of the transition towards the bus contracting model, the industry has seen early results of **better employment terms** such as higher salaries for bus captains. To ensure that the job continues to remain attractive to locals, compensation packages will continue to be competitive. In addition, bus operators are also adopting clearer progression pathways. Besides promotion to higher job grades, a bus captain can also look forward to alternative career opportunities in other job roles.

8. There is also increased focus on creating a **conducive workplace** for our bus captains. Beyond infrastructure upgrades at both existing and new bus interchanges and depots, stronger emphasis has also been placed on employees' workplace health management.

9. To facilitate the new bus contracting model, the Omnibus Driver's Vocational Licence will be made fully portable across the industry. This measure will help cut down the administrative hassle for the transfer of affected bus captains between operators. In addition, bus captains can explore career opportunities within the industry that best meet their career aspirations.

Strategy 4: Build pipeline of future bus professionals through pre-employment programmes

10. LTA is also intensifying efforts to engage younger Singaporeans early, and to excite them about the possibilities of a public bus industry career. LTA has signed a **MOU with Republic Polytechnic to introduce more bus-related content** within the final-year curriculum of their new Diploma in Engineering Systems and Management. The ITE has also introduced attachment opportunities with the public bus operators through the **Enhanced Internship Programme in Automotive Technology** since January this year.

Strategy 5: Strengthen outreach and community appreciation of bus professionals

11. Going forward, the Singapore Bus Academy and e2i will carry out **more outreach programmes** to help Singaporeans discover and better understand career opportunities that are available within the public bus industry.

12. LTA has recently launched a **“Happy to be part of your every day”** campaign, which is intended to encourage the general public to show bus professionals recognition, affirmation, and respect for their dedication in serving the public.