SKILLS FRAMEWORK FOR EARLY CHILDHOOD CARE & EDUCATION

A GUIDE ON OCCUPATIONS AND SKILLS

GIVING EVERY CHILD A GOOD START

An initiative of SKILLSfuture
The Skills Framework is a SkillsFuture initiative developed for the Singapore workforce to promote skills mastery and lifelong learning. Jointly developed by SkillsFuture Singapore (SSG), Workforce Singapore (WSG) and the Early Childhood Development Agency (ECDA), and together with employers, industry associations, education and training providers and unions, the Skills Framework for Early Childhood Care and Education (ECCE) provides useful information on:

If you have the passion to work with children, we invite you to join the early childhood profession. As an Early Childhood (EC) educator, you hold the key to inspiring young minds and preparing them for their future and for life. Join us to realise our vision of giving every child a good start!

With the Skills Framework, individuals are equipped to make informed decisions about career choices, as well as take responsibility for skills upgrading and career planning.

If you have the passion to work with children, we invite you to join the early childhood profession. As an Early Childhood (EC) educator, you hold the key to inspiring young minds and preparing them for their future and for life. Join us to realise our vision of giving every child a good start!

5 MUST-KNOWS

For a Fulfilling Career in the Early Childhood Care and Education (ECCE) Sector

01 Why Quality ECCE is Important  Page 01
02 Where the Opportunities are for You  Page 03
03 What it Takes for You to be an Inspiring EC Educator  Page 07
04 How the Government Supports You  Page 15
05 What’s Next for You  Page 17
Quality Early Childhood Education has a strong positive impact on adult outcomes such as educational attainment, future earnings, health and socio-emotional development. These outcomes are strongly influenced by the experiences that young children have in their interactions with other people and with their environment.*

As an EC educator, you are key to creating rich and stimulating learning environments that ensure the desired learning outcomes for each child.

---


*According to research in ECCE, such as the Effective Pre-School and Primary Education (EPPE) study1 and other studies2.
In 1996, I made a career switch to fulfil my dream of being an early childhood educator. Over the years, I have grown in my appreciation and understanding of the importance of quality education. This keeps me motivated in ensuring that I do make a difference in the lives of young children.

I believe in the importance of instilling sound values in young children, through modelling positive behaviour and attitudes, to nurture their love for learning. Children should grow in respect and appreciation towards individuals, and understand the value of perseverance in overcoming challenges.

I also believe that learning is an active and ongoing process for both educators and children. Children, as active and competent learners, are capable of developing a greater understanding of the world through their observations. To provide the best learning experiences for children, it is essential for me to continue to upgrade myself and keep abreast of developments in this field.

With support from my kindergarten, I obtained a Diploma in Early Childhood Care and Education (Teaching) in 2004 and received the Best Academic Performance award. I am currently pursuing a degree in Early Childhood Education to better equip myself to contribute more effectively to my kindergarten and the sector.

As an early childhood educator, it is my responsibility to equip the children under my care with skills for living in the 21st century. Tapping on their boundless curiosity about the world, I hope to nurture in them a love for learning.
The ECCE sector comprises Early Childhood Development Centres, i.e. child care centres and kindergartens. You can choose to work in either one.

Both offer early childhood development programmes tailored to the needs of children of various ages. These include learning activities that develop language and literacy, numeracy, social and emotional skills, inquiry and problem-solving skills, motor skills, as well as aesthetics and creative expression.
Rising Demand for Early Childhood Services

The ECCE sector has seen significant growth over the past few years, and is expected to continue to grow strongly in line with rising demand for early childhood services.

Growing Number of Early Childhood Development Centres

Between 2008 and 2015, the number of early childhood development centres (both kindergartens and child care centres) has increased from about 1,200 to about 1,700 throughout Singapore.

More and Better Employment Opportunities

A wide variety of employment opportunities are available in the sector to fit diverse educational and skills profiles. As of May 2016, there are about 16,000 early childhood educators, and we expect about 2,000 more will be needed over the next two to three years.

Improved Remuneration and Benefits

Salaries for qualified early childhood educators have improved in recent years, and fresh graduates can find employment terms that are competitive with other sectors.

Enhanced Support for New Entrants and In-Service Educators

Early Childhood educators hold the key to inspiring bright, inquisitive young minds and preparing them for life. The Government is committed to supporting early childhood educators with the passion and heart to give every child a good start. There are many pathways for prospective entrants to join the sector e.g. place-and-train programmes or full-time courses. There are also many professional development opportunities for incumbent educators to prepare themselves for larger roles. Please refer to the infographic on pages 15–16 for more details.

For more information on the Skills Framework for ECCE, please visit www.skillsfuture.sg/skills-framework/ecce.
I grasped every teachable moment and cultivated a deep sense of wonder and curiosity in the little ones under my care. I am currently developing myself as a mentor to teachers in my capacity as an early childhood leader. I know that with my current position, I can inspire my teachers to in turn nurture their children.

I have always enjoyed interacting with children. Working part-time in a child care centre after my O-levels affirmed my decision to be an early childhood educator.

To acquire the teaching skills as an early childhood educator, I pursued a degree in Early Childhood Studies two years after obtaining a Diploma in Early Childhood Education.

When I worked with children below 3 years, I was a singing teacher. I sang my instructions to encourage engaging cooperation, and actively facilitated their play experiences. Every moment was a learning opportunity. I grasped every teachable moment and cultivated a deep sense of wonder and curiosity in the little ones under my care.

I believe that every child is unique and it is important to embrace an ecological attitude in building empathetic relationships with the community of children and their families.

I am currently developing myself as a mentor to teachers in my capacity as an early childhood leader. Although I enjoy working directly with children, I know that with my current position, I can inspire my teachers to in turn nurture their children.

I aspire to groom dedicated and passionate educators through mentoring and empowering them to be leaders who will positively influence other early childhood educators.
Career Pathways in ECCE

There are 3 tracks covering 13 occupations in the ECCE sector. You can aspire to progress within each track, as well as laterally between the Educarer and Teacher tracks in the ECCE sector. You can also choose to build your capabilities in niche areas of specialisation in teaching and learning. Some examples include learning support for children, music and movement, arts and creative expression. You can also specialise in learning support, to be equipped to work with children with mild developmental needs.

Educators on all three tracks require ECDA-certification to progress along the ECCE career pathways, on top of the competencies and professional qualifications to be attained. In addition to professional qualifications, capabilities such as language proficiency are taken into consideration for the certification of EC educators.

*Refer to Annex for more information on these qualifications.

<table>
<thead>
<tr>
<th>TRACK</th>
<th>DEFINITION</th>
<th>SALARY RANGE¹</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educarer Track</td>
<td>Educators on this track will work with children aged 2 months to 4 years in both kindergartens and child care centres².</td>
<td>$1,800–$2,100</td>
</tr>
<tr>
<td>Teacher Track</td>
<td>Educators on this track will work with children aged 4 to 6 years in both kindergartens and child care centres³.</td>
<td>$2,200–$3,000</td>
</tr>
<tr>
<td>Leader Track</td>
<td>Educators on this track will take on centre or teacher leadership positions in both kindergartens and child care centres.</td>
<td>$3,100–$6,000</td>
</tr>
</tbody>
</table>

¹The salary ranges are aggregated from public and private sources and provide a reference of the general monthly salaries for educators at different job roles, based on information current as of 2015.

²Infant/Toddler Educarers will work with children aged 2 months to 3 years, while Beginning Educarers and related job roles will work with children aged 18 months to 4 years.

³Educators with a Diploma in Early Childhood Care and Education (Teaching), or equivalent, will be able to work with children aged 18 months to 6 years. The Teacher Track and related job roles are specific to educators currently deployed to work with children aged 4 to 6 years old.
Typical Attributes of an Early Childhood Educator

The early childhood (EC) educator is passionate about helping young children develop holistically. The EC educator is patient and respectful towards the individual child and his/her family, forming meaningful relationships with them. Willing to take risks, he/she perseveres through tasks and challenges, while displaying pragmatism, flexibility and creativity. The EC educator cultivates critical thinking, and supports the curiosity and love for learning in each child. With high levels of energy and a great sense of humour, the EC educator is ready to take on the day.

Dedicated to improving pedagogical practice and supporting the unique needs of each child, the EC educator is responsible for his/her own professional learning and engages in reflective practice. The EC educator actively contributes to the building of the EC fraternity through collaboration with peers.

Above all, the EC educator is a confident and competent professional, displaying integrity and commitment, and upholding the values of the profession.

**Nurturing CURIOSITY and a LOVE for learning**

- Great sense of HUMOUR
- High level of ENERGY
- CREATIVE

**PERSEVERANCE through tasks and challenges**

- PASSION for working with young children
- PATIENT and RESPECTFUL
- PRAGMATIC and FLEXIBLE
I have been an early childhood educator for the past 18 years and will continue to be one for as long as I can. This is my true calling.

Knowing that I could care for and raise my three children, I did not think that being an Educarer would be a challenge. However, I soon discovered that Early Childhood Education is not just about caring for children, but also about scaffolding their learning and growth. It is about working with parents and providing them with timely support. It is also about being a team player and working cohesively with colleagues.

My years of professional development led me to excel both professionally and personally. I apply my learning in my classroom, reflect on my practice and share the knowledge with my colleagues and parents. I also innovate and create new materials for my children to explore with.

The Educarer is a selfless being and the rewards are immense. Nothing will stop me from learning and excelling in my field.

I believe that all children have the potential to excel. Thus, it is my duty to nurture them in their growth and create an environment that fosters learning.
Ms Kartini Binte Sudirman  
Teacher,  
PCF Sparkletots Preschool @ Bukit Panjang Blk 254  
Winner,  
ECDA Outstanding Early Childhood Teacher Award 2014

... A key value that I have learnt... is the virtue of patience... Every child is unique and needs to learn at his or her own pace... As educators, we also need to see from children’s perspectives to provide them with the appropriate guidance and intervention...

Relief teaching in primary schools ignited my passion for teaching young children and inspired me to enrol in the Diploma in Early Childhood Care and Education (Teaching) programme.

My personal philosophy is that every child deserves a quality education that is fun and explorative. As early childhood educators, we have the privilege of being our children’s first teachers besides their immediate family. Therefore, we are key to laying the foundation for many more years of enjoyable and meaningful learning in their lives.

I am currently enrolled in an Early Childhood Care and Education degree programme, to further develop myself professionally and contribute to the sector.

The types of professional development I have engaged in have impressed upon me the importance of being a reflective practitioner who continually refines her teaching and learning craft.

Early Childhood Education has helped shape my life as much as I aim to nurture the lives of the children under my care. A key value that I have learnt through my experience in this field is the virtue of patience. Every child is unique and needs to learn at his or her own pace without being rushed or pressured. As educators, we also need to see from children’s perspectives to provide them with the appropriate guidance and intervention. After all, being an early childhood educator is about the children.
For Aspiring Educarers & Pre-school Teachers

If you are passionate about helping young children develop holistically and have the desire to nurture the curiosity and support the unique needs of infants and toddlers, you can receive training* to acquire the relevant skills for one of the following occupations:

1. Infant/Toddler Educarer
2. Beginning Educarer
3. Beginning Pre-school Teacher

This is to ensure that all EC educators are equipped with relevant knowledge and skills to nurture the holistic development of children.

* Refer to Annex for ECCE Career Entry Criteria & Information.

What is the role of the Educarer?

The Educarer works with young children between the ages of 2 months and 4 years. He/she is passionate about and committed to helping young children develop holistically. The Educarer works closely with families to ensure that the best care is provided for their children. With dedication, resilience and confidence, the Educarer nurtures the curiosity in and supports the unique needs of each child.

What is the role of the Pre-school Teacher?

The Pre-school Teacher works with children aged 4 to 6 years old. He/she cultivates critical thinking and supports the curiosity and love for learning in each child with varying strengths and abilities. The Pre-school Teacher also forms meaningful relationships with each child and his/her family to ensure the child's holistic development and well-being. The Pre-school Teacher is dedicated to improving pedagogical practice and displays professionalism and commitment in his/her role. A Pre-school Teacher can also take on additional training to become a Learning Support Educator (LSEd). The LSEd works closely with children with mild developmental needs and equips them with age-appropriate skills to optimise learning.

You may refer to the Skills Framework for ECCE: A Guide on Occupations and Skills (Skills Map) for more information on skills and training programmes.
... As a leader now, I realise the need to ensure the professional growth and development of my teachers. I support and guide them through mentoring, and provide them with opportunities to share their reflections and good pedagogical practices...

My positive experience as an assistant teacher inspired me to follow my dream of becoming an early childhood educator. I realised that being an early childhood educator was not merely about teaching children, but also about learning and discovering new insights from them each day.

Through my experience as an early childhood educator, I believe that children learn best when they are provided with hands-on experiences and opportunities to explore and engage in meaningful activities.

Through continuous learning and upgrading of my knowledge and skills, I have attained my certificate, diploma and bachelor degree in Early Childhood Education.

I always make the effort to translate my learning into practice, and feel a great sense of satisfaction when children enjoy their learning and show progress. In addition, receiving appreciation from parents and colleagues motivates me to continue to give my best.

As a leader now, I realise the need to ensure the professional growth and development of my teachers. I support and guide them through mentoring, and provide them with opportunities to share their reflections and good pedagogical practices.
For Aspiring Leaders

If you are currently an in-service EC educator and you would like to take on the occupational role of teacher leadership or centre leadership, you can receive training* to acquire the relevant skills for one of the following occupations:

1. An EC educator who takes on centre leadership fosters a shared vision among staff and nurtures professionalism and a culture of care, respect and collaboration within the centre. He/she sets the tone for learning in the centre, to ensure the holistic development of children. The Centre Leader develops structures and processes to facilitate sustained collaborative partnerships with stakeholders, and is also responsible for managing centre operations.

2. An EC educator who takes on teacher leadership is focused on developing high quality teaching and learning within his/her centre and/or the sector. The EC educator is a pedagogical change agent, building teaching and learning capacity through bringing to the fore effective teaching and learning practices. He/she is proficient in facilitating learning, doing so through various means such as professional/networked learning communities.

*Refer to Annex for information on ECCE Leader Track Course Requirements.

You may refer to the Skills Framework for ECCE: A Guide on Occupations and Skills (Skills Map) for more information on skills and training programmes.
Eighteen years ago, I made a mid-life career change from the corporate world to Early Childhood Education. While the initial days were plagued with doubts and adaptation was a challenge, I was propelled by my passion for teaching and being with young children.

Over time, I learnt that passion alone would not suffice, and that skills and knowledge are necessary for me to realise my passion for nurturing the lives of young children. I enrolled in the Certificate in Pre-school Teaching course in my mid-40s, and obtained my Master of Education (Early Childhood Education) in my mid-50s. During these years, I embarked on my leadership journey as Principal of the Ramakrishna Mission Sarada Kindergarten.

I view every situation as a learning opportunity, and continue to learn from the children, parents, peers, lecturers and the many people in my life. As a firm believer in the value of professional development, I also develop my teachers through mentoring, discussions, modelling of lessons, fine-tuning observation skills and peer sharing. The teachers discuss their aspirations with me and we plan their professional development together.

As I reflect on my days in the corporate and Early Childhood fields, I realise that making a career switch was one of the wisest decisions I had made. Being in the ECCE sector has given me a strong sense of fulfilment and meaningful purpose in life, allowing me to mature even as I help others develop and grow.

As early childhood educators, we are blessed with the unique gift to inspire and make a long-lasting impact in the lives of young children. Thus, this gift should be received with a strong sense of responsibility and valued for the way it can better the lives of children, families and oneself.
To be an Inspiring Leader

Pinnacle Leader

What does the Pinnacle Leader do?

The Pinnacle Leader is a transformational leader who works with ECDA to uplift the quality and image of the ECCE sector. He/she is an advocate of the mission, vision and values of the ECCE sector. He/she drives pedagogical excellence and fosters strategic partnerships within the ECCE fraternity and the wider community. He/she is a proponent of continuous learning and reflective practice, and role models how to establish a culture of continuous learning and research in teaching and learning. The Pinnacle Leader also serves as advisor and mentor to educators and leads in fostering a culture of collaboration and professionalism among educators.
The Skills Framework also includes an overview of the suite of manpower initiatives to recognise and support early childhood (EC) educators at every stage of their careers.

### HOW THE GOVERNMENT SUPPORTS YOU

**PRE-SERVICE**
For full-time ECCE Polytechnic and ITE students

- **UP TO 50% DISCRETIONARY ADMISSION**
  - for full-time EC Diploma courses at polytechnics.
  - Allows schools to better select students based on strengths and aptitudes specific to the sector

- **INCREASING INTAKE**
  - sizes of EC courses at POLYTECHNICS AND ITE

- **ENHANCED INTERNSHIPS**
  - for polytechnic and ITE ECCE students

**TO STRENGTHEN:**
Students’ learning at the workplace through more structured learning outcomes and better mentorship

**TO SUPPORT:**
Selected operators in hosting students

**TO COVER:**
Manpower costs, teaching and learning resources, and monthly internship stipends

**ECDA TRAINING AWARD**

$16,000–$40,000
For students who intend to pursue an EC career

### IN-SERVICE
For existing EC educators

- **CONTINUING PROFESSIONAL DEVELOPMENT (CPD) MASTERPLAN**
  - for centre leaders, teachers and educarers

  - **CPD COURSES & MILESTONE COURSES**
    - Help educators deepen knowledge and skills, and chart progress

  - **SUBSIDIES**
    - From government schemes and ECDA for CPD course fees

  - **SUPPORT FOR OPERATORS**
    - Time-off for teachers to attend training

- **PROFESSIONAL DEVELOPMENT PROGRAMME (PDP) for EC educators**

  - 180 hours of professional development over 3 years

  - At least 3 years of relevant teaching experience in the EC sector

  - Nominated by employer to take on larger job roles

**TO BE ROLLED OUT PROGRESSIVELY:**

<table>
<thead>
<tr>
<th>FROM</th>
<th>TO</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>2017 onwards</td>
</tr>
</tbody>
</table>

**FOR TEACHERS**

**FOR EDUCARERS & LEADERS**

**ECDA will offer these at programme milestones:**

- New modular courses
- Cash award of $12,000 for PDP (Teachers)

### SKILLSFUTURE INITIATIVES

- **EDUCATION & CAREER GUIDANCE (ECG)**
  - Counsellors to help individuals make well-informed decisions on education, training and careers.

- **INDIVIDUAL LEARNING PORTFOLIO**
  - An online, one-stop education, training and career guidance portal for every Singaporean to plan their education, training and career paths.

- **SKILLSFUTURE CREDIT**
  - Learning credits for all Singaporeans aged 25 years and above to pay for course fees for work-skills related courses supported by public agencies.
This is testament to the government’s commitment to attract, retain and develop talent, as well as uplift the quality of the Early Childhood Care and Education (ECCE) sector.

**MID-CAREER**

For back-to-work individuals and career switchers

- **ECDA SCHOLARSHIPS, TEACHING AWARDS & SPONSORSHIPS** to upgrade to a higher professional qualification
  - Sponsorship for programme fees
  - Learning Resource Allowances

- **CONTINUING EDUCATION & TRAINING DIPLOMA** in ECCE at Polytechnics
  - New pathway for educators with Certificate in ECCE or Higher Nitec in ECE
  - Greater opportunities for upgrading
  - Recognition of prior learning and on-the-job competencies
  - Complete course in a shorter duration

- **ENCOURAGE CAREER PROGRESSION & SKILLS DEEPENING** through the Skills Framework
  - Collaboration between SSG, WSG and ECDA to develop a structured competency-based career pathway for the ECCE sector

- **ECDA FELLOWS**
  - To recognise pinnacle leaders in the sector
  - Uplift sector quality
  - Create a fraternity of EC educators
  - Targeted at centre leaders/senior centre leaders and lead teachers/senior lead teachers

<table>
<thead>
<tr>
<th>Appointed by ECDA, and required to contribute 100 hours of service roles to the sector a year, in addition to their current employment</th>
<th>Annual Service Recognition Allowance of $9,000 upon completion of their responsibilities</th>
</tr>
</thead>
</table>

- **RESKILLING FOR JOBS – WORK TRIAL**
  - Provides initial working experience
  - Training allowance and incentives upon completion of programme and staying on in the sector

- **PROFESSIONAL CONVERSION PROGRAMME for Teachers**

- **PLACE-AND-TRAIN PROGRAMME for Educarers**

- **RELIEF STAFF PROGRAMME (RSP)**
  - To equip relief staff with skills to carry out routine care duties and non-structured activities
  - 110-HOUR WSQ training programme developed by SEED Institute, in consultation with SSG, WSG and ECDA

- **EDUCARERS 5–14 MONTHS**
  - To allow mid-career individuals to attain professional qualifications

- **TEACHERS 10–18 MONTHS**
  - Individuals will receive course sponsorship and monthly salary during the duration of the programme

- **SKILLSFUTURE MID-CAREER ENHANCED SUBSIDY**
  - All Singaporeans aged 40 years and above to receive a minimum of 90% course subsidy for MOE-funded and SSG-supported courses.

- **SKILLSFUTURE STUDY AWARD FOR EARLY CHILDHOOD SECTOR**
  - A bond-free, $5,000 monetary award that supports experienced EC educators to deepen their skills and prepare them to take on larger job roles in the sector.
  - All EC educators accepted into the Advanced Diploma in Early Childhood Leadership (ADECL) may apply for this award.

- **ECDA SCHOLARSHIPS, TEACHING AWARDS & SPONSORSHIPS** to upgrade to a higher professional qualification
  - 90% of course fees up to $360
WHAT’S NEXT FOR YOU

THEIR LIFELONG JOURNEY OF DISCOVERY BEGINS WITH YOU

You have read the real life experiences of EC educators enjoying a fulfilling career and making a difference in many children’s lives. Now, you too can take the next step to make that difference!

For Aspiring EC Educators

This is how you can use the Skills Framework for ECCE to find out more about a career in ECCE:

Refer to Skills Framework for ECCE: A Guide On Occupations & Skills

- Understand the prospects of the sector, job opportunities and career pathways
- Most importantly, consider if you have the right attributes to be an EC educator

Refer to Skills Framework for ECCE: A Guide on Occupations and Skills (Skills Map)

- Understand skills required for an occupation in the ECCE sector
- Identify relevant early childhood training programmes to become a qualified EC educator
- Embark on your career as an EC educator!

For In-service EC Educators

This is how you can use the Skills Framework for ECCE to chart your career:

Refer to Skills Framework for ECCE: A Guide on Occupations and Skills (Skills Map) and SkillsFuture Website (Skills Standards)

- Identify the skills that you are lacking in your current or next occupational role
- Identify relevant training programmes to bridge the learning gaps

Refer to Skills Framework for ECCE: A Guide on Occupations and Skills (Skills Map)

- Plan for vertical career progression within the track that you are currently in, or lateral career moves across the tracks


For more information on the Skills Framework for ECCE, please visit www.skillsfuture.sg/skills-framework/ecce.
# ANNEX

## ECCE Career Entry Criteria & Information

<table>
<thead>
<tr>
<th>Track</th>
<th>Age Group of Children</th>
<th>Occupation</th>
<th>Early Childhood Courses</th>
<th>Course Minimum Entry Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2 months to 3 years</td>
<td>Infant/Toddler Educarer</td>
<td>WSQ Advanced Certificate in Early Years (ACEY)</td>
<td>Minimum Secondary 4 education or completed 10 years of formal education</td>
</tr>
<tr>
<td></td>
<td>18 months to 4 years</td>
<td>Beginning Educarer</td>
<td>Higher Nitec in Early Childhood Education/ WSQ Advanced Certificate in Early Childhood Care and Education (ACECCE)</td>
<td>At least average SOA 5 in the Workplace Literacy (WPL) series, including SOA 5 for WPL (Written)</td>
</tr>
<tr>
<td>Teacher</td>
<td>4 to 6 years&lt;sup&gt;2&lt;/sup&gt;</td>
<td>Beginning Pre-school Teacher</td>
<td>Diploma in Early Childhood Care and Education in Teaching (DECCE-T) / WSQ Professional Diploma in Early Childhood Care &amp; Education (PDECCE)</td>
<td>Minimum 5 GCE ‘O’ level credits, including a credit (at least C6) in EL1 OR English Language Acceptable Alternatives&lt;sup&gt;3&lt;/sup&gt;</td>
</tr>
<tr>
<td>Leader</td>
<td>—</td>
<td>Lead Teacher</td>
<td>Advanced Diploma in Early Childhood Teaching &amp; Learning (ADECET)</td>
<td>3-year polytechnic diploma with at least a credit in GCE ‘O’ level English as a first language (EL1) OR English Language Acceptable Alternatives&lt;sup&gt;3&lt;/sup&gt; OR State-recognised university degree where the medium of instruction is English</td>
</tr>
</tbody>
</table>
|       |                        | Centre Leader | Advanced Diploma in Early Childhood Leadership (ADECL) | • Be ECDA-certified as a Level 2 pre-school teacher  
• Have completed an ECDA-recognised diploma in early childhood care and education  
• Have at least 3 years of trained teaching experience |

1. WPL refers to the Workplace Literacy series, part of the Employability Skills Workforce Skills Qualifications (ES WSQ). SOA refers to the Statement of Attainment awarded for the completion of a WSQ module. For more information on WSQ, please visit www.ssg.gov.sg/wsq.html.

2. Educators with a Diploma in Early Childhood Care and Education (Teaching), or equivalent, will be able to work with children aged 18 months to 6 years. The Teacher Track and related job roles are specific to educators currently deployed to work with children aged 4 to 6 years old.

3. Applicants with the following qualifications may also apply for the CET DECCE-T programme offered at Ngee Ann Polytechnic and Temasek Polytechnic:
   - Higher NITEC in Early Childhood Education with 1 year of relevant work experience
   - Certificate in Early Childhood Care and Education (CECCE) / WSQ Advanced Certificate in Early Childhood Care and Education (ACECCE) holders and a credit in G.C.E. ‘O’ level EL1 (or acceptable alternatives) with 1 year of relevant work experience.
The Skills Framework for Early Childhood Care and Education was developed jointly by SSG, WSG and ECDA, and made possible with the commitment and support from many key sector partners.

**Special thanks to the following organisations for their support in the development of the Skills Framework for Early Childhood Care and Education, and active participation in the validation process:**

<table>
<thead>
<tr>
<th>Organisation</th>
<th>Organisation</th>
<th>Organisation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agape Little Uni</td>
<td>Learning Vision @ Work Pte Ltd</td>
<td>SEED Institute</td>
</tr>
<tr>
<td>Association for Early Childhood Educators (Singapore) (AECES)</td>
<td>Living Sanctuary Kindergarten</td>
<td>Skool4Kidz Pte Ltd</td>
</tr>
<tr>
<td>Asian International College</td>
<td>Ministry of Education, Pre-School Education Branch (MOE PEB)</td>
<td>Singapore Polytechnic</td>
</tr>
<tr>
<td>Busy Bees – Odyssey the Global Pre-school</td>
<td>MOE Kindergarten</td>
<td>St James’ Church Kindergarten</td>
</tr>
<tr>
<td>Education Services Union</td>
<td>My First Skool</td>
<td>Temasek Polytechnic</td>
</tr>
<tr>
<td>EtonHouse Pre-School Pte Ltd</td>
<td>MY World Pre-school Ltd</td>
<td>The Acorn Child Care</td>
</tr>
<tr>
<td>Far Eastern Kindergarten</td>
<td>Ngee Ann Polytechnic</td>
<td>The Association of Early Childhood &amp; Training Services (ASSETS)</td>
</tr>
<tr>
<td>Institute of Technical Education</td>
<td>NTUC First Campus Co-operative Ltd</td>
<td>The Caterpillar’s Cove Child Development and Study Centre</td>
</tr>
<tr>
<td>Kinderland Pre-school</td>
<td>PAP Community Foundation</td>
<td>The Little Skool-House International</td>
</tr>
<tr>
<td>KLC International Institute</td>
<td>Ramakrishna Mission Sarada Kindergarten</td>
<td>SIM University (UniSIM)</td>
</tr>
</tbody>
</table>
Jointly developed by SkillsFuture Singapore (SSG), Workforce Singapore (WSG) and Early Childhood Development Agency (ECDA)

PUBLISHED IN DECEMBER 2016