DIGITALIZED WORKFORCE
WITH CLaaS@Work

EDU CLaaS
digital skilling

www.educlaas.com

>50,000
Learners

100+
Pan-Asia
Campuses

>2,000
Enterprises

Singapore · Malaysia · Indonesia · Philippines · Vietnam · Cambodia · Myanmar · Sri Lanka · India · China

Skills Shift in the Digital Economy

Not just in the lives of people, but also in business, digital technology has proved to be a great equalizer. The only caveat is to have the right strategy and a skilled workforce that can execute it. A report from McKinsey Global Institute has illustrated how the workforce's skills will shift with the increasing adoption of automation and artificial intelligence (AI) in the digital economy.

According to the report, all technological skills, both advanced and basic, will see substantial growth in demand given the expected growth in occupations requiring these skills including data scientists, software developers, and systems engineers.

The research suggests that the time spent on these skills will increase rapidly as companies continue to adopt automation, robotics, AI, data analytics, and other new technologies. Moreover, it is also expected that the need for advanced IT and programming skills to grow the fastest, with an estimated increase of up to 90%.

Accompanying the adoption of advanced technologies into the workplace, will be an increase in the need for workers with finely tuned social and emotional skills – skills that machines are a long way from mastering. This includes advanced communication, interpersonal abilities, empathy, initiative, entrepreneurship, and collaboration skills.

Therefore, digital skills are rapidly becoming essential core skills for most jobs in the foreseeable future. This means that future talents must have multi-disciplinary skills and be capable of both being a thinker and maker who can create value rather than simply adding it.

Business success is no longer just about adopting new technologies. Instead, modern enterprises must focus on fostering a more agile workforce that strikes the right and optimum balance between technology and innovation skills to leverage technology in a way that enhances competitiveness.

Total hours worked in Europe and United States, 2016 vs 2030 estimate, billion
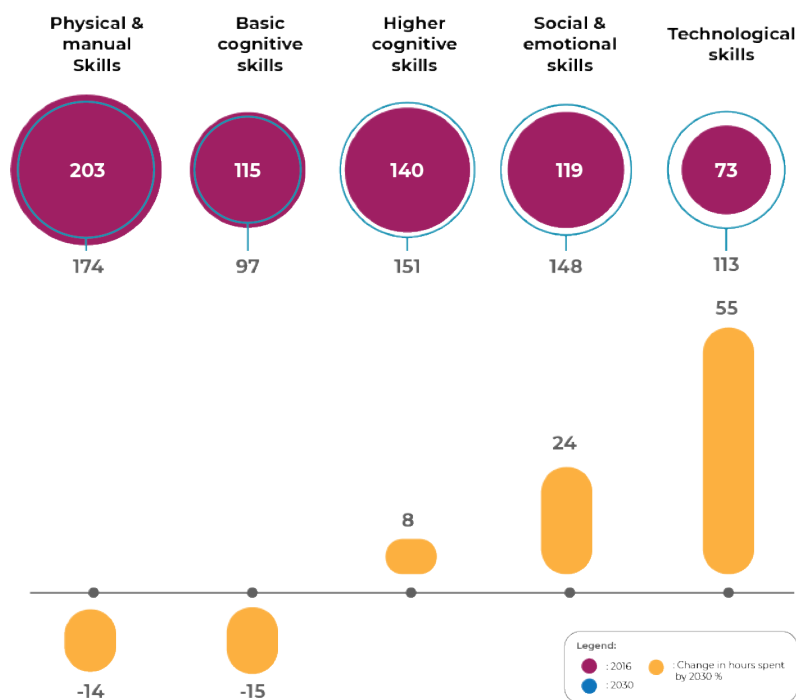
Source: McKinsey Global Institue Workforce Skills Model, McKinsey Global Institute Analysis`
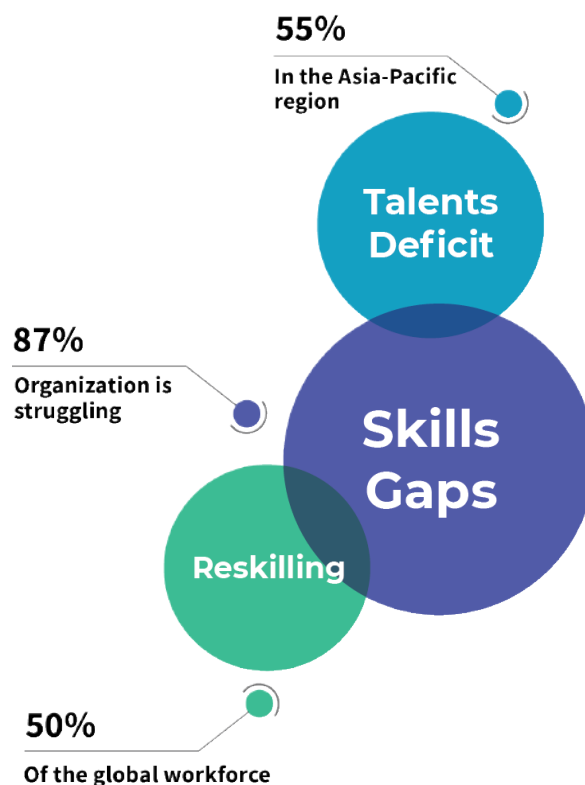
Digital Skills Gap and Talents Crunch

The way we work, the skills we need to thrive in our jobs, and the trajectories of our careers are rapidly evolving. These changes – driven by technological innovation, demographics, shifting business models and nature of work – are significantly altering the skills demanded by the labour market.

With ever-increasing demand for digital skills, **the digital talent gap has also widened.** The World Economic Forum's Future of Jobs Report stated that the digital transformation is accelerating the skills gap, with around 375 million or 50% of the global workforce expected to require reskilling by 2025.

However, a Korn Ferry's Global Talent Crunch study has predicted that the Asia-Pacific region will suffer the most severe skills crunch globally, with a projected talents deficit of 55% by 2030. This digital skills gap could have far-reaching consequences for businesses, as they struggle to find and retain the right talent.

These numbers are getting even more real, as a report from McKinsey revealed that 87% of business leaders mentioned that their organization are already struggling with skills gaps, with 51% facing difficulties in finding the right talent to meet their digital skills needs in a wide range of business areas. The skills gap takes different forms. In some cases, it is a matter of youth struggling to enter the workforce; in others, it is midcareer learners who have lost their jobs because of factory closings or layoffs, and who now must adapt.

55%
In the Asia-Pacific region

Talents Deficit

87%
Organization is struggling

Skills Gaps

Reskilling

50%
Of the global workforce

Issues with Conventional Corporate Training

Closing the skills gap is now a priority for most organizations to address their talent needs. However, many do not look for learning and development for answers. According to a report by LinkedIn, 58% of talent developers cited that their biggest challenge is getting employees to make time for learning. It also stated that 46% of employees feel they don't have enough time to devote to learning.

Meanwhile, a survey by Accenture found that more than half of today's digital talent believe that their company's training programs are outdated and not helpful. 52% even feel that their organization doesn't provide enough training opportunities. These findings suggest that many **businesses need to rethink their approach to employee development and skills building to keep up with the rapidly evolving digital economy.**

Learning in the Flow of Work with CLaaS@Work

70% On-the-Job Experience for **ABILITY**

20% Industry Experts Mentoring for **SKILLS**

10% Instructor-Led Flipped CLaaS for **KNOWLEDGE**

Conventional classroom-based learning or self-paced online courses is no longer adequate for the workforce. It delivers low return on corporate learning investment as it is inefficient and ineffective with time invasive learning, low completion rate, resulting in high opportunity costs for both the employer and the employee.

CLaaS@Work is our innovative work-integrated digital skilling and mentoring solution designed to bridge three major challenges associated with traditional corporate training programs: the skills gap, outcome gap, and access gap.

We deliver learning in the flow of work with live projects implementation mentoring to support enterprises in workforce digital upskilling for agile workforce development, tech-enabled operations, omni-channel commerce, and data-driven workplace.

With the 70:20:10 work-integrated learning approach and industry experts mentoring, CLaaS@Work delivers workplace skills utilization while reducing opportunity costs for companies to achieve a better return on corporate learning investment.

Competency-Based Learning for Bridging Digital Skills Gap

CLaaS@Work is designed on a competency-based curriculum for incubating future-ready talent aligned with industry skills frameworks. Our solution enables learners to cultivate 21st-century digital competencies and job-specific skills in a practical and applied manner, with measurable outcomes for continuous work-integrated learning. This approach ensures that learners can develop the necessary skills required by employers for long-term career success.
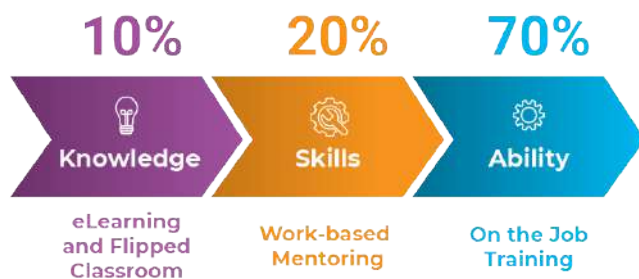
Work-Integrated Learning with Digital Transformation Outcome

More than just digitizing education, we implement 70:20:10 work-integrated learning pedagogy to deliver improved KSAs (Knowledge, Skills, and Ability).

Our learners progress from knowledge acquisition in the classroom to workplace and higher-order skills utilization and on-the-job skills mastery using real-life projects. We facilitate collaborative social learning between learners, L&D, and businesses. CLaaS is contextualized and integrated to business workflows through live project implementation for workplace skills utilization that deliver tangible digital transformation outcomes.

Blended Learning for Personalized Access

We deliver personalized learning journey for each learner with the EASE blended learning delivery methodology. Our learning program is divided into small, bite-sized learning components that can be combined and stacked together to achieve various learning outcomes.

Learners are involved in self-directed e-learning 'bite-sized' modules, participate in live flipped classes, engage in social learning, and receive personalized mentoring. They also receive online and offline assessments to gauge their progress and mastery of skills.

Future-Ready Skills and Talents

The COVID-19 pandemic has shifted our physical 'office' and 'school' to a future where you could learn and work from anywhere with an internet connection. The way we work, the skills we need to thrive in our jobs, and the trajectories of our careers are rapidly evolving.

Technology plays an important role but is no longer the competitive differentiator it once was. Businesses must prepare their existing workforce and extending them to adapt to a work environment that emphasizes collaboration between humans and machines. Instead, the key to business agility lies in a strategy that puts workforce first, enabling them through technology to perform at their best and achieve success.

Business leaders need to completely rethink how to develop their workforces, from identifying the talents and skills their enterprises need to determining how to facilitate and structure ongoing learning and application of new skills throughout their employees' careers.

Future talents must now be thinkers and makers who can create value rather than just add value. Technology skills are fast becoming core skills essential to perform future jobs. As your organization may need to cultivate a broad range of workforce skills, individuals with deep expertise in one area are no longer sufficient. Your future-ready talents need to possess broad competencies with deep expertise in multiple fields for solving complex problems with a unique perspective.

M- Shaped Professionals

Broad Competences
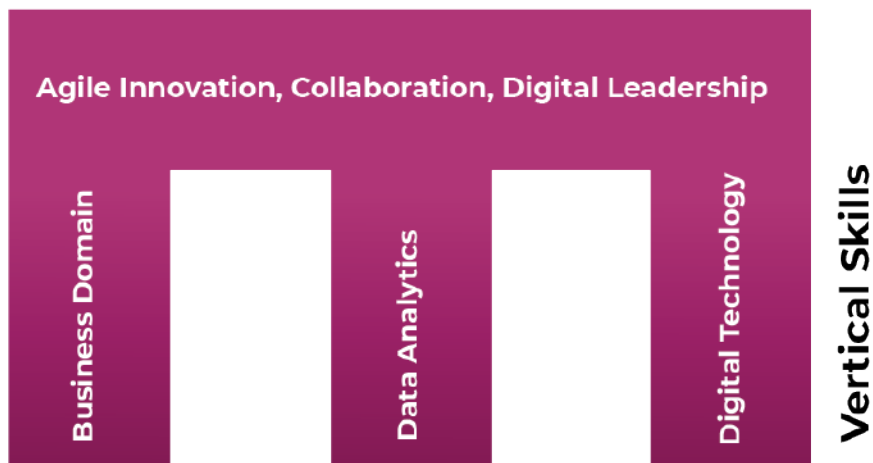
Taking an example of a Digital Risk Manager who works in the financial sector. To be a future-ready M-shaped talent, this person needs to have deep expertise in three distinct areas: financial risk management, data science, and digital technology domain. Along with the digital skills, they must also possess great capabilities and competencies in agile project management, digital collaboration, and advanced communication.

Digital Skilling CLaaS@Work

eduCLaaS support companies in establishing their digital skills needs and developing a workforce upskilling plan.

Our solution, CLaaS@Work, comprises over 200 modular training programs, delivering digital skills acceleration for technology skills, as well as key workplace competencies and capabilities such as digital fluency, digital leadership, agile innovation, and digital collaboration.

CLaaS@Work is designed to cater to both business (non-tech) and tech professionals, enabling individuals to enhance their digital skills and stay competitive in today's fast-paced digital landscape.

21st Century Competencies

Digital Fluency	Digital Leadership	Agile Innovation	Digital Collaboration

Tech-Lite Skills

- Robotic Process Automation
- Low Code Applications Development
- Data Analytics
- Artificial Intelligence
- Omni Sales & Marketing
- Enterprise Applications

Deep-Tech Skills

- Software Development
- Cloud Computing
- Data Science
- Machine Learning
- Smart Systems
- Cyber Security
- and more

Digital Workforce Incubation

As the "one role, one worker" approach gives way to more fluid and task-based ways of working, the term "employee" will now encompass a broad spectrum that spans from internal to external, human to machine, and short-term gigs to full-time work.

To support agile growth, companies need to build the workforce of tomorrow. Forward-thinking leaders are now exploring beyond the traditional workforce constructs to build an agile team that can adapt to fluctuating demand for achieving growth in the digital economy.

eduCLaaS Digital Skilling Cloud supports enterprises in building a glocalized hybrid workforce by bridging the gap between supply and demand for digitally skilled talent in emerging and developed economies across Asia.

We deliver end-to-end solution support for enterprises to build a scalable and agile workforce with just-in-time talent acquisition, talent incubation, talents offshoring, and talent on-demand. We source, onboard, train, and host digital talent in emerging Asian markets, providing cost-effective deployment options across the region.

CLaaS@Work delivers tech-lite and deep-tech skills to incubate M-shaped multi-disciplinary digital talent for high growth digital careers including full-stack software developer, data scientist, AI developer, cloud systems practitioner, cybersecurity specialist, smart systems administrators, and more.
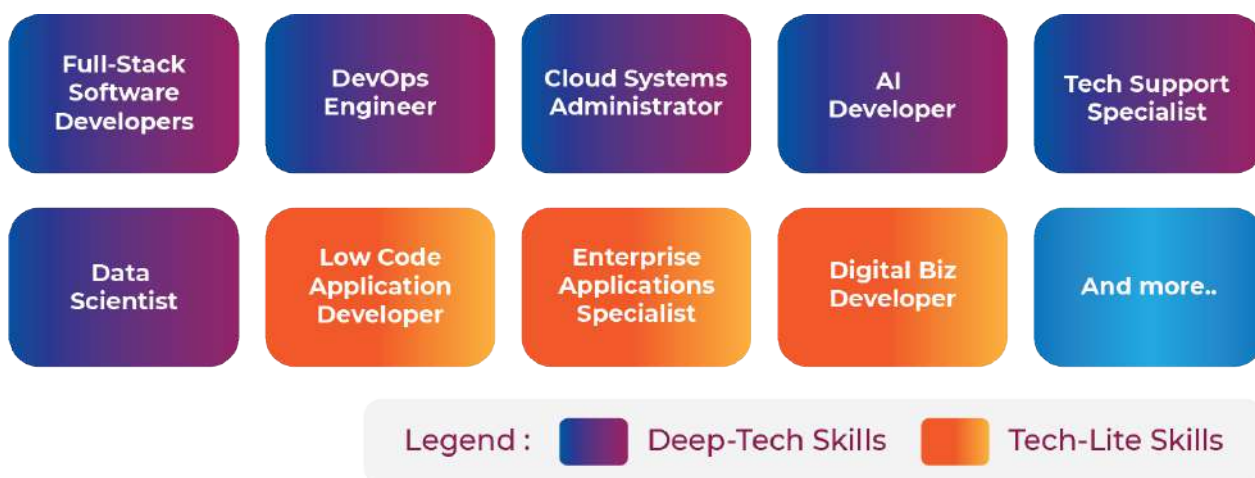
4 Steps to Digitalized Workforce

In today's rapidly evolving digital economy, businesses need to digitalize their workforce by implementing digital technologies and best practices for a self-service digital transformation.

eduCLaaS delivers holistic support to assist your enterprise in upskilling and building an extended digital workforce with diversity, enabling you to achieve extraordinary growth in the digital economy.

01
Bridging digital skills gap for future-ready workforce
We conduct digital skills and talent gap assessments in alignment with internationally recognized skills frameworks to formulate a digital skilling plan for developing a future-ready workforce.

02
Digital skilling in the flow of work - with outcome
We deliver work-integrated digital skilling that seamlessly integrates into the flow of work, with real-life project implementation and mentoring by industry experts, for delivering workforce digital upskilling with tangible digital transformation outcome.

03
Glocalized digital workforce for hybrid workplace
We incubate a globally ready yet localized workforce for the future workplace, where physical boundaries no longer limit talent acquisition. Our end-to-end workforce incubation support includes talent recruitment, job onboarding, training, and talent hosting.

04
Personalized skilling with AI-powered learning platform
We provide an engaging and effective digital skilling experience to your workforce by implementing an AI-powered learning platform. Learners are able to track their progress and identify areas for improvement, while also enabling you to monitor and measure the impact of your digital skilling initiatives.

Public-Private Partnership with NCSS
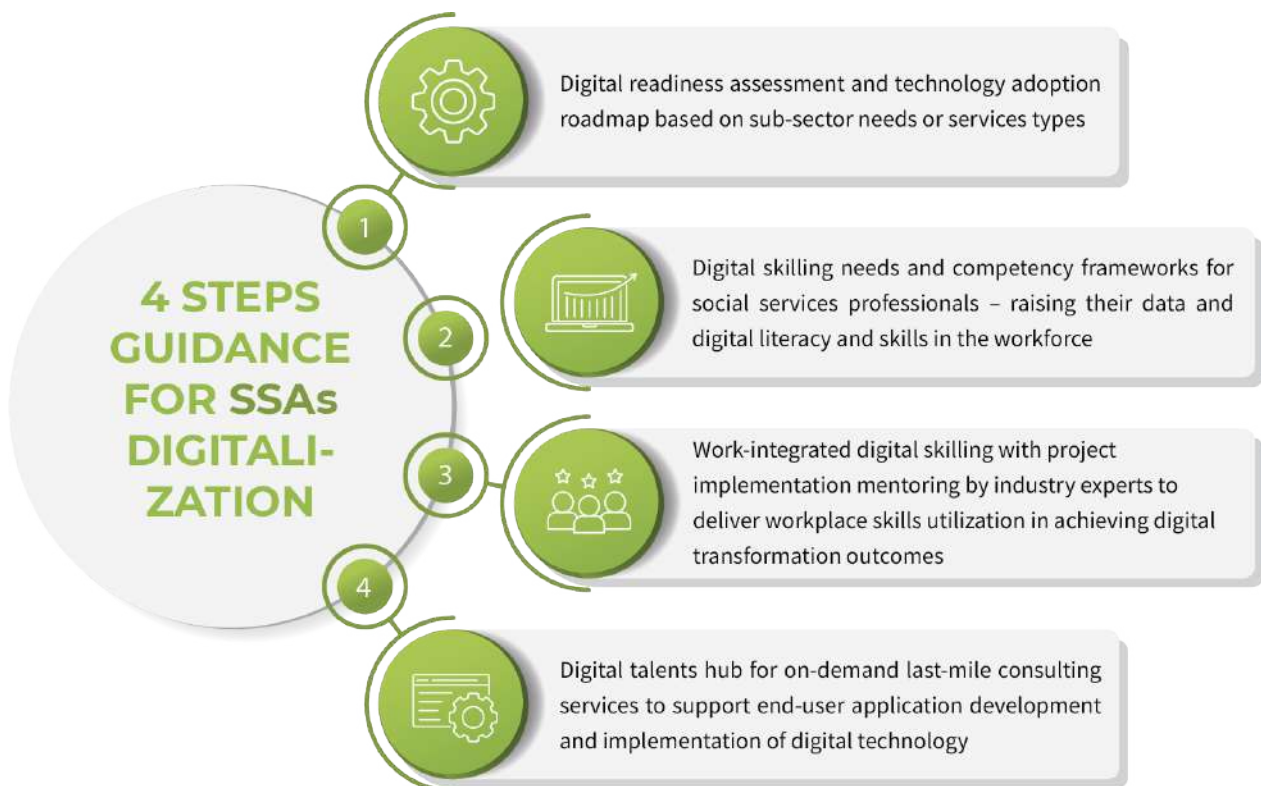## to Digitalize Singapore's Social Services Sector

The National Council of Social Service (NCSS) is an umbrella organization for over 500 members of social service agencies and charities in Singapore.

In a recent time, NCSS has developed The Industry Digital Plan for Social Services (IDPSS) as a public private collaboration initiative to provide systematic guidance on how Social Services Agencies (SSAs) can access and accelerate their digitalization, depending on their needs and digital readiness.

As part of this initiative, NCSS offers SSAs substantial support for digitalization, including advisory services for digital transformation, building digital capabilities, and providing subsidized financing to reduce barriers for implementing digital technologies and practices. This support aims to improve efficiency and increase the reach of social services to impact more lives in an inclusive manner.

With eduCLaaS as one of its strategic delivery partners, NCSS is providing a structured four-step guidance to support SSAs in their digitalization journey: (1) Digital readiness assessment and roadmap, (2) Digital skilling frameworks, (3) Work-integrated digital skilling, and (4) Digital talents hub services.

4 STEPS GUIDANCE FOR SSAs DIGITALI-ZATION

1. Digital readiness assessment and technology adoption roadmap based on sub-sector needs or services types

2. Digital skilling needs and competency frameworks for social services professionals – raising their data and digital literacy and skills in the workforce

3. Work-integrated digital skilling with project implementation mentoring by industry experts to deliver workplace skills utilization in achieving digital transformation outcomes

4. Digital talents hub for on-demand last-mile consulting services to support end-user application development and implementation of digital technology

eduCLaaS Pan-Asia Digital Skilling Cloud

eduCLaaS as a Pan-Asia digital skilling platform supported by a glocalized coalition of multilateral stakeholders including learners, employers, education institutions, technology vendors, government, and non-profit agencies, work together to bridge the digital skills gap for delivering inclusive digital transformation and workforce incubation across Asia with scale.

Collectively, we deliver competency-based curriculum, work-integrated learning, interoperable credentials, blended-learning technologies, employers' ecosystems, and funding support to deliver a converged future of learning and work for borderless collaborations and value creation, to support youth induction into digital careers, under-employed adults transitioning into in-demand digital jobs, and enterprise workforce upskilling for inclusive digital transformation.

We aim to support the implementation of ASEAN Digital Master Plan (ADM 2025) for developing ASEAN as a leading digital community and economic bloc, powered by secure and transformative digital services, technologies, and ecosystem.

Higher education transformation to deliver dual-track applied learning with employment outcome

Bridging digital skills and talent gaps with lifelong learning for all

Building glocalized digital workforce for VIRTUALly unlimited enterprise growth

China

India

Myanmar

Vietnam

Cambodia

Philippines

Sri Lanka

Malaysia

Singapore

Indonesia

EDUCLaaS
digital skilling

Bridging Digital Divide and Rising Inequality

Reimagining Education as a Global Common Good

We aim to bridge the missing connection between education and the workplace by fostering a tripartite partnership across public, private, and non-profit sectors, to recontextualize education as a global common good for lifelong applied learning delivery, to develop future-ready talents and enterprises in the glocalized digital economy.