

LITHAN

EDU CLaaS®

Digital Accelerator Platform

Transforming your workforce to be
Agile and **Future-Ready**

LITHAN

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INTRODUCTION

Workforce Disruption

- As a result of robotization; **tens of millions of job will be lost** – Robots could take over 20 million jobs by 2030, CNBC Tech
- **60%** of companies are exploring ways to develop talent based on skills. – Straits time 15th May 2021
- **84%** increase investment in reskilling programs – 2019 Deloitte Global Human Capital Trends Survey
- Covid-19 has catapulted the world **5 to 10 years into its digital future** – Feb 2021, Boston Consulting Group

1. Do we know what are the critical skills that your industry professionals must have today?
2. Are we having the right career conversations?
3. What are their current skills gaps?
4. How do we close these skills gaps?

Asia's Leading Workforce Digital Acceleration Platform



> **30,000**
Learners



> **90%**
Completion



> **2,000**
Enterprises



- ✓ **EduTrust** Certified by Singapore Regulatory
- ✓ **Accredited CET Centre** for the Infocomm programme by SkillsFuture Singapore



50
Campuses across
ASEAN, South Asia
& China



- ✓ Microsoft Global Learning Partner of the Year Award (Finalist)
- ✓ Pearson's College of the Year (Bronze) Award in Asia
- ✓ Institute for Adult Learning Singapore's innovPLUS Flame Award

About Lithan

We are a peer2peer digital learning and talent platform with a mission to develop future-ready talents and enterprises for the new digital economy.

We connect higher education students, working adults, enterprises, industry practitioners, and Institutes of Higher Learning to mitigate mismatches in supply and demand for digital skills and talents across Asia.

200+
Digital Experts/Faculty
Member

300+
Off-the-Self Courses

CLaaS[®]
3

We share Best Practices in Skill Development with the World



SKILLSfuture SG

Skill Future Framework

Lihan has incorporated Singapore's Skills Frameworks as competency framework for Job Tasks Analysis, Skill based Content curation and as a **reference to the industry trends and best practice**



Singapore Government Projects and Partnerships

We bring **Singapore's expertise in skill development** to the world. Our partners include Singapore's IMDA, WSG, SSG, SIM, ITE



BCG



SAP



Microsoft



accenture

International Workforce Transformation Projects

Lihan has **partnered with Leading industry Players** to develop digital programme to support workforce digital re-skilling and up-skilling needs .



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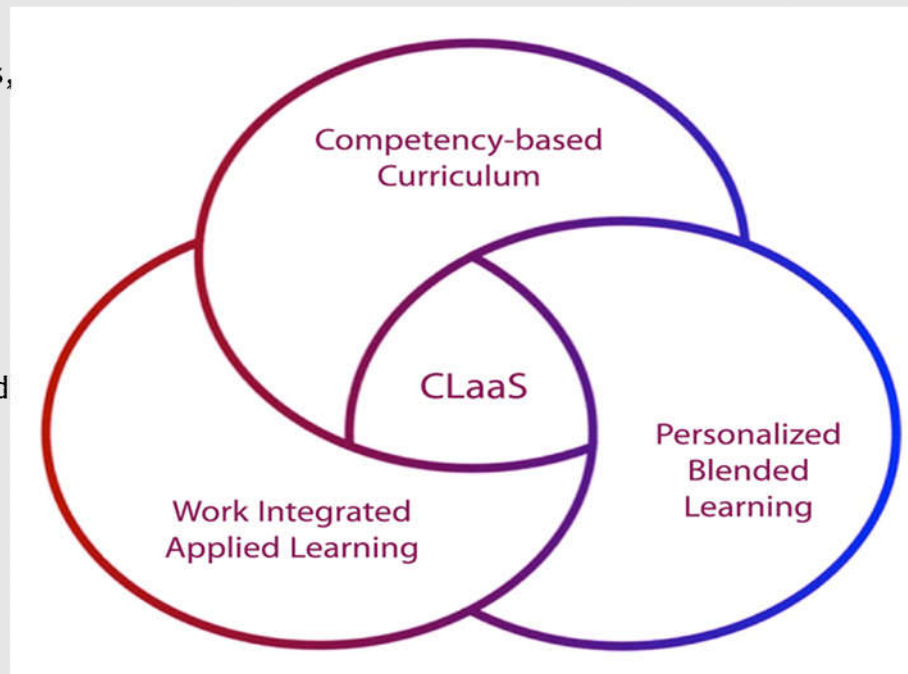
Competency
Learning as a
Services
(CLaaS)

We disrupt traditional class with **CLaaS[®]**, which stands for **Competency Learning as a Service**, and leverages on innovative applied learning pedagogy with advanced education technology to support digital skills acceleration, workplace digital upskilling, just-in-time talents development and enterprise digital transformation.

We combine our heritage with cutting-edge capabilities

Critical expertise

- Deep understanding of clients, their challenges, and their environments
- Solving the most critical, difficult, and ambiguous issues
- Working hand-in-hand to build client specific Learning solutions
- Creating tangible, deep client impact



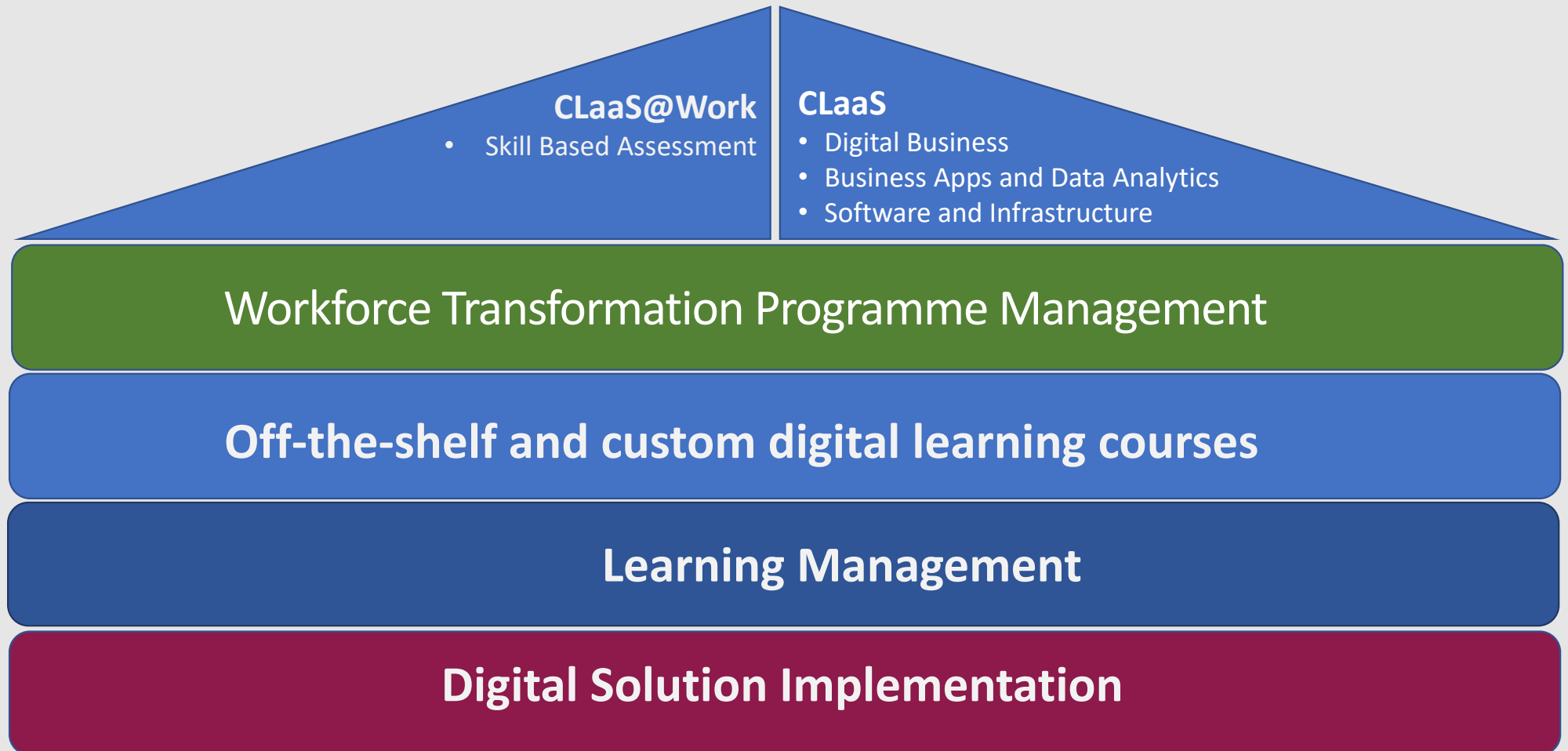
Digital and analytics

- Extensive experience leading digital training across industries and functions
- Robust digital capabilities, advanced analytics, and machine learning in content Development
- Enablement through IT architecture and solutions expertise in hand-holding client in Digital Project implementation
- Disruptive innovation and new ventures in our digital transformation bootcamp



Enabling Digital Academy

Enabling Digital Academy



Workforce Transformation Programme Management

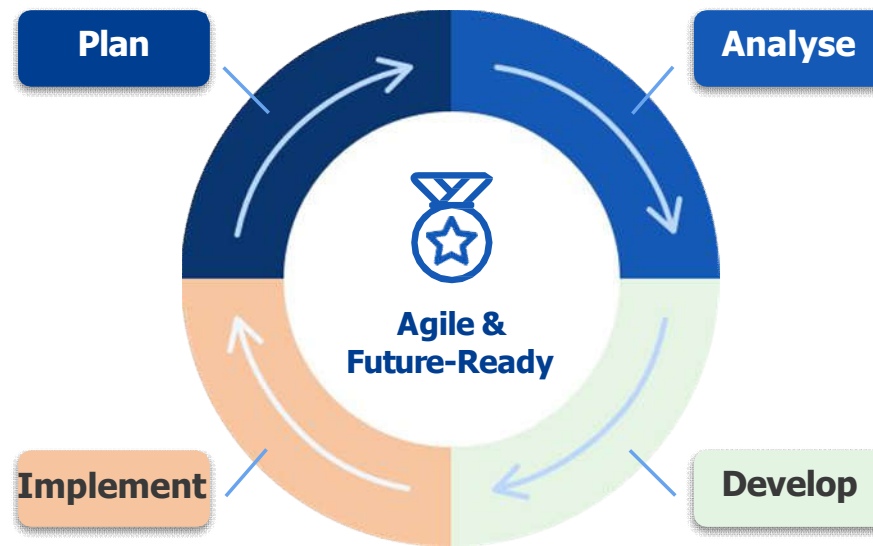
DATA DRIVEN

Strategic Workforce Planning

- Identify Job Roles from SSG Framework / Vietnamese Frameworks for Job Tasks Analysis
- ClaaS – Off the Shelf Course
- ClaaS@Work – Skill Assessment

Transform Digital Solution Implementation

- Digital Engagement
- Tech-enabled Operations
- Intelligence Business
- Digital Workplace



Training Needs Analysis (TNA)

Content Curation & Contextualisation

- ClaaS – Training Solution Configuration and Customisation
- ClaaS@Work – Training Content Contextualisation and Curation

PERSONALISED

Learning Management

- Deploy and Operate Digital Academy & Administration System
- Deliver a Mentor-led Blended Learning Journey and Work-based Integrated Learning for Every Staff

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STEP 1 - PLAN

Strategic Workforce Planning

Off-the-shelf digital learning courses

Digital Business & Marketing

Learning Products

- Digital Business
- Digital Marketing
- Agile Innovations

Job Roles

- Digital Marketer
- Digital Business Developer
- Digital Project Manager

BIZ Applications & Analytics

Learning Products

- CRM/ERP Applications
- Business Intelligence Tools
- Business Analytics

Job Roles

- Applications Analyst
- Data Analyst/Scientist

Software and Infrastructure

Learning Products

- Infrastructure Applications
- Web Development
- Data Science
- Artificial Intelligence

Job Roles

- IT Systems Administrator
- Full-staked Web Developer
- AI Developer

Skill Assessment for custom digital course

- We support employers to address market demands and Immersive Skill Enhancement
- To drive step change in workforce transformation through the Four Steps Skill Assessment Approach

1.

Understand the objectives and the desirable outcome of conducting a Skill Assessment

2.

Send out a customized Skill Survey to collect data from staff

3.

Analyse data collected and generate the following two reports to client

- Personalized Digital Upskilling Plan
 - Enterprise Digital Upskilling Plan
-

4.

Curate and contextualize a training Programme to client to achieve business outcome

Personal Upskilling Plan by Job Role (TNA)



Name : John Tan
Role : Business Manager
Dept : Marketing

Digital Skills	Technology & Innovation Practices	Proficiency Need	Current Proficiency	Training Programme
Digital Fluency	Digital innovations, Practices & Tools	Design	User	Skill Future for Digital Workplace
Digital Collaboration	Microsoft Collaboration Tools	Design	User	Digital Collaboration Skills
Agile Innovation	Agile Principles & Methodologies	Build	Design	Agile Leadership
Digital Communication	Outlook, Yammer, Websites, Blogs, Twitter, Teams and	Build	User	
Data Intelligence	PowerBI	User	-	Data Analytics
Enterprise Application	Microsoft Dynamics	-	-	
Process Automation	Microsoft PowerApps	User	-	
Emerging Technology	Block Chain, AI , Data Science, IOT, RPA	User	-	

Enterprise Upskilling Plan (TNA)

	Digital Skills	Training Programme	Learning Outcome	Duration & When	Cohort & Size
Digital Workplace Skills	Digital Fluency				
	Digital Collaboration				
	Agile Innovation				
	Digital Communications				
Digital Technology Skills	Data Intelligence				
	Emerging technology				
	Process Automation				
	Digital Applications				

The Result

Customised Competence Frameworks

Our approach allows every enterprise to **easily customise their skills** and **competency development** pathways to ensure it is **unique to the company's own industry, strategy and plans**

Validated Employees' Skills

We **support easy and rapid validation of employees skills** by self-assessment, supervisors, subject matter experts and external validation, for **verified skills data across the organisation**

Features for all stakeholders

Features to make the Workforce transformation process **seamless and pain-free** are **built for all stakeholders**, from management down to staff level, to **ensure buy-in from the entire organisation**

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STEP 2 - ANALYZE

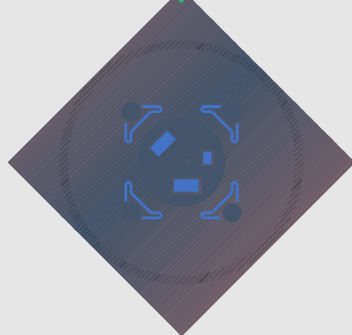
Content Curation and Contextualisation

How we curate and contextualise Content ?



Content curation team

- Collaborate with Client to define the learning outcome
- Leveraging Lithan knowledge bank



Academic committee

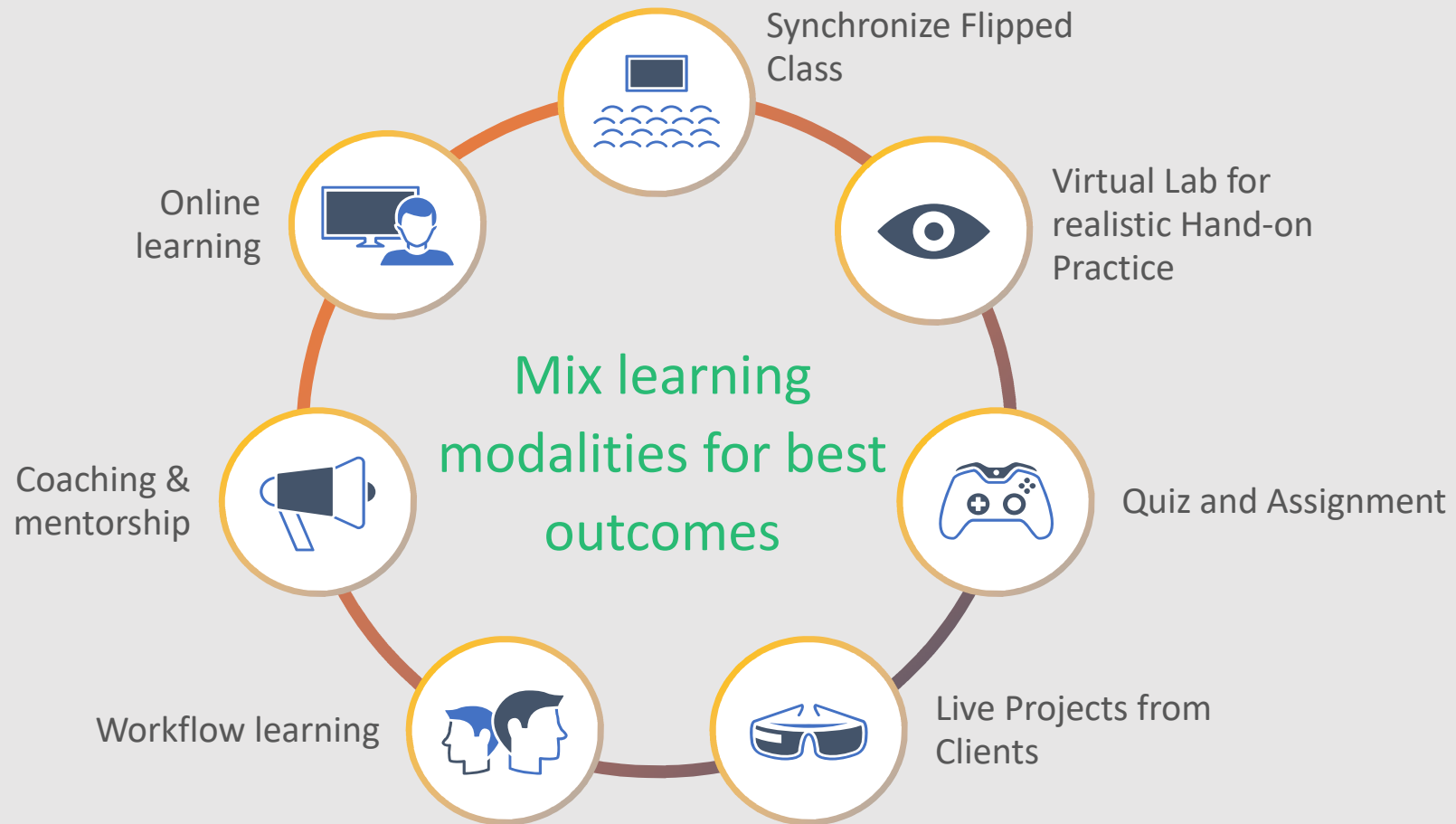
- Academic director who is expert in adult learning
- Subject Matter experts
- Delivery director and Lead Faculty Members who have Industry relevant experience



Industry validation

- Recruiters
- HRs
- Businesses
- L&D
- Industry experts

How can we blend learning modalities?



We design a holistic learning experience; From learning a concept to building new work behaviors

FORMAL LEARNING & ASSESSMENT

Learn	Internalize new concepts and ideas	<ul style="list-style-type: none"> • E-learning modules (Compulsory and optional) • Reading material, videos, external content libraries (Compulsory and optional) • Live class/Guest lecture on knowledge component (only in select weeks, max 60 mins) • Assessment Quiz (15 questions)
Practise	Practice ideas in a safe environment with peers and trainer supervision	<ul style="list-style-type: none"> • Live workshops for skill/tools practice by lead trainer (3-6 hours per week) • Role plays • Practice exercises • Digital simulations, AI based skill practice tools (eg Gweek)
Apply	Apply newly learnt skills to a real work scenario or project	<ul style="list-style-type: none"> • Templates and tools for application in real life settings (eg how to create digital business case) • Individual/Group assignments • Tutorial clinic on demand (with Teaching Assistant) • Masterclass with industry/functional expert on real life applications (select weeks only, max 90 mins)
Embed	Build new work behaviors and muscle memory	<ul style="list-style-type: none"> • Mini project in groups of 6-8 • Tutorial clinic on demand (with Teaching Assistant) • Group coaching session & showcase with lead trainer • Master Assessment Quiz (15 questions) • Reflection of learning progress and course correction



STEP 3 - DEVELOP

Learning Management

Our People

Role	Description
Programme manage	The programme manager is responsible to handle and manage the end-to-end operations across the training Program
Account Team	Manage the Client Relationship
Admission Team	Administrators who handle all the registration, enrolment, payment hotline, inquiries, issues, feedback pre-enrolment
Learning Assistant team	Administrators who handle all the inquiries and feedback during the course
Recruitment and Evaluation team	Recruiters and screening specialist filtering the team
Industry experts	Lithan industry experts who are the lead trainers and guest speakers and share the latest industry trends and approach
Talent Management Led team	Lithan's Leadership and Talent Enablement Center, delivery center of excellence for best practices learning and training
Learning Management team	Content specialist, training specialist, adjunct faculty
Compliance Team	Administrators handle all the training compliance related matters and the authority to issue certification

Learner's 4 phases learning Model - E A S E

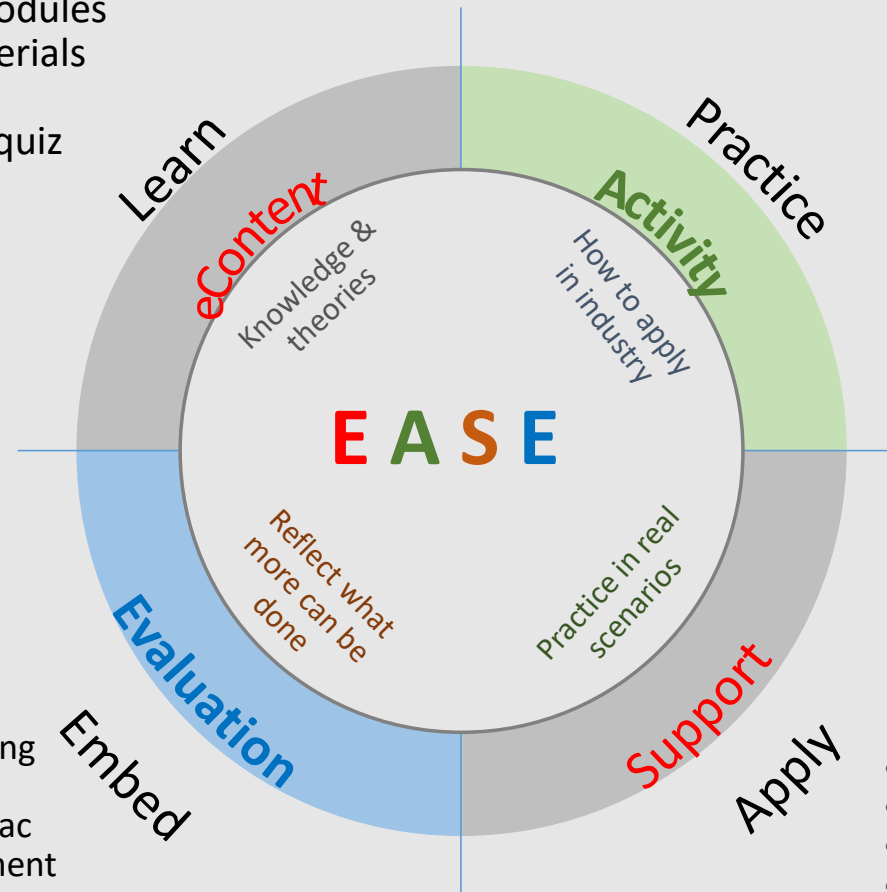


- E learning modules
- Reading materials
- Live classes
- Assessment quiz



Process

- Group coaching
- Reflection
- Course feedback
- Final Assessment



- Live workshops
- Role plays
- Practise exercises
- Interim Assessment

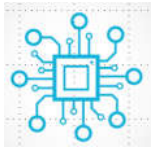
- Toolkit
- Group assignments
- Tutorial clinics
- Masterclass



STEP 4 - IMPLEMENT

Digital Solutions Implementation

CLS (Client Learning Solutions) Off-the-shelf and custom digital learning courses



Technology

Custom
end-to-end
learning
programs

High-end
digital
learning
courses

CLaaS@Work

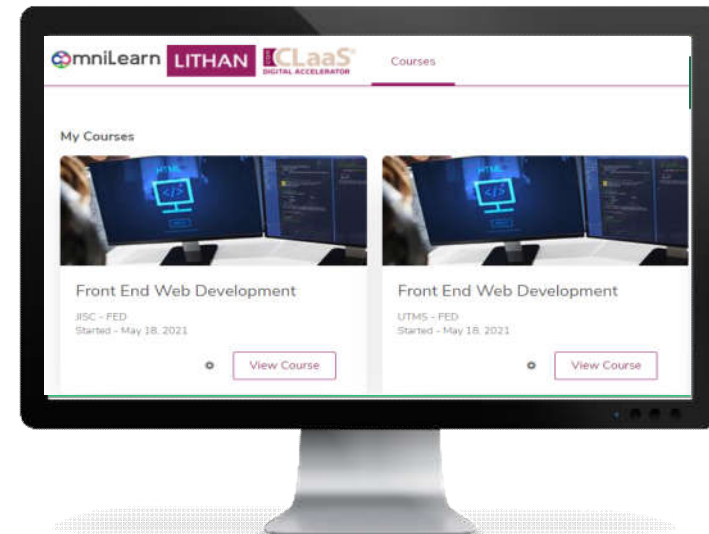
CLaaS

Learning delivery platform

Reach – scale to thousands of users at a marginal cost

Richness – engage modern learners with formats designed for their needs – bite-sized, on-demand, video-based

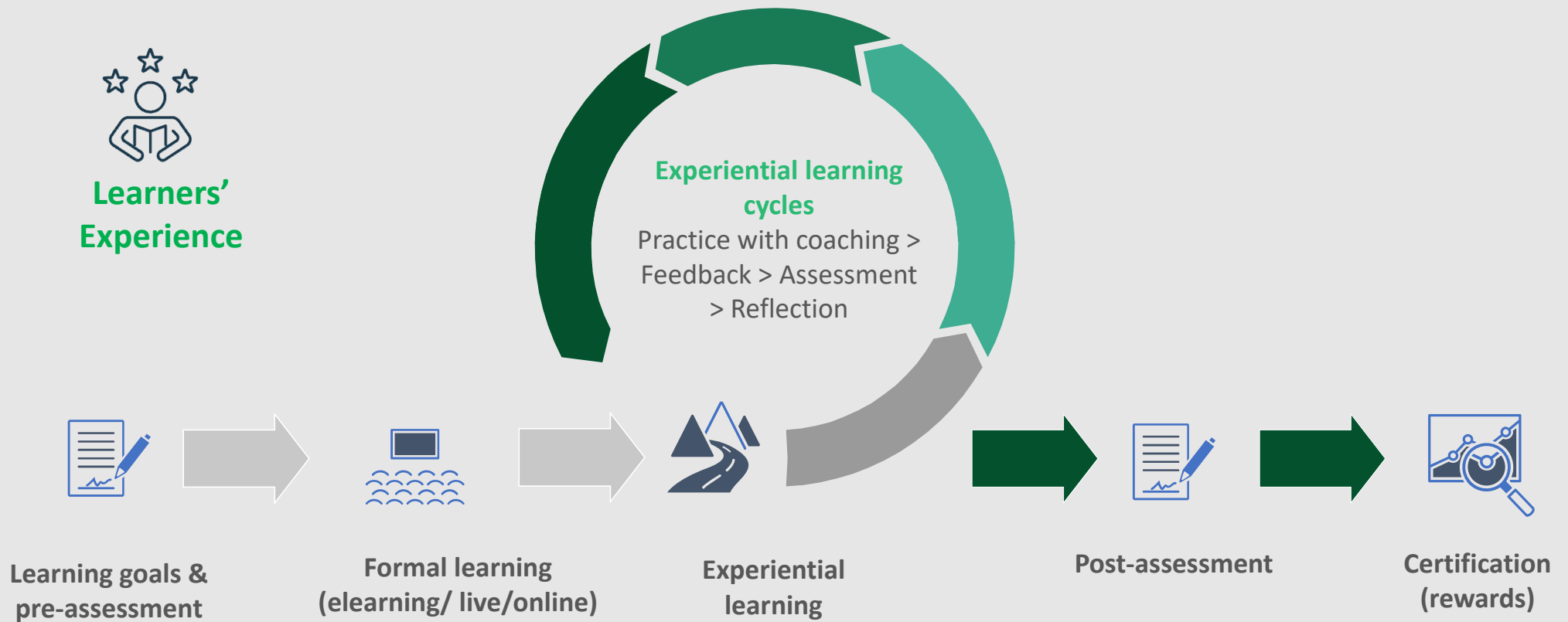
Results – track participation and progress



courses.educlaas.com

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Lithan 's approach



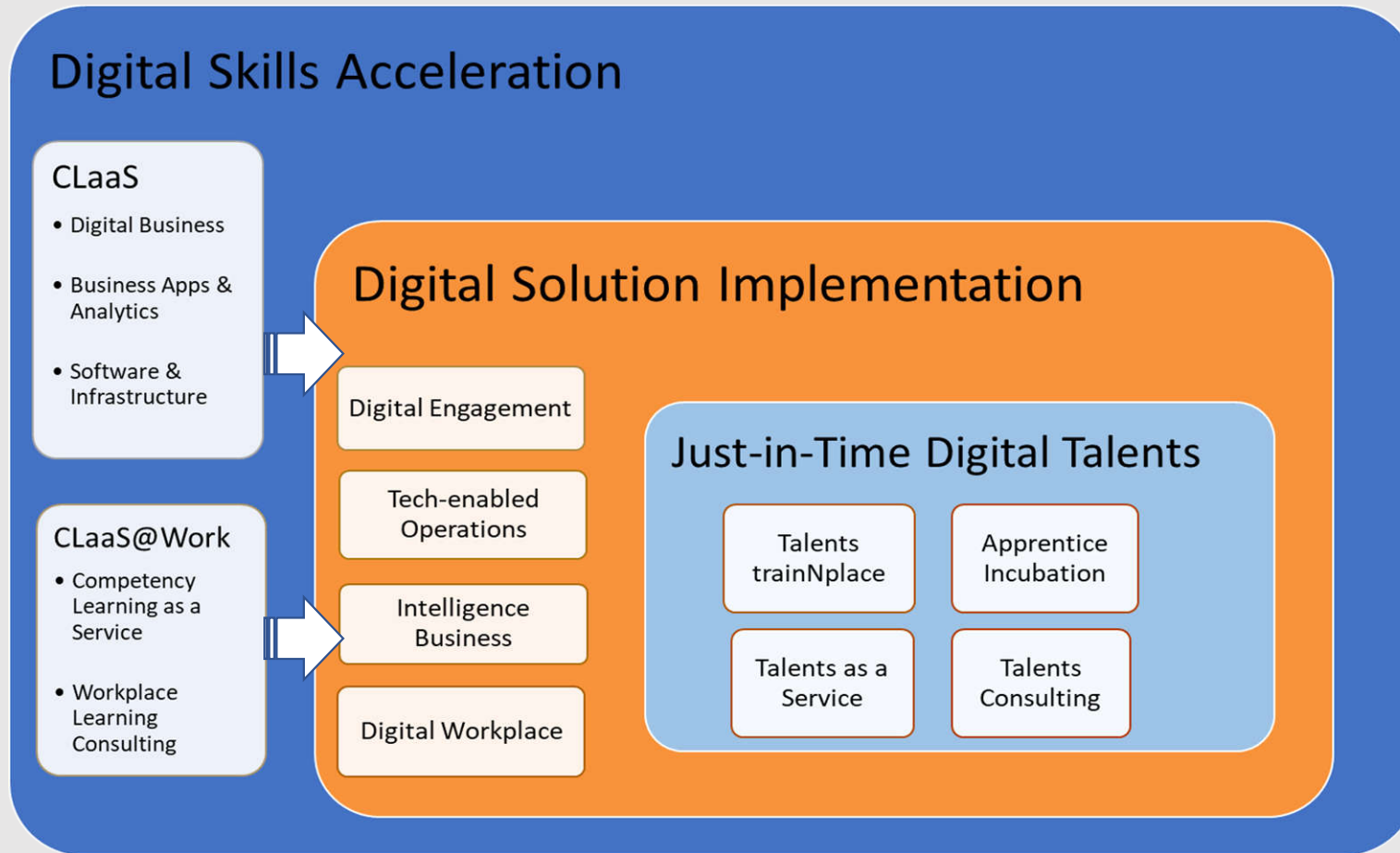
Co-branded Lithan Certification



Certification



Post Course Mentoring and Coaching



1. Post Course Mentoring
2. Workplace Learning Integration
3. Lead by Industry Expert
4. Just-in-time Digital Talents



Our Reference

Lithan Customers



OUR CLIENT – Boston Consulting Group



A top global management consulting firm, 21,000 employees in more than 50 countries



Strong presence in SG since 1995, partnered with multinational conglomerates, governments & SMEs



Leader in digital transformation, DigitalBCG has 7,000+ digital experts with wide range of capabilities



DigitalBCG Academy has trained 15,000+ people in digital, data & agile skills

OUR CLIENT – Boston Consulting Group PROJECT BRIEF

Context and objectives

Clear impetus to support mid-career professionals to accelerate upskilling to enhance employability in light of COVID-19

6 months training tapping into deep BCG digital capabilities and learning ecosystem

Re-skilling PMETs for in-demand digital job roles by building T shaped skills profile

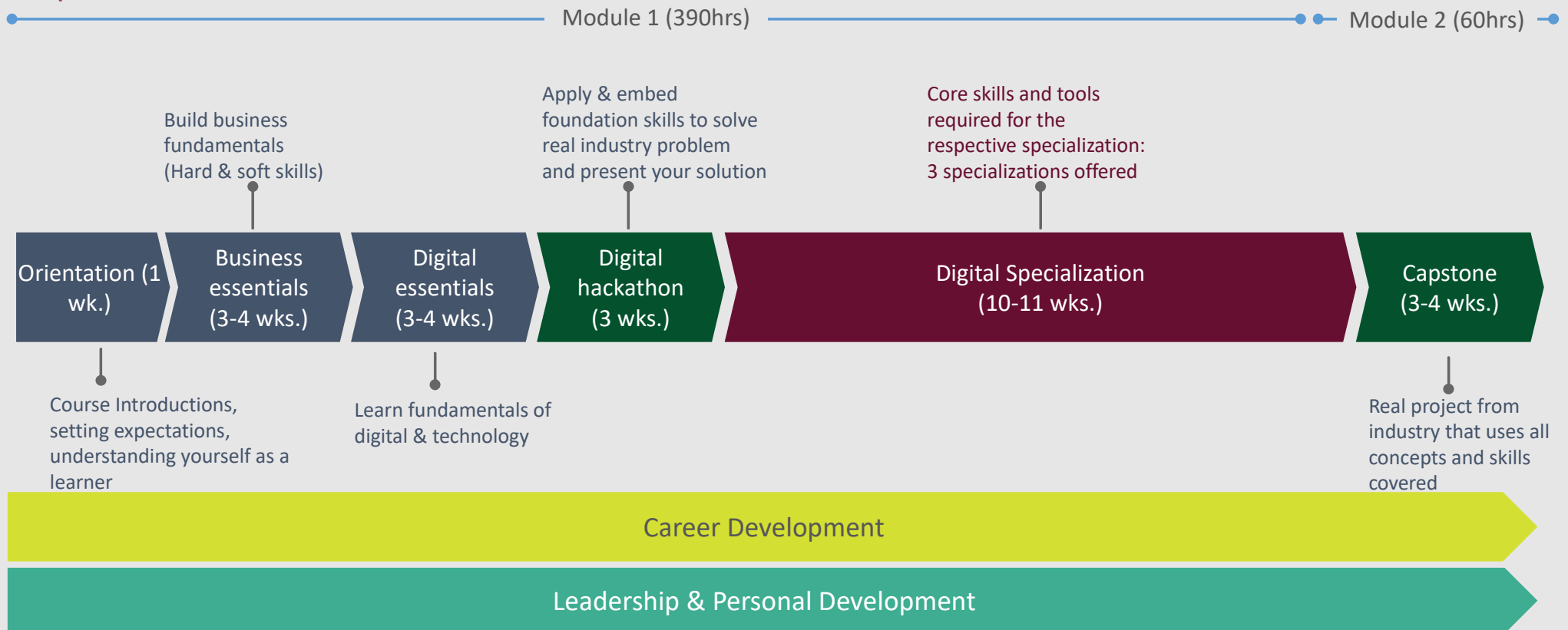
- Next gen business foundational skills
- Specialised digital skills
- Soft skills and job-search skills

Programme to target ~1500 mid-career PMETs, first wave started 8 Feb, 2021.

OUR CLIENT – Boston Consulting Group

Lithan Approach

6-month journey combining skill, career & leadership development;
3 specializations offered



报读数码技能提升计划 逾10%学生毕业前成功转行

【本報訊】由新加坡人力資源管理局（MOM）主导的「数码技能提升计划」（Digital Skills Programme），至今已帮助逾1,300名中、高级专业人士，在毕业前成功转行。人力局表示，该计划自推出以来，一直受到专业人士的广泛支持。在计划启动后的首两个月，共有逾1,300名专业人士报名参加。人力局表示，该计划旨在帮助专业人士掌握数码技能，以应对不断变化的劳动力市场需求。计划参与者包括来自不同行业的专业人士，如金融、零售、制造业等。人力局表示，该计划的成功，证明了数码技能在提升就业竞争力方面的重要性。人力局表示，将继续扩大该计划的规模，以惠及更多专业人士。



人力局人力资源发展总监（左一）昨天在演讲中，向与会者介绍数码技能提升计划。人力局人力资源发展总监（左一）昨天在演讲中，向与会者介绍数码技能提升计划。人力局人力资源发展总监（左一）昨天在演讲中，向与会者介绍数码技能提升计划。

Program SGUnited bantu pencari kerja perhentian kerjaya

【本報訊】人力資源管理局（MOM）主导的「SGUnited Mid-Career Pathways Initiative」计划，旨在帮助中、高级专业人士在毕业前成功转行。人力局表示，该计划自推出以来，一直受到专业人士的广泛支持。在计划启动后的首两个月，共有逾1,300名专业人士报名参加。人力局表示，该计划旨在帮助专业人士掌握数码技能，以应对不断变化的劳动力市场需求。计划参与者包括来自不同行业的专业人士，如金融、零售、制造业等。人力局表示，该计划的成功，证明了数码技能在提升就业竞争力方面的重要性。人力局表示，将继续扩大该计划的规模，以惠及更多专业人士。

Dapat kerja sebelum tamat kursus kemahiran digital



人力局人力资源发展总监（左一）昨天在演讲中，向与会者介绍数码技能提升计划。人力局人力资源发展总监（左一）昨天在演讲中，向与会者介绍数码技能提升计划。人力局人力资源发展总监（左一）昨天在演讲中，向与会者介绍数码技能提升计划。

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Digital skills programme helps mid-career job-seekers find work fast

PMETs get to upskill with BCG's programme focused on digital mastery

By Samantha Heo
samanheo@sph.com.sg
Singapore

BOSTON Consulting Group (BCG) launched its Rapid & Immersive Skill Enhancement (Rise) programme earlier this year, as part of the SGUnited Mid-Career Pathways initiative. The number of applicants was nearly three times the number of available slots, signalling the attractiveness of such programmes.

BCG held the inaugural Rise career fair on Friday, which gave participants opportunities to interact with prospective employers and career advisers. Senior Minister Tharman Shanmugaratnam was also in attendance to interact with participating companies and prospective graduates. Said chairman of BCG Singapore, Jeffrey Chua: "We designed and curated the Rise curriculum and programme to meet real market needs. We feel very proud to sup-

port the workforce upgrade for Singapore to seize global opportunities, to bridge talent gaps for many companies who have found sourcing of digital talent a challenge, and to support individual trainees who are true lifelong learners to become more employable."

The programme was geared towards participants from professional, managerial, executive and technician (PMET) roles with eight to 10 years of experience. Many of them were from the financial services sector.

To meet the increasing demand for digital talent, the programme focuses on equipping learners with relevant technical skills like coding, programming and data analysis.

Other soft skills like story-lining, leadership development and agile growth mindsets were also dovetailed into the curriculum.

The programme was well-received, as 11 per cent of the 1,300 participants currently enrolled have found permanent positions even before graduating, thanks to Rise's job portal that matches students to positions offered by participating companies. Hackathons and capstone projects also



Senior Minister Tharman Shanmugaratnam interacting with participating companies and participants of the programme. BT PHOTO: DARWIS SUNARYO

gave students opportunities to connect with partner companies like Shopee, Standard Chartered and Sentosa Development Corporation. Charlotte Thng, head of human resources, Singapore, Australia and Asean markets at Standard Chartered, said: "Working with government and industry partners like BCG not only provides talent with on-the-job training, but also helps to nurture a pipeline of homegrown technobankers for the future." "This is very much aligned to our commitment to invest for growth, and hire,

BUSINESS

5 PERCENTAGE POINT DROP IN AVERAGE ANNUAL GDP GROWTH IN PHILIPPINES IN THREE YEARS ENDING 2022 - LARGEST IN S-E ASIA | B8

Some nab jobs in midst of mid-career digital skills course

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WORK EXPERIENCE

work that @BJ on digital have to je sto to career with. NIEF



Me Wong Ee Jin, who landed a full-time role as retail strategy director a few months into the rise programme, speaking to Senior Minister Tharman Shanmugaratnam about her learning experience. Looking on are Boston Consulting Group partners Sagar Patel and Marjiam Jaafar. PHOTO: LIANHE ZAOBAO

A six-month intensive course to train mid-career jobseekers in digital skills was so successful that about 30 per cent of the 1,300 trainees found work before completing the programme. Global management consulting firm Boston Consulting Group (BCG), which runs the programme, yesterday said around 30 per cent of the 1,300 trainees found work before completing the course by the end of this year. The Rapid and Immersive Skill Enhancement (Rise) programme is part of the company training segment of the SGUnited Mid-Career Pathways initiative. The Government rolled out the initiative last year in response to Covid-19's impact on the economy and jobs. The Rise programme aims to help participants upskill and get a digital-related job even if they do not have prior related experience. Participants can learn digital essential skills and the basics of technology such as artificial intelligence and human-centred design. BCG managing director and partner Aparna Iliharajai said many of the trainees come from the financial services sector. Others are from sectors such as infocomm technology, wholesale and retail trade, as well as travel and tourism. She said that there are many roles available in areas such as digital sales and marketing, data sci-

ence and operations. Trainees with no related digital experience do not necessarily have to take up entry-level roles, she added. "They have significant work experience behind them. Employers recognise that and value that." Ms Wong Ee Jin, 36, landed a full-time role as retail strategy director at retail tech company Omnifytes a few months into the Rise programme. She was previously in a European luxury company. Ms Wong, who was retrenched in October last year, said: "Previously, I had tangible products to sell. Now in a software company, I sell solutions, which are intangible. The approach is different. I have to spend time understanding the client's issues or problems that the clients are facing, and explain solutions to address them." She added: "The knowledge from Rise, including the structured frameworks, industry exposure and knowledge of digital technologies such as Industry 4.0, was instrumental in helping me secure the job offer." As part of the programme, trainees are also involved in a digital hackathon where they apply their skills to real-life company problems, and later propose full-fledged digital solutions to organisations. Participants can also engage with companies through industry masterclasses and networking, before they secure a job placement. "Yesterday, BCG held a career fair in a hybrid format as part of the Rise programme. More than 25 companies, including Shopee, JP Morgan and UOB, participated, with about 200 job opportunities available. Senior Minister Tharman Shanmugaratnam visited BCG's office in Raffles Place, where he spoke to participating companies and prospective graduates from the programme. Mr Elijah Yong, head of learning and development at Shopee, said his company feels strongly about the upskilling and development of local talent to ensure they succeed in the rapidly growing digital economy. SkillsFuture Singapore chief executive Ong Tze Chin said: "We strongly encourage mid-career job-seekers to tap such avenues of government support, to reskill and up-skill themselves for more career opportunities and growth."

OUR CLIENT – Boston Consulting Group PROJECT RESULT

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OUR CLIENT - SG United Skills Programme



Tech-Lite Job Roles Conversion for Business PMETS

Digital Biz Developer
Digital Marketer
Innovation Manager

Process Automation Specialist
SAP ERP Analyst

Business Analytics
Data Scientist

Deep-Tech Job Roles Conversion

Full-Stack
Software Developer

System Support
System Administrator

Artificial Intelligence
Developer

Cybersecurity Specialist

- Leading Digital Academy programme partner appointed by SkillsFuture Singapore
- A Six Months Digital jobs induction training Programme for **1700 unemployed PMETS**

THANK YOU

LITHAN

trang@lithan.com

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