

## HIGHLIGHTS



SPM Annual Dinner 2016

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The Future of Us Exhibition Pavilion

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Prefabricated Pre-finished Volumetric Construction - Game Changing Technology

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## Accreditation Scheme for PMs

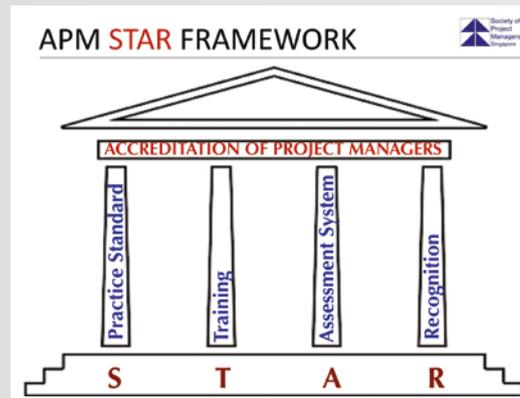
**The Society of Project Managers (SPM) will launch an accreditation scheme for project managers on 6th June 2017.**

The Accreditation of Project Managers (APM) is a formal certification scheme of project managers established and administered by SPM for the built environment and construction industry (BE&CI) in Singapore. The certification is an official recognition that the Project Manager (PM) has met the competency standards as laid out by the Society for the practice and provision of good professional project management service in Singapore.

The APM scheme will change the landscape of project management in Singapore, particularly the BE&CI. It will propel the standard of project management practice to greater heights, and will help the industry to achieve better project outcomes in productivity, workplace health and safety as well as environmental sustainability. Building and infrastructure projects, particularly the larger and more complex ones, will benefit in having clearer scope and objective definition, risk identification and management and greater stakeholder satisfaction.

### The APM Framework

In essence, the APM framework consists of 4 pillars: Practice Standards, Training, Assessment System and Recognition (in short we call it "STAR" Framework).



**Standards:** A set of internationally recognized PM standards is adopted. There are many good PM standards used in industrialized countries where the PM maturity is well established. We have looked at a number of well-known PM standards, including PMI, APM, IPMA and AIPM. SPM has been closely involved in GAPPS (the Global Alliance for the Project Professionals) since its inception in 2003. In fact, SPM is a founding member of GAPPS and has participated in the development of their global PM standards. The GAPPS PM standards have been mapped with many established international PM standards.

SPM has decided to use the GAPPS PM standards as the reference competency standards for our accreditation scheme. For a start, some customization to our local industry practice will be made. An international standard reference will help propel the local PM practice standards forward to benefit the industry as a whole.

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## The Critical Role of PM in WSH

- Guest-of-Honour's message at SPM Annual Dinner



**Mr Sam Tan Chin Siong,**

Minister of State,  
Prime Minister's Office and Ministry of Manpower

The Society of Project Managers (SPM) was one of eight associations that re-affirmed their commitment to workplace safety and health during the Construction WSH Leadership Summit 2015. Since the Construction Summit, with the support of the WSH Council, SPM has developed a list of specific stakeholders' action plans to improve WSH competency among Project Managers. This will be done through courses for Project Managers that integrate WSH fundamentals. The SPM has also taken the lead to roll out the accreditation of Project Managers. Taken together, these efforts will greatly enhance the level of professionalism among Project Managers. I applaud your efforts.

It is important for Project Managers to be equipped with the fundamental knowledge and principles of workplace health and safety. With overall control over construction work activities, Project Managers play a critical role in inculcating a culture of Safety and Care to the supervisors and workers.

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## The Critical Role of PM in WSH

Project Managers must ensure effective implementation of permit-to-work. They should prevent incompatible works to be carried out in close proximity to high risk construction work and be ready to stop the works and revoke the permit if the works are deemed unsafe.

Project Managers must also ensure that sub-Contractors produce Risk Assessment (RA) for their specific work activities customised to actual site conditions. Generic RA should not be accepted.

These are important safety measures and Project Managers must ensure that they are complied with and taken very seriously. Safety should never be compromised for progress of works and adequate safety measures must be in place before the commencement of any work. When Project Managers take reasonable measures to ensure the overall safe condition of the worksite, workers will feel assured that they can go home safely at the end of each day.

The Construction Industry WSH Action Plans is a good example of how Stakeholders groups from the Construction value chain come together to develop a set of actions plans, with the aim of reducing workplace fatality rate. In order to achieve significant progress in WSH, continued efforts and follow-through in driving the Action plans items is thus very important. I urge the SPM to continue with your good work and collaboration with the other stakeholders in working through the remaining action plans. 📌

## Accreditation Scheme for PMs

The APM scheme will change the landscape of project management in Singapore, particularly the BE&CI.

**Assessment System:** Methodology and processes are developed for robust assessment of the PM competency level of individuals to be accredited.

**Training:** Training courses will be developed to enable practitioners to level up their knowledge and competency skills. Training will primarily help to bridge practice competency gaps to enable accreditation qualification for those candidates assessed to have fallen narrowly short. Training and development will be required for renewal of certification under the SPM Continuing Professional Development system.

**Recognition:** The accreditation scheme is an industry-led certification of individual PM practitioners. Industry support for the accreditation scheme is key. There need to be demand for certified project managers for good practice standard and quality.

### APM Board

The Accreditation of Project Managers (APM) Board has already been formed. The members are the past and current presidents of SPM. The APM Board will oversee the PM standards for assessment, select qualified assessors and trainers for the APM scheme and approve the certification of qualified project management practitioners.

### APM Assessment

The APM scheme will be for SPM members. At the point of application, the applicant will be screened for basic qualifications and criteria. These include

- SPM Membership
- Years of relevant industry experience
- Years of specific project management experience
- Scope and depth of PM experience

The APM Assessment will essentially be in two parts – Knowledge and Practice

Knowledge alone is not enough to validate the quality of a Project Manager. We will need to couple this with Practice experience. We will require the candidate to show proof of PM practice in the assessment.

Interviews will be carried out by the assessors with the candidate.

Should there be a shortfall in area of knowledge and/or experience, candidate would be advised to attend specific training modules to bridge the gap, or practice a while longer in certain aspect of Project Management.

### APM Panel of Assessors

We already have a panel of 12 assessors to conduct the assessment of APM applicants. The assessors are of good industry standing, well respected and experienced in the discipline of Project Management.

The assessors as a group has good industry coverage: Private and Public sectors; Developer, Consultant and Contractor.

### The Benefits

Although the accreditation is voluntary, it will offer many benefits to individual project managers, companies and the industry. The main crux of the APM scheme is to drive for excellence. Training is the main driver – to raise skills level, encourages continual learning and upgrading of knowledge and skills. A culture of lifelong learning and skills upgrading will form in the PM fraternity – very much aligned with the national Skills Future objectives.

#### i. For Individuals

When accredited and formally certified, a project manager will be set apart from other non-certified project managers that he has undergone rigorous assessment and validation of his practice, experience and qualifications as a project manager. The certification will testify that he has attained a level of competence measured against global project management standards. This will advance his career growth and professional development and enhance his employability in Singapore and overseas.

#### ii. For Companies

The APM certification will be a useful aid for companies looking to procure reliable project management services because it sets a benchmark for project management practice standards and is a mark of quality assurance. It will enable developers, contractors and consultants to make clear distinctions between different service providers.

#### iii. For the Industry

As projects become larger in scale and complexity, there is a need for the BE&CI to differentiate the good from the mediocre project managers, and establish competent project management capability to manage these complex projects. SPM's APM scheme will ensure that the industry is able to provide a ready pool of competent project managers who can provide consistent standards of quality service to meet the needs and demand of large multi-million dollar, multi-stakeholder and multi-deliverable projects with high degree of integration complexity.

More details of the APM scheme will be announced at the APM Launch. Come and join us in the launch on 6th June at Grand Copthorne Waterfront. Details on registration for the APM Launch event are available on our SPM Website: [www.sprojm.org.sg](http://www.sprojm.org.sg) or you can email our Secretariat [ [societyofprojectmanagers@gmail.com](mailto:societyofprojectmanagers@gmail.com) ] 📧

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Chair of APM Committee

