Manpower Challenges for Singapore

Submitted by: Singapore
Manpower Challenges for Singapore

ANSSR Workshop
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A Great Workforce A Great Workplace

Singapore’s Labour Market Situation

Challenges and Strategies
Unemployment Back at Pre-Recession Levels

Seasonally-adjusted Unemployment Rate, Dec 2006 – Mar 2011

Mar 2011
Overall: 1.9%
Resident: 2.7%

Source: Labour Force Survey

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Strong Recovery in Job Creation

Quarterly Employment Change, 1Q 2006 – 1Q 2011

Employment Change in 1Q 2011: 28,300

Source: Employment Statistics, MOM

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Improving Workforce Occupational Profile

Employed Residents by Occupation, Jun 1999 and Jun 2010

<table>
<thead>
<tr>
<th>Occupation</th>
<th>1999</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Production &amp; Transport Operators, Cleaners &amp; Labours</td>
<td>29.3%</td>
<td>23.2%</td>
</tr>
<tr>
<td>Clerical, Sales &amp; Service Workers</td>
<td>28.7%</td>
<td>24.8%</td>
</tr>
<tr>
<td>Professionals, Managers, Executives &amp; Technicians</td>
<td>42.0%</td>
<td>52.0%</td>
</tr>
</tbody>
</table>

More than half are Professionals, Managers, Executives & Technicians (PMETs)

Source: Labour Force Survey, 2010

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Improving Workforce Occupational Profile

Economically Active Residents by Education, Jun 1999 and Jun 2010

<table>
<thead>
<tr>
<th>Education</th>
<th>1999</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below Secondary</td>
<td>14.6%</td>
<td>27.6%</td>
</tr>
<tr>
<td>Secondary</td>
<td>12.2%</td>
<td>18.1%</td>
</tr>
<tr>
<td>Upper Secondary</td>
<td>3.7%</td>
<td>12.0%</td>
</tr>
<tr>
<td>Polytechnic Diploma</td>
<td>28.5%</td>
<td>20.0%</td>
</tr>
<tr>
<td>Degree</td>
<td>36.0%</td>
<td>22.3%</td>
</tr>
</tbody>
</table>

More than a quarter of economically active residents today have a Degree

Source: Labour Force Survey, 2010

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A Singapore’s Labour Market Situation

B Challenges and Strategies

Key Manpower Challenges

- Productivity Growth
- Continuing Education and Training
- Inclusive Growth
**Shift to Productivity-based Growth**

**Target:**
- Productivity growth of **2 to 3% p.a.**
- Productivity to drive **2/3 of future GDP growth**

1999 – 2009: 5% GDP growth
- 1% Labour force growth
- 4% Productivity growth

Future: 3-5% GDP growth
- 1-2% Productivity growth should be 2/3 of GDP growth
- 2-3% Productivity growth is 1/5 of GDP growth

**National Productivity & Continuing Education Council (NPCEC)**

**Tripartite Partners**
- Employers
- Government
- Unions

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National Productivity & Continuing Education Council

Three main areas of focus:

- Drive efforts to raise productivity at the individual, enterprise and sector-level
- Oversee efforts to develop a first-class national continuing education and training (CET) system
- Entrench a culture of productivity and lifelong learning amongst Singaporeans

National Productivity & Continuing Education Council

- Sectoral approach to raise productivity
- 12 priority sectors:
  - Construction, Electronics, Precision Engineering, Transport Engineering, General Manufacturing, Retail, F&B, Hotels, Healthcare, Infocomm, Logistics and Storage, and Admin and Support Services
  - Government agencies appointed to champion and develop productivity strategies for each sector
National Productivity Fund

- $2 billion fund to support productivity initiatives
- Government agencies partner industry to tap on the fund for industry-wide productivity initiatives
- Fund can also be used to develop infrastructure and tools

Continuing Education and Training

Lifelong Learning Culture

- Relevant Training Programmes
- Good Access and Linkages
- Best-in-Class Institutions
- Quality Training Professionals

Strong Tripartite Partnership

Government Investment of $2.5bn over 5 years
Facilitating Job Matching

• Career Centres/Employment & Employability Institute
  - Help job seekers address training needs, job referrals

• Dissemination of Labour Market Information
  – *Labour Market Highlights* to inform adult jobs seekers about in-demand jobs and hiring industries
  – Online portal *Career Compass* to help students make informed career choices

Helping Low-wage Workers

- **Workfare Income Supplement**: Supplement income
- **Workfare Training Supplement**: Encourage employers to send low-wage workers for training
- **Encourage older workers to work**: Encourage low-wage workers to go for training
- **Improve CPF savings**
Helping Older Workers Remain in Workforce

Four key thrusts
- Expand employment opportunities of older workers
- Enhance cost competitiveness of older workers
- Raise skills and value of older workers
- Shape positive perceptions of older workers

Key initiatives
- Re-employment Legislation by 2012
- ADVANTAGE! scheme
- Promoting fair employment practices

Tripartism

Government

Employers

Unions

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THANK YOU