



**Asia-Pacific  
Economic Cooperation**

---

**2011/SOM/WKSP/011**

## **Manpower Challenges for Singapore**

Submitted by: Singapore



**Residential Training Workshop on  
Structural Reform  
Singapore  
10-12 August 2011**

# Manpower Challenges for Singapore

ANSSR Workshop  
11 August 2011



MINISTRY OF  
MANPOWER

A Great Workforce A Great Workplace

A Great Workforce A Great Workplace

A Great Workforce A Great Workplace



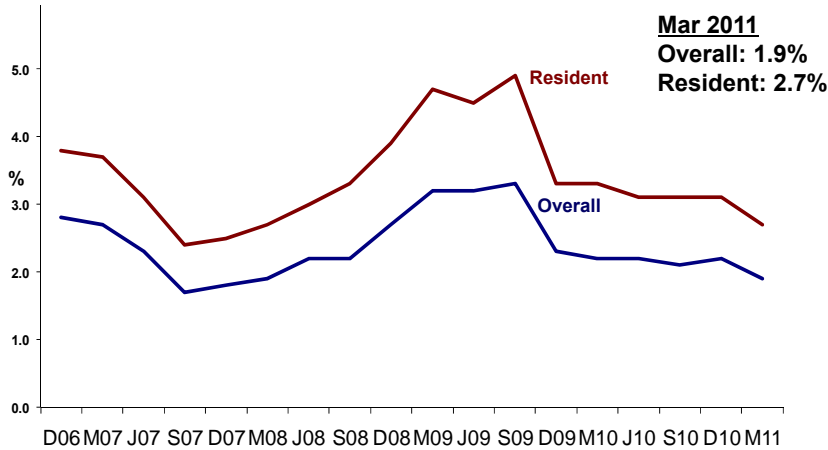
**A** Singapore's Labour Market Situation

**B** Challenges and Strategies

© 2011 Government of Singapore

## Unemployment Back at Pre-Recession Levels

Seasonally-adjusted Unemployment Rate, Dec 2006 – Mar 2011

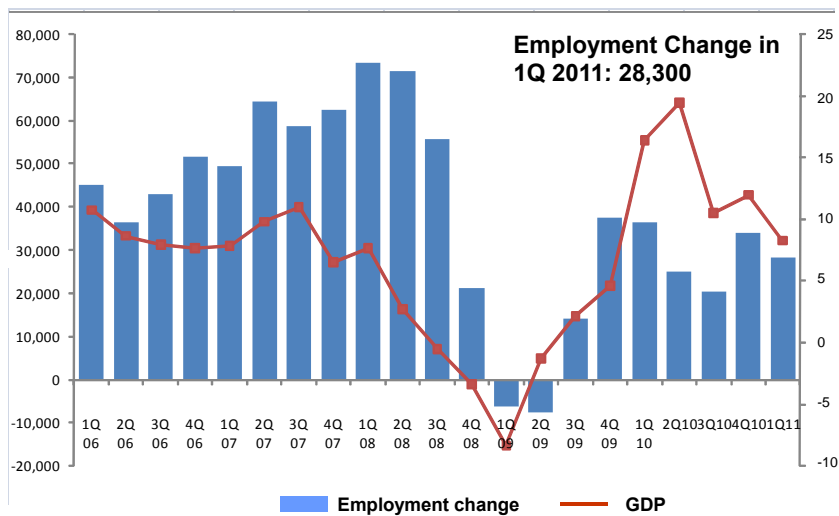


Source: Labour Force Survey

© 2011 Government of Singapore

## Strong Recovery in Job Creation

Quarterly Employment Change, 1Q 2006 – 1Q 2011

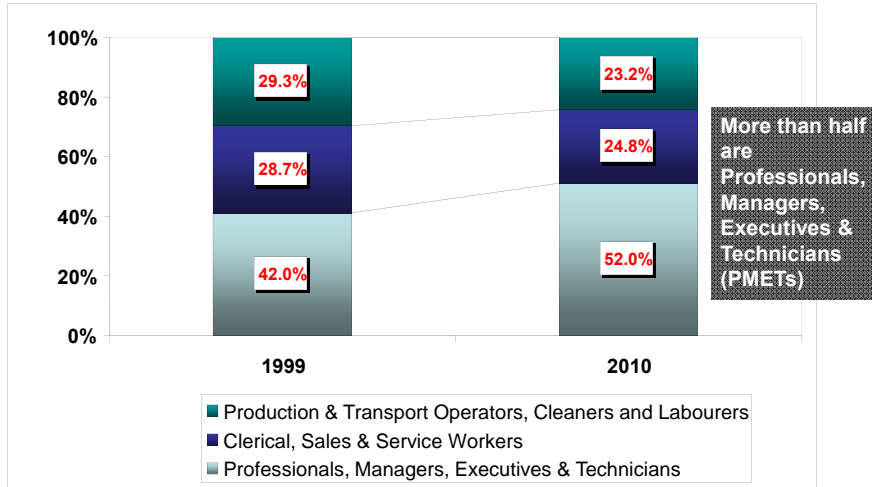


Source: Employment Statistics, MOM

© 2011 Government of Singapore

## Improving Workforce Occupational Profile

**Employed Residents by Occupation, Jun 1999 and Jun 2010**

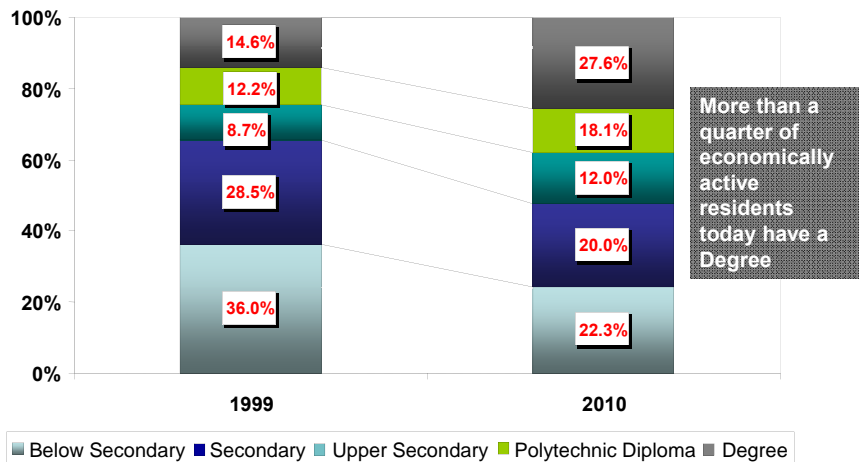


Source: Labour Force Survey, 2010

© 2011 Government of Singapore

## Improving Workforce Occupational Profile

**Economically Active Residents by Education, Jun 1999 and Jun 2010**



Source: Labour Force Survey, 2010

© 2011 Government of Singapore

## **A** Singapore's Labour Market Situation

## **B** Challenges and Strategies

## Key Manpower Challenges



- **Productivity Growth**



- **Continuing Education and Training**



- **Inclusive Growth**



## 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

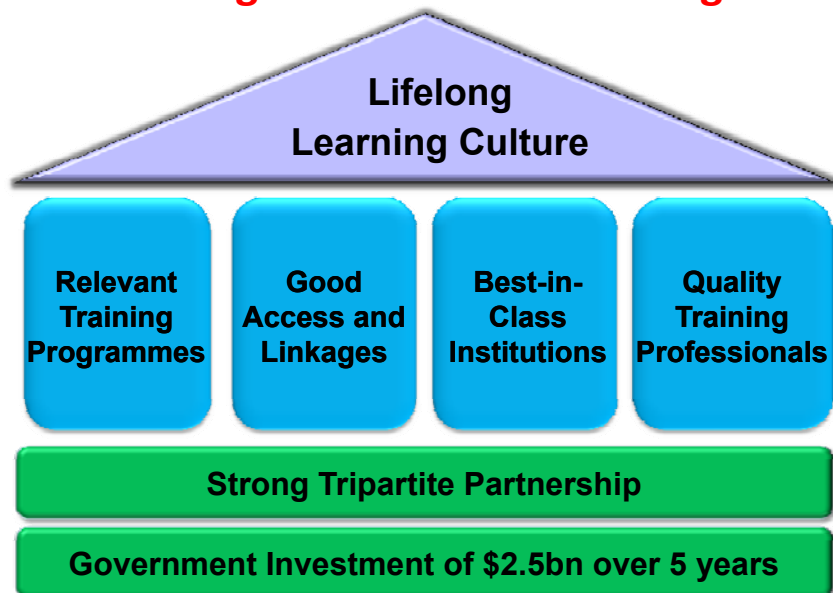
## National Productivity Fund

- \$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



© 2011 Government of Singapore

## Continuing Education and Training



© 2011 Government of Singapore

## 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



© 2011 Government of Singapore

## Helping Low-wage Workers



**Workfare Income Supplement**

Supplement income

Encourage older workers to work

Improve CPF savings

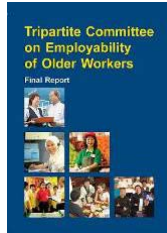
**Workfare Training Supplement**

Encourage employers to send low-wage workers for training

Encourage low-wage workers to go for training

© 2011 Government of Singapore

## Helping Older Workers Remain in Workforce



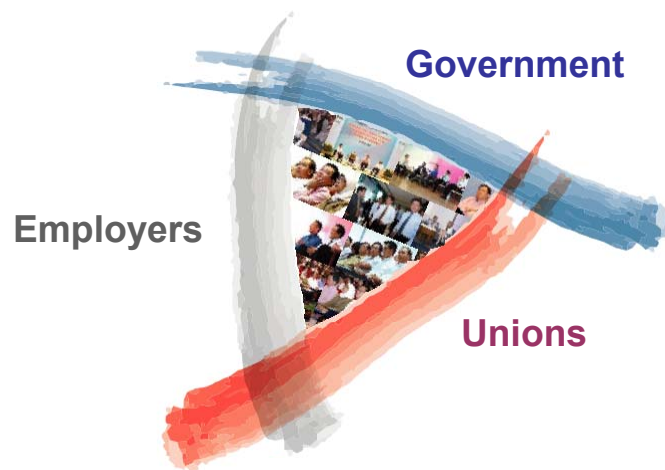
### Four key thrusts

- 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



**Ministry of Manpower, Singapore**  
A Great Workforce. A Great Workplace

**THANK YOU**