

SKILLS DEMAND FOR THE FUTURE ECONOMY (SDFE) REPORT 2022

PUBLIC FAQs

1. What is the objective of the Skills Demand for the Future Economy report?

The objective of the report is four-pronged:

- a) Help citizens deepen their understanding of priority skills that matter to business, careers, jobs and training decisions;
- b) Explain why some skills enjoy high demand growth, are more transferable, and why skills matter to citizens on their skills development journey;
- c) Enable citizens to see actionable insights from skills to jobs to training, in order to help them take action; and
- d) Assist citizens to see opportunities they can tap, based on their current skills sets and skills that they want to invest in.

2. Who is the target audience of the report?

The report is targeted primarily at Singapore citizens.

3. How frequently does SSG intend to release/update the Skills Demand for the Future Economy report?

SSG publishes the report on an annual basis.

4. How is the report developed?

The Skills Demand for Future Economy 2022 report leverages different quantitative and qualitative data sources, backed by robust research and data science methodologies:

- Mixed methods research: quantitative and qualitative
- Data science methods: clustering, adjacency analysis
- Big data analysis over several years
- Validation with industry, sector agencies, academia, and skills ambassadors / career coaches

5. How long will the findings for the report be relevant for, given that SSG is planning to produce a yearly Skills Demand for the Future Economy report.

In general, the findings are expected to be valid for up to three years.

6. What is the difference between this year's report and last year's inaugural report?

Key enhancements to this year's report include:

- (1) More in-depth analysis on skills that citizens and enterprises should prioritise, based on skills demand growth (new aspect) and skills transferability (introduced in inaugural report)

- (2) Introduction of emerging domains within the Green, Digital and Care economies to cluster jobs and skills trends and changes into growth areas (eg. health & wellness, sustainable finance, AI, data & analytics)
- (3) Dedicated analysis on skills application in specific economic sectors, i.e. manufacturing sectors, with in-depth jobs and skills analysis on Industry 4.0 implementation
- (4) Dedicated analysis on skills application in specific workforce segment, i.e. mid-career workers, and how to support their career growth and transition
- (5) Better signposting on Critical Core Skills leveraging research that informs citizens and enterprises on the usage of Critical Core Skills and development needs based on work-role archetypes

7. What are emerging domains?

The emerging domains are based on jobs and skills trends and changes identified within each of the three economies. They highlight the skill requirements that are growing and in demand.

8. What are priority skills? Which skills in the Report are the priority skills?

Priority skills refer to skills which citizens should focus on acquiring. They are skills which are experiencing growth in demand or are increasingly sought after by employers. All skills featured in the Report are priority skills, with different levels of skills demand growth and transferability. The full list of priority skills can be downloaded at SSG's website.

9. What do skills demand growth and skills transferability mean?

Skills demand growth is determined based on analysis and computation of job postings data over four years, from 2018 to 2021. We chose to spotlight skills whose demand rose in recent years (termed as priority skills in the report), rather than skills with a large existing demand. Skills with high demand growth are more likely to see shortages now and in the near term.

Transferability of a skill provides an indication on how it can contribute to an individual's career versatility. This is derived based on the number of unique job roles that require this skill. Data from job postings between 2018 to 2021 were used to analyse these skills. Similar to priority skills, SSG placed the spotlight on skills with moderate to high transferability.

10. What does SSG expect citizens to do after reading the report?

Citizens are encouraged to (a) take stock of their current skills against the priority skills laid out in the report; (b) discuss their skills gap with their manager or a Skills Ambassador; (c) identify training opportunities and start training; (d) apply their new skillsets at work and lastly, (5) Stay in the know for updates on priority skills and jobs.

11. Should someone who wishes to upskill only look at acquiring priority skills with high demand growth and high transferability? How should one decide which priority skill to acquire?

The skills that the Skills Demand for the Future Economy 2022 Report spotlights are skills that have exhibited high growth in demand and moderate to high transferability.

However, this does not necessarily mean that skills with moderate demand growth or transferability are not needed. For instance, certain skills may only have moderate demand growth and transferability because they are highly specialised or are required in niche/emerging areas.

Individuals should consider their personal skillsets and job histories when deciding on which priority skills to pick up. Individuals are encouraged to book an appointment with a Skills Ambassador for a 1-on-1 consultation to better understand their upgrading options.

12. Beyond skills and career advisory, how will mid-career workers be supported in their career journey?

SkillsFuture Singapore delivers the SkillsFuture Career Transition Programme (SCTP) that supports mid-career workers in acquiring industry-relevant skills to improve employability and pivot to new sectors or job roles. It is a train-and-place programmes that is available on a part-time or full-time format, ranging from three to 12 months. Trainees can expect to receive employment facilitation support on top of training. SCTP courses will be progressively rolled out to around 200 courses by 2025. At the same time, Workforce Singapore delivers the Career Conversion Programmes that are primarily in the place-and-train mode that target mid-career workers.

Mid-career workers are also able to tap on Additional SkillsFuture Credit, and qualify for the Mid-Career Enhanced Subsidy to offset their out-of-pocket cost for training. Individuals are encouraged to take small steps in the upskilling journey, by first taking modular short courses to be acquainted with the new skills, before embarking on longer courses. SSG works with IHLs to make available stackable modular courses that can lead to full qualifications. This can enable individuals to stage their upskilling journey in their own pace.

13. The Critical Core Skills chapter presented seven work-role archetypes and the Critical Core Skills that are important to their work alongside the Critical Core Skills that are under-developed. How can citizens find out which work-role archetype they belong to?

Citizens can take the Critical Core Skills profiling survey via a link in the Critical Core Skills chapter. Citizens who complete the survey will receive the results, which include their work-role archetype and Critical Core Skills that are important to their work and the Critical Core Skills that tend to be under-developed.

14. Where can citizens locate courses that are aligned with the priority skills?

At the end of each chapter, a list of curated course titles and links can be found via a QR code. Citizens will be able to find out more on each of these courses upon clicking the links. The curated courses are a sample of ten available subsidised courses. Citizens can also access the wider list of courses available on MySkillsFuture portal. Skills Ambassadors can also be consulted on training options.

15. How can citizens find out what skills they possess, what skills gaps they need to plug, and how to do so?

Citizens can approach their managers or speak to a Skills Ambassador to understand their skills profile and skills gaps. The report highlighted priority skills, which citizens can compare with their skills profile to determine their skills gaps, should they wish to pursue these priority skills.

Curated courses are available at the end of each chapter within the report as quick references for the reader. Citizens can access My SkillsFuture portal for a longer list of courses. A list of resources can be found in the Charting Your Skills Development Journey chapter.

Citizens can also approach their managers or speak to a Skills Ambassador to understand their skills profile and skills gaps.

16. How can citizens find out which jobs require which skills?

Citizens can approach their managers or speak to a Skills Ambassador to understand what skills are required for a job. Alternatively, they can also refer to the sectoral Skills Frameworks published on SSG's website.

17. Should those planning their tertiary education look to the report when choosing their courses?

The priority skills and resources listed in the report are meant for all citizens. Students are encouraged to discuss with school Education and Career Counsellors or course advisory officer for the selection of courses.