

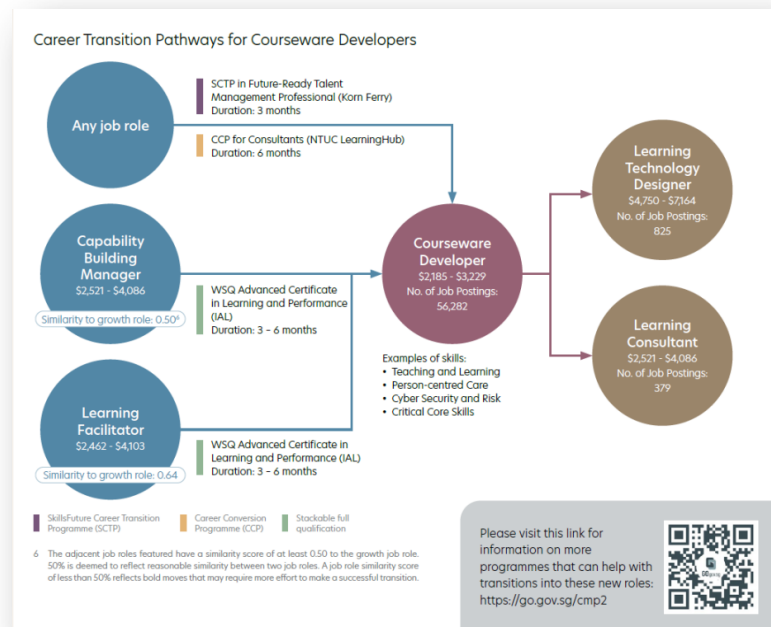
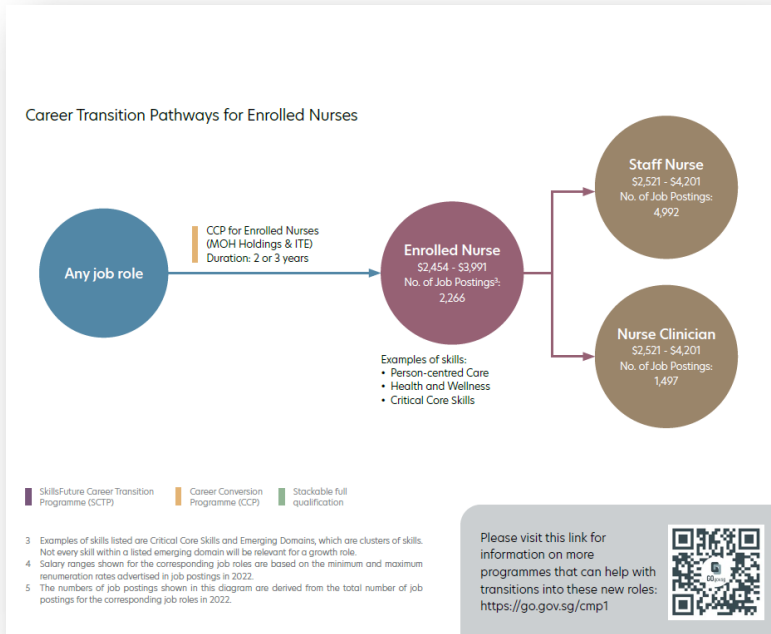
ANNEX A – Forecast of Skills

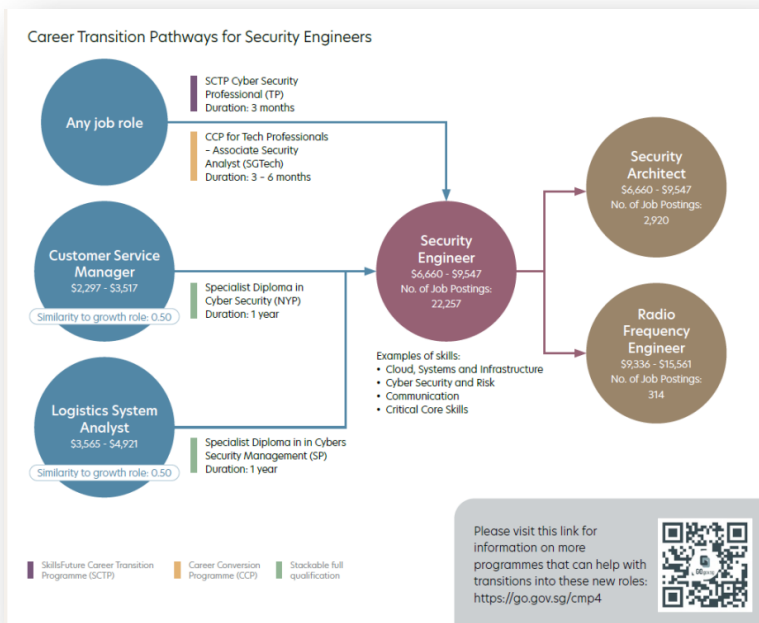
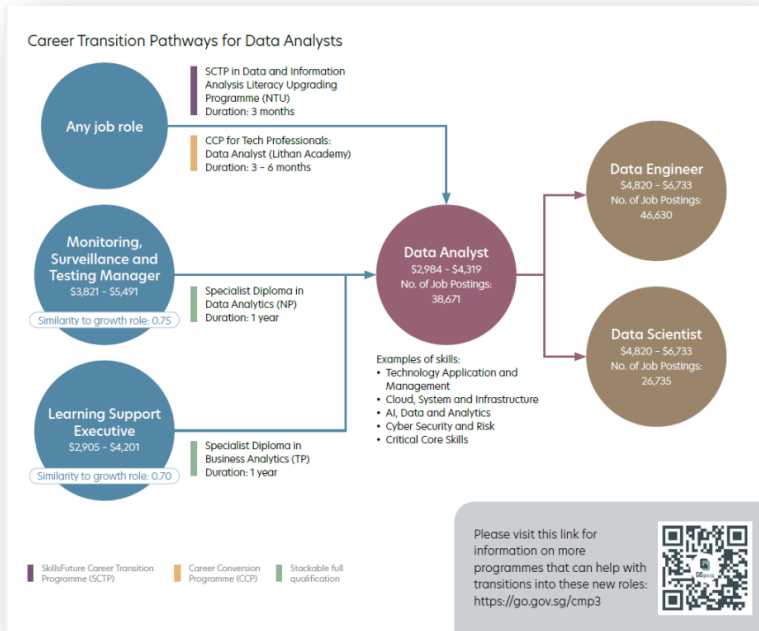
The figure below illustrates priority skills forecasted. 24 skills were identified which reside in the Digital and Care Economies, and Industry 4.0 among others. There were no prominent skills from the Green Economy that came through this analysis as the trends within it are still emerging.

Skills Forecasted to Grow in Demand and Transferability in the Near Term

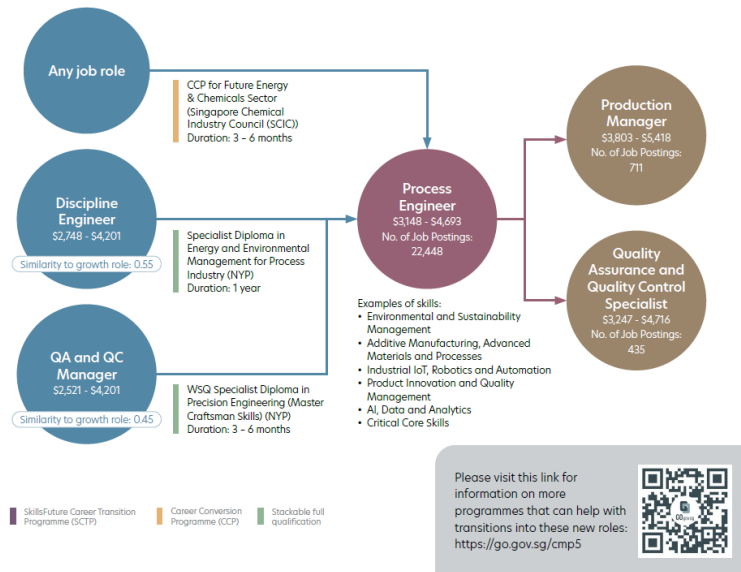


ANNEX B – Multi-step approach to enhance career mobility for six identified job roles

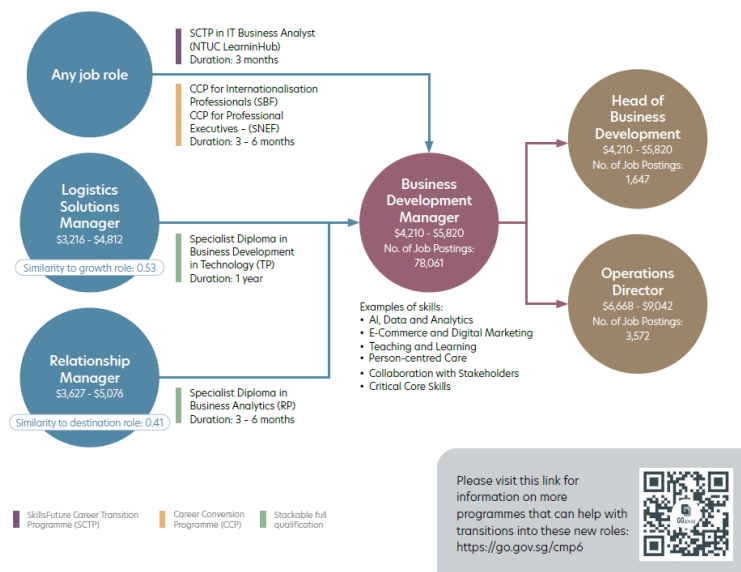




Career Transition Pathways for Process Engineers



Career Transition Pathways for Business Development Managers



ANNEX C – In-demand skills in the Green, Digital and Care Economies

Green skills growth has been consistent in the last two years, with high demand in emerging areas like agrifood, sustainable finance and carbon management. Three highly transferable green skills across sectors and job functions – such as Environmental and Social Governance, Carbon Footprint Management and Sustainable Manufacturing – are seeing the fastest growth momentum. Mandatory climate related disclosure requirements will also push the demand for skills related to sustainable finance and carbon management – such as Carbon Accounting, Carbon Markets and Decarbonisation Strategies Management, and Sustainability Risk Management.

On the digital front, scarcity of digital talent and high adoption costs pose challenges for Small and Medium Enterprises (SMEs). With a trend of businesses leveraging data and artificial intelligence (AI) for business innovation, it is critical that tech-heavy job roles, such as AI engineers and data scientists, keep up with the latest trends in data and AI to remain relevant and effective in their roles. Programming and Coding, Big Data Analytics, and Application Support and Enhancements continue to trend high in transferability, with steady demand growth.

Singapore's ageing population has led to an increase in the demand in care services, which fuels the demand for skills that support holistic care provision and innovative business models. For instance, the demand for social support services have led to a surge in demand in skills such as Volunteer Retention and Engagement, and Mentoring for Youth. More employers are also innovating their business models and would require workers with skills such as Business Opportunities Development, Research Data Collection and Management, and Operational Excellence. Due to the need for professionals within and beyond the Care Economy to achieve collective outcomes, there is also increasing demand for care skills in job roles not within the Care Economy. For instance, with increasing recognition for the impact of mental health on employee well-being and productivity, and organisations' overall success, it is vital for business leaders to have Mental Health and Well-being Support skills to promote mental wellness at workplaces.