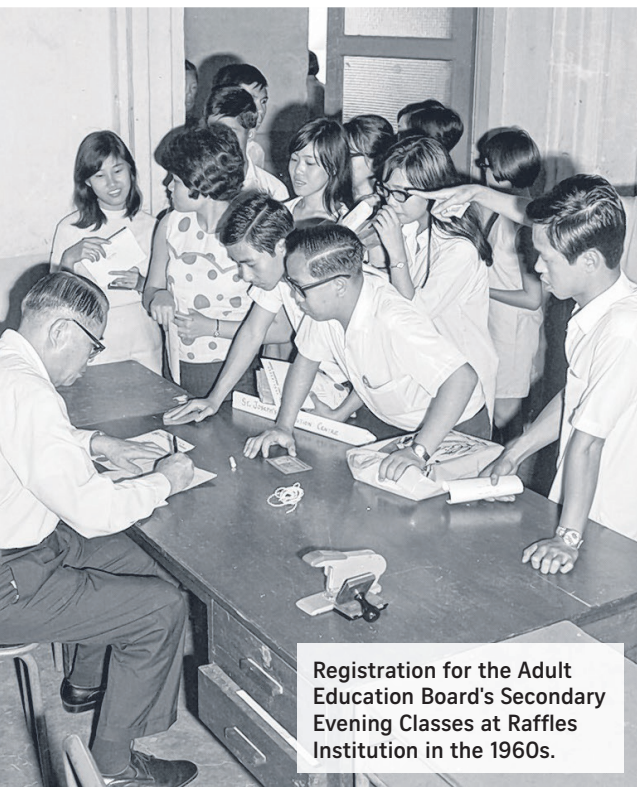


# Building a society of opportunities

Since independence, Singapore has sought to ensure all citizens have the right skills and access to opportunities so that they can develop themselves and their careers. Manpower Minister Josephine Teo yesterday outlined how such efforts will continue.



Registration for the Adult Education Board's Secondary Evening Classes at Raffles Institution in the 1960s.

## 1960s

- Unemployment levels were high
- Imparting basic employability skills was the primary focus
- Adult Education Board, or Lembaga, was set up to train the adult workforce

## 1970s

- Singapore moved up the value chain, shifting to more knowledge-based industries that require a more highly skilled workforce
- Skills Development Fund was established in 1979

## 2000s

- Economy no longer grew as fast after Singapore caught up with some of the most advanced economies in the world
- Continuing education and training for workers became key focus
- Workforce Development Agency (WDA) was formed in 2003

## 2016 onwards

- Focus was sharpened to skills training and enhancing employment outcomes for Singaporeans
- WDA was reorganised into SkillsFuture Singapore (SSG) and Workforce Singapore (WSG)
- Adapt and Grow (A&G) was launched to help workers improve in their careers

### Programmes include:



- **Career guidance** from career coaches at WSG's Careers Connect and NTUC's e2i centres



- **Professional conversion programmes** targeted at PMETs, including mid-career switchers, to help them move into new jobs or sectors. There are now over 100 PCPs in more than 30 sectors



- **Career trials** to help job seekers try out jobs and gain experience. These have been expanded to include part-time work

18,000

Job seekers placed through Adapt and Grow initiative in the first half of 2019

94,000

Job seekers placed through Adapt and Grow initiative since 2016

Over 60%

Share of those placed in the first half of this year who were previously unemployed

# Moving ahead...

- Today's workers are not just looking for jobs, many want careers that are fulfilling and give them meaning
- Singaporeans' aspirations, abilities and opportunities will also evolve over time and they should have the opportunity to switch careers

To achieve career mobility, there must be:



### Quality job creation

- There can be no careers without jobs
- Jobs must be attractive to meet expectations of workers
- Vital to balance industry needs and workers' aspirations



### Job transformation

- Redesign jobs so that workers can contribute meaningfully
- As aspirations change, companies must reinvent business models and transform jobs to stay competitive and attractive



### Skills

- As jobs are transformed, skills have to be upgraded