

Workshop on Singapore's Human Capital Challenges and the Future Economy

Monday, 20 November 2017
Ballroom 2, Level 3
Orchard Hotel

Presentation Session
Skill Deficits and Training Needs in Singapore's Workforce

PRESENTATION BY
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Overview

Key human capital challenges of the future economy

- Sources of manpower
- Skills
- Training needs

Questions of interest

Skills deficits

- Where they occurred in the past?
- Where they are expected to occur In future?
- Where are the areas in which they persist?
- How do we plug the gaps?
- What are the implications for businesses and industry?

Skills deficits or manpower shortages? A recurring example

Top Ten Occupations With The Highest Number Of Vacancies Unfilled For At Least Six Months

	2016		2015		2014		2013		2012		2011		2010		2009	
	Rank	Num	Rank	Num	Rank	Num	Rank	Num	Rank	Num	Rank	Num	Rank	Num	Rank	Num
All PMETs		4520		4800		6370		3960		3660		3070		2890		2020
Registered Nurse & Other Nursing Professional	1	450	3	210	1	660	9	90	1	260			6	70		
General Practitioner/Physician	3	220							2	150	4	110	5	70		
Enrolled/Assistant Nurse (Excluding Registered Nurse)	4	210	1	420	2	590	2	150	2	150			7	60	8	40

Source: Job Vacancies, MOM (2009 to 2016). Figures published as at September each year. Rank is derived using absolute numbers of unfilled vacancies, while Num refers to the these numbers.

Training needs

- Is training available, accessible, useful?
 - Who receives training?
 - Are urgent training needs properly met?
 - Does training necessary lead to improved performance?

OECD's Survey of Adult Skills (PIAAC)

- Training related to educational attainment
 - In line with predictions of HC theory
 - How about LWW, especially those in SMEs?
- Employers have a significant influence on how much learning occurs at work
- High proportion of employer-funded training occurs in countries which perform well in problem-solving in PIAAC

Proportion of respondents receiving funded training

	Rank in problem-solving	Fully-funded	Partly-funded	Not funded	Number of working respondents
DNK	6	85.73	2.82	11.45	2621
FIN	3	81.01	1.69	17.3	1890
SVN	23	80.94	5.06	14	1086
NLD	4	79.84	2.36	17.79	1776
NOR	5	78.81	4.15	17.03	2407
BEL	13	78.55	2.39	19.06	1170
DEU	10	76.74	4.82	18.44	1556
NZL	1	71.56	5.44	22.99	2057
SWE	2	71.28	3.84	24.88	1511
CZE	14	69.18	7.69	23.13	1509
EST	19	68.63	5.99	25.38	1903
IRL	24	66.67	5.02	28.31	1434
LTU	26	63.05	12.03	24.92	939
POL	25	61.33	6	32.67	1200
SGP	8	61.13	8.9	29.97	1842
ISR	20	59.87	8.79	31.33	1251
JPN	12	59.82	17.15	23.03	1003
SVK	22	58.27	8.91	32.82	786
CHL	27	51.59	11.81	36.61	1008
KOR	17	39.2	14.47	46.33	1783
TUR	29	33.61	9.48	56.91	601
GRC	28	25.98	3.63	70.39	358

Source: OECD (2016c), Survey of Adult Skills (PIAAC) (Database 2012, 2015), www.oecd.org/site/piaac/publicdataandanalysis.htm. Problem-solving scores from OECD report. Computations on training by author.

Training – meeting needs of workers

OECD's Survey of Adult Skills (PIAAC)

- Several factors at play, but employer support is key
- Government has a heavy role in Singapore, but cannot replace role played by employers
- But not all employers are the same
 - One-size-for-all approach not suitable

Thank You.

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