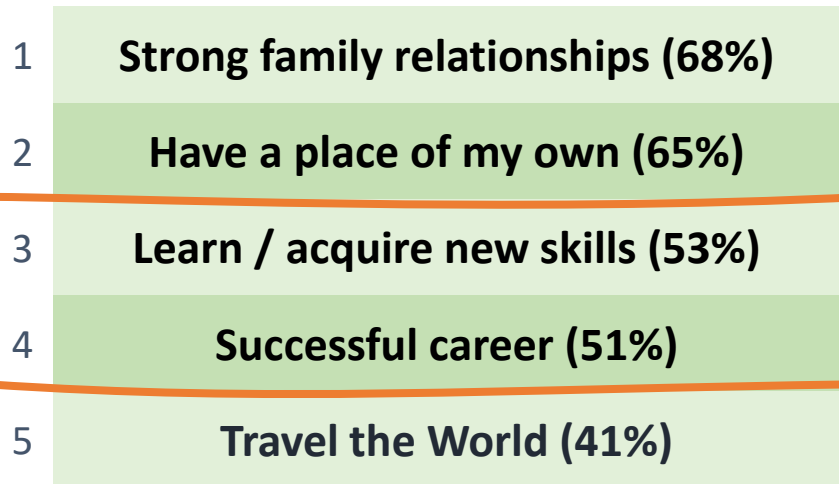


# Work Aspirations of Singapore Youth

## 1 Acquiring new skills & career success rank consistently high

### Top 5 'Very Important' Life Goals



Source: National Youth Survey 2019, NYC

## 2 Aspire to jobs which offer (a) development opportunities and (b) financial security

### Top 3 criteria when considering jobs

Pre-Covid	2021
Opportunities for advancement	Opportunities for advancement
Interesting Job	Job security
Job Security	Meet immediate need of paying the bills/ keeping afloat

Source: Youth STEPS Waves 2/3 (2018-19), NYC & IPS

Source: Youth STEPS Wave 5 (2021)

## 3 Increased signaling of importance of work-life balance and meaning in their jobs

1 in 2 aspire to have jobs which offer work-life balance

66% will not stay in their jobs if the work they do is not meaningful

Source: Youth Sentiment Polls 2022, NYC

1

Acquiring new skills & career success rank consistently high

2

Increased signaling of importance of work-life balance and meaning in their jobs

3

Aspire to jobs which offer (a) development opportunities and (b) financial security

Rank	21 to 34	35 to 54	55 & above
1	Pay adequacy	Pay adequacy	Workplace ethics
2	Work conditions	Workplace ethics	Work conditions
3	Growth/learning	Work conditions	Social interaction
4	Social interaction	Social interaction	Pay adequacy
5	Workplace ethics	Job autonomy	Job autonomy
6	Achievement	Achievement	Achievement
7	Career advancement	Growth/learning	Leisure
8	Leisure	Leisure	Skill variety
9	Job autonomy	Skill variety	Task significance
10	Skill variety	Task significance	Workplace diversity
11	Task significance	Job security	Growth/learning
12	Workplace diversity	Career advancement	Job security
13	Recognition	Workplace diversity	Task variety
14	Job security	Recognition	Recognition
15	Task variety	Task variety	Career advancement

# Job & Educational Pathway Concerns

Youth desire greater **career support** and **guidance**

## 4 Career uncertainty + sufficiency of opportunities are persistent concerns

- 37% **uncertain about career paths**

**70%** More **competition from foreign talent**

**55%** **Inability to keep up with skills required** in the ever-changing nature of work/economy

- Over 2 in 5 believe there are **insufficient opportunities/ avenues** to pursue jobs aligned with their **interests and passion**

## 5 Open to re/up-skilling + alternative pathways to improve prospects

- Over 1 in 3 considered **learning new skills** or upgrading to improve employability
- 1 in 5 would explore employment **opportunities in alternative industries**
- 28% feel there should be greater **social acceptance to pursue alternative career pathways**

## 6 More support for development, guidance and career switches

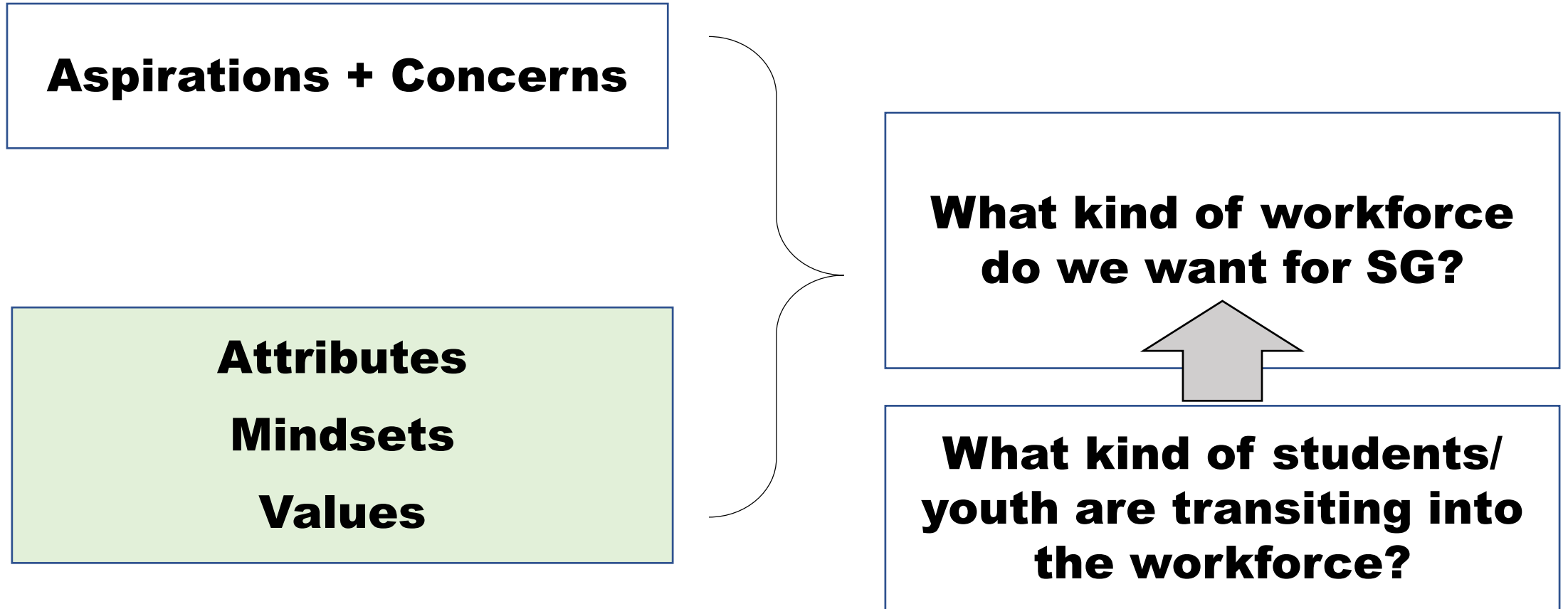
- Top areas to address:

Availability and accessibility of **development opportunities to remain employable & relevant** (36%)

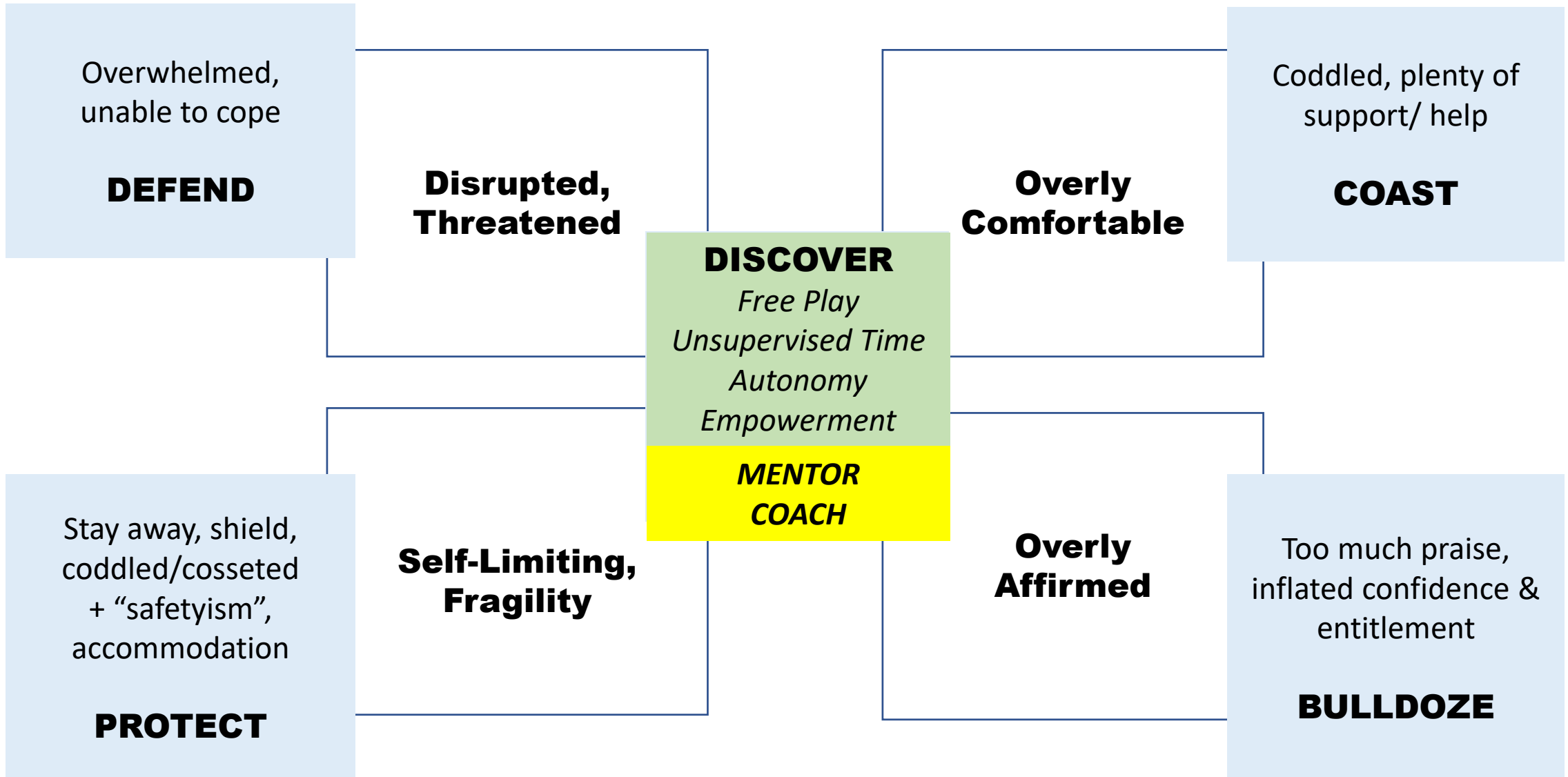
**Career guidance, mentorship** and support during the school-to-work transition and beyond (34%)

**Support for switching fields/ industries** (30%)

# Connecting the Dots

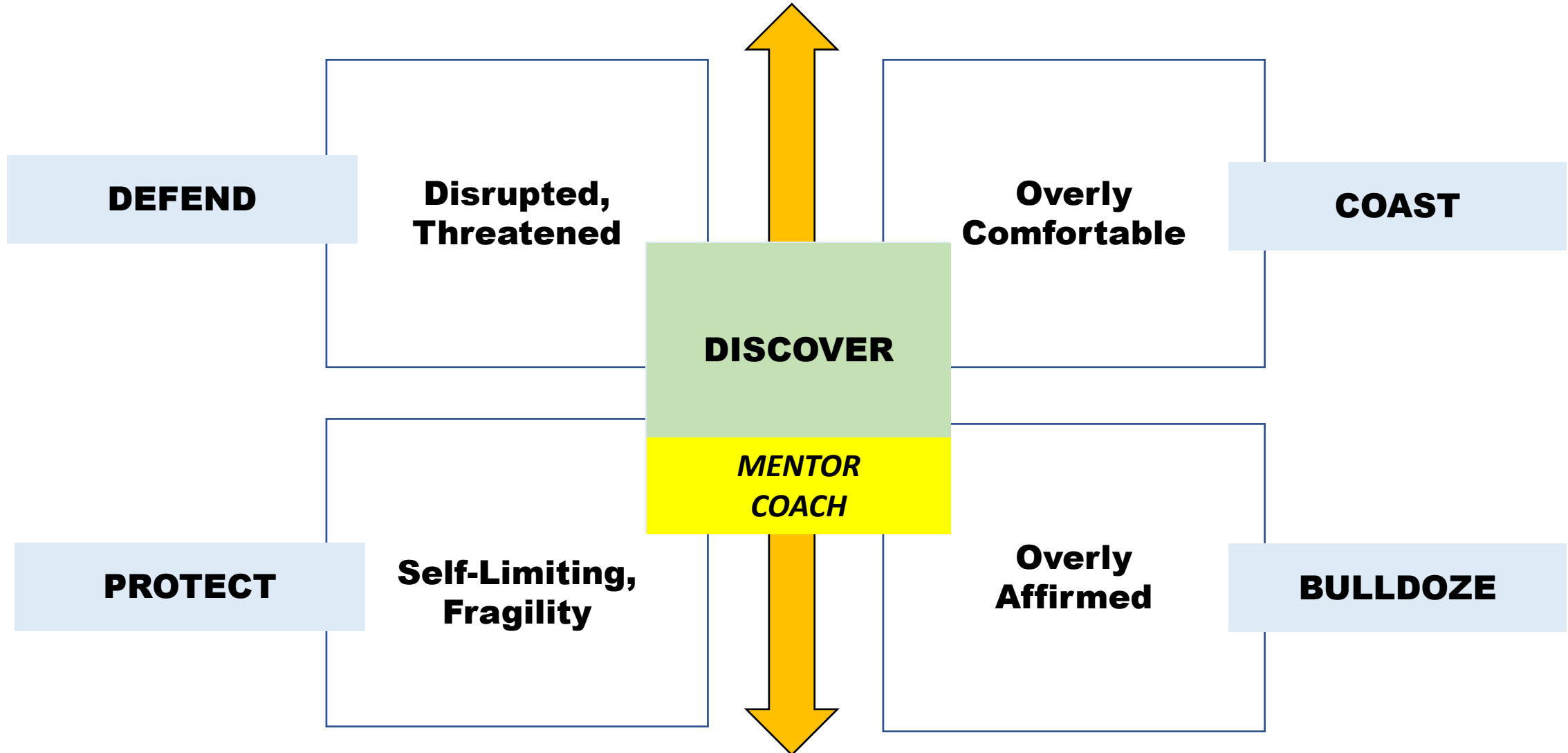


# 4 States | 5 Modes



# ASPIRATIONS OF FUTURE WORK & PLAY

*New pathways, industries and markets/ New ways of work*



## PRAGMATISM

*Singapore Realities (Cost of living, Establishing family & home)*