

SkillsFuture movement 10th Anniversary Jobs-Skills Insights Report

SINGAPORE, 10 OCTOBER 2025 – The SkillsFuture movement’s 10th Anniversary Jobs-Skills Insights (JSI) report was jointly launched by SkillsFuture Singapore (SSG) and Workforce Singapore (WSG) – in partnership with the Institute for Adult Learning and Burning Glass Institute (BGI) – to spotlight the latest jobs-skills trends as Singapore aims to shape a skills-first workforce. This report commemorates the 10th anniversary of the SkillsFuture movement, which continues to be a key thrust in Singapore’s effort to navigate an increasingly uncertain economic environment and complex labour market.

2 The report found that all job roles experienced varying degrees of shifts in skill requirements alongside workplace transformation and emerging trends such as digitalisation and sustainability. In addition, more than half of the workforce are involved in workplace transformations that require increasingly complex skills.

Dashboards Address Real-Time Skills Intelligence Gap

3 To address the accelerating pace of workplace transformation, SSG released two new dashboards on the Jobs-Skills Portal, designed to help employers and individuals track evolving skill requirements.

- a. The Job Requirement (Skills) Index Dashboard provides employers with insights on how skills demands are shifting among 849 job roles across sectors. Users can monitor which skills are becoming more critical and track the pace of change in their industries. This supports employers in adopting skills-first practices in job design, hiring decisions, learning and development, and performance management.
- b. The Jobs-Skills Profile Dashboard focuses on helping individuals make informed career decisions by firstly unpacking the top skills that employers are looking for in different job roles, and guiding individuals to identify and consider acquiring from a list of 941 high-growth and high-ubiquity skills, to build career resilience in today's job market. The dashboard enables workers at any career stage to assess which skills offer the greatest potential for career mobility and long-term employability, and make proactive career plans and targeted training decisions in a rapidly changing job market.

Advancing Career Health – Transforming Individual and Business Outcomes

4 The report found that employers are actively redesigning job roles to align with evolving business and workforce needs, whilst implementing job redesign and reskilling programmes to support this transformation. Notably, one-third of employers expressed strong interest in enhancing their data analytics capabilities to strengthen business decision-making processes. The effectiveness of such job redesign and reskilling programmes is demonstrated by the high talent retention rate of WSG's Job Redesign and Reskilling Career Conversion Programme, with more than 80% of participants remaining in the same firm one year after the programme.

5 For individuals navigating today's dynamic employment landscape, proactive career planning has emerged as a critical success factor. This approach enables individuals to align their existing skills and career aspirations with emerging job opportunities.

6 More than 90% of participants reported enhanced clarity and confidence in career planning following structured and personalised career guidance sessions. This indicates that career guidance enables individuals to make informed career decisions and chart meaningful career trajectories.

Industry's Vital Role in Transition to Skills-First Workforce

7 Businesses play a vital role in the transition to a skills-first workforce. To fully harness the potential of our dynamic economy, employers must adopt skills-first practices — making skills a priority in job design, hiring decisions, learning and skills development, talent development and internal mobility, and performance management and reward frameworks. For individuals, proactive career planning, targeted training and informed career development decisions can help enhance their career health, ensuring both immediate employability and long-term career resilience.

8 They can tap the full potential of business and workforce transformation by adopting the following practices:

- Designing jobs that better utilise skills across the workforce.
- Hiring based on skills and competencies required for the job, which could be validated not just through formal qualifications and credentials.
- Developing skills that are aligned to current and future business needs.
- Rewarding contributions from skills.

9 The report and new dashboards can be found in the following link:

<https://jobsandskills.skillsfuture.gov.sg/insights/skillsfuture-movement-10th-anniversary>