

SKILLS-FIRST READINESS AND ADOPTION INDEX KEY FINDINGS

SINGAPORE, 10 OCTOBER 2025 – The Skills-First Readiness and Adoption Index is jointly developed by the CSFP, in collaboration with the OECD. It is the first of its kind and serves as a global framework to measure the readiness and adoption of skills-first practices at the national level.

2 Singapore ranked 12th out of 30 countries in the inaugural Index, placing it in the upper middle tier globally. The results show that while Singapore has made meaningful progress in adopting skills-first practices, there remains further ground to cover before reaching the level of leading economies such as Sweden and Belgium.

3 Based on various sources of data including the OECD Programme for the International Assessment of Adult Competencies (PIAAC) results in end-2024 and the World Economic Forum's Future of Jobs Survey results released in 2025, the index examines three core distinct dimensions of a skills-first labour market, which are the:

- a. **Learning Ecosystem** sub-index examines the extent to which skills-first principles are embedded in the design and delivery of education and training;
- b. **Talent Recognition** sub-index evaluates whether skills are formally recognised and rewarded; and,
- c. **Enabling Environment** sub-index assesses whether a country has the foundational structures to support a shift towards skills-first approaches.

4 Under the Learning Ecosystem and Talent Recognition sub-indexes, Singapore ranked 10th and 11th respectively, demonstrating relative strength. Initiatives such as WSG's Polaris programmes and the national Careers and Skills Passport illustrate how training, career guidance, and digital infrastructure are enabling individuals to chart their own skills pathways and make their competencies more visible in the labour market.

5 Singapore scored lower in the Enabling Environment sub-index (25th), mainly due to indicators such as statutory training leave being widely recognised in OECD member states. In contrast, Singapore's approach to training has been to make adult learning accessible through initiatives like workplace learning supported by initiatives such as the National Centre of Excellence for Workplace Learning (NACE). Participation in adult learning in Singapore has remained relatively robust — above the OECD median according to the recent PIAAC data.

6 Together, these insights signal that while Singapore has built a solid foundation for a skills-first economy, there is urgency to ensure that skills become a trusted currency for growth, opportunity, and competitiveness.

7 The Singapore Insights Report can be found in the following link: [SUSS-IAL-Skills-First-Readiness-and-Adoption-Index.pdf](#).