

**Project Summary for IAL Website**

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<b>Project Title:</b>	Establishing Work Readiness Benchmarks and Standards to Ensure Singapore International Competitiveness
<b>Project Number:</b>	GA18-02
<b>Year of Approval:</b>	2019
<b>Funding Source:</b>	WDARF
<b>Objectives and intended outcomes of the project:</b>	Benchmark essential job skills critical for success across a range of jobs within career clusters key to Singapore’s economic growth. Validate a human capital model of work readiness and establish benchmark expectations across a range of entry and progression jobs.
<b>Project Team</b>	
<b>Principal Investigator:</b>	Professor Remus Ilies
<b>Summary of Project (up to 300 words)</b>	
<p>The objective of this report was to benchmark essential job skills critical for success across a range of jobs within career clusters key to Singapore’s economic growth. We assessed the twenty (20) occupations across various sectors that would be key to Singapore’s economic future in the coming decade. These include occupations in aerospace engineering, early childhood education, adult education, and healthcare.</p> <p>In our models, we found that across jobs and career clusters, the cut-score for Literacy associated with acceptable level of job performance is a benchmark of 270, while for Numeracy, there was a greater variation in the cut-scores for acceptable level of job performance in jobs and career clusters. We also sought to tie the relative effects of cognitive skills, personality or work style, and career interest fit on differential outcomes through the use of hierarchical multiple linear regression models. As anticipated, each individual difference factor has unique and incremental effect on the differential outcomes, moderated by whether the job was high or low skill. We found that conscientiousness and cognitive skill were the primary drivers of overall job performance, while other personality and interest fit factors are predictors of other outcomes. It is interesting that career interest fit has a small but important effect on not only satisfaction but also on likely acting out or negative behaviors. This speaks to the importance of person-job fit.</p> <p>Our report investigated other research questions, such as the return on investment for essential skills required, which are detailed more thoroughly in the report.</p>	