

SKILLS-FIRST: FRAMEWORK FOR ACTION

A Framework Supporting Enterprise Competitiveness, Individual Career Health and Inclusive Growth for Singapore

WHY SKILLS-FIRST MUST MATTER FOR SINGAPORE NOW

Work is changing. Our workforce practices need to keep pace.

Technology, AI and changing business models are reshaping jobs and the skills people need. Beyond gaining skills, we need to make sure those skills are visible, applied and recognised in career and workforce decisions.

22%

of jobs globally are expected to be transformed by 2030*.

39%

of the skills workers use today are expected to change by 2030*.

* Source: WEF, 2025

What Skills-First: Framework for Action seeks to achieve

- ✓ **Make training count towards business outcomes.**
- ✓ **Build career resilience throughout working life.**
- ✓ **Better integrate workforce strategy with business strategy.**
- ✓ **Develop stronger measures of hiring, mobility, progression and workforce outcomes.**

This is the moment of opportunity – to build a more dynamic, inclusive and future-ready Singapore.

3 DELTA SHIFTS

Changes needed to make Skills-First stick

SHIFT 1

From one-off to routine

Make Skills-First part of everyday workforce decisions.



SHIFT 2

From opt-in to default

Make Skills-First easier and more natural to adopt through systems, processes and key touchpoints.



SHIFT 3

From isolated to shared

Spread effective practices and capability across organisations and sectors.



12 PILOT IDEAS

Practical starting points to catalyse Skills-First adoption



Enable Employers

- 1 Emphasise Skills Screening and Assessment in Hiring
- 2 Embed Skills-First Practices into Enterprise Transformation
- 3 Develop Skills-First Enterprise Transformation Pathway
- 4 Build Skills-First Capability Where Workforce Decisions Are Made



Enable Individuals

- 5 Strengthen Skills-First Capability Across the Career-Learning Ecosystem
- 6 Introduce Recurring Career and Skills Review
- 7 Default Skills Profile Refresh at Every Career-Learning Touchpoint
- 8 Build Skills Fluency Through Real Workplace Problems
- 9 Mainstream Work-Integrated Learning



Strengthening System-Wide Infrastructure

- 10 Establish a Common Verified-versus-Certified Standard for Skills
- 11 Strengthen Shared Skills Infrastructure for Foresight and Inclusion
- 12 Develop Skills-First Observatory



SKILLS-FIRST: FRAMEWORK FOR ACTION (cont.)



RESEARCH & DEVELOPMENT AGENDA

Learn what works. Improve what we do



Observe | Skills-First Observatory

To track the adoption of Skills-First practices and their outcomes.

Individuals

Q Are people regularly identifying, developing, demonstrating and renewing their skills?

Employers

Q Are organisations embedding Skills-First into hiring, job design, development, deployment and recognition?

Outcomes

Q Are these practices contributing to stronger career, workforce and enterprise outcomes?

New ideas and pilots

Q Which emerging approaches are working and should be improved or expanded?



Learn & Improve | Feedback Loop

Evaluate existing programmes and approaches to understand what works, for whom and under what conditions, then use the insights to improve policy and practice.



Test What's Next | Prototyping

Design and test new approaches where current mechanisms have not yet shifted Skills-First practices.

Roles we play

As Individuals



Know your skills, keep building them, show what you can do, and use them to navigate your career.

As Employers



Use skills to inform hiring, job design, workforce development, deployment and talent recognition.

As Partners



Facilitate Skills-First through shared tools, trusted skills recognition, useful information and practical support.

Putting skills at the heart of work, learning and careers



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Find out how you can benefit from Skills-First

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