randstad singapore

tech talent expectations survey.

59% of tech respondents turned down jobs due to a mismatch between the advertised job and actual job scope.

38% of ICT professionals say they only accept less than a quarter of interview requests they receive.

Despite the high demand for tech talent in Singapore, only 48% of ICT respondents receive interview requests at least once a month or more often. Fewer responded positively to these interview requests, with only 46% of them accepting half or more of them.

36% of local respondents stated that they did not accept jobs during their interview processes as they were already comfortable at their current company.

Young tech workers are the most likely to accept job interviews. While 29% of them said that they accept interview requests 75% to 99% of the time, another 29% of respondents accept interview requests 50% to 74% of the time.

Daljit Sall, Senior Director of the Information Technology recruitment team at Randstad Singapore said, "Tech candidates are highly selective about the types of jobs and companies they want to work in, especially if they have in-demand skills and plenty of options to choose from."

He added, "New job opportunities have to be exceptionally compelling to candidates. Strong motivating factors for job seekers include working for companies that are at the forefront of innovation and having abundant opportunities to trial new technologies."

"If there are no compelling reasons for them to switch employers, tech candidates are quite likely to stick with their current companies where they can continue to stay engaged and upskill themselves."
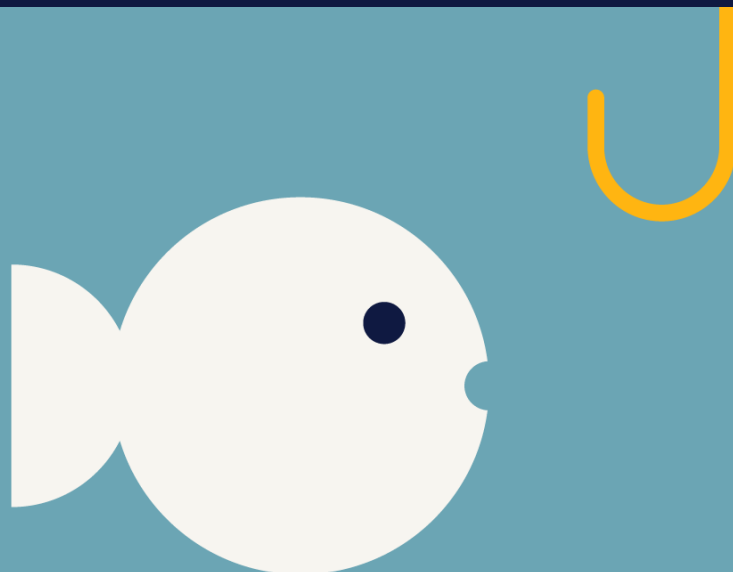
singaporean tech workers are rejecting job offers due to a fundamental disconnect between hiring managers and tech candidates.

More than 2 in 5 respondents (41%) said that they rejected job offers during the interview process because they did not have a positive impression of the hiring manager. Meanwhile, 39% of respondents rejected offers because the interviewer did not have an adequate understanding of the job or role that they were hiring for.

An overwhelming 64% of tech workers aged 18 to 24 said that they dropped out of the interview process because they "didn't have a positive impression of the hiring manager".

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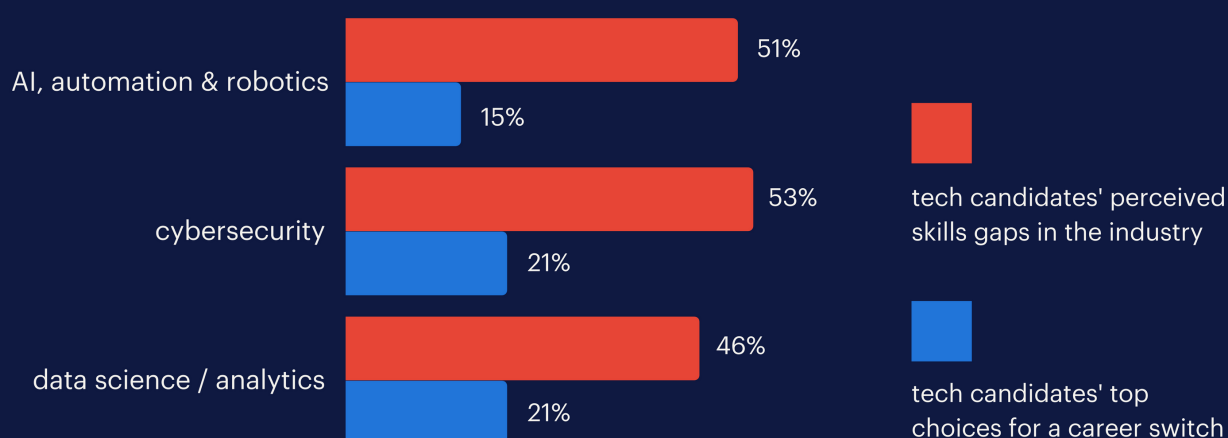
Sall added, "Having a meaningful human touch can help employers stand out, especially when they are trying to engage and attract a top candidate. The interview process is a crucial time for candidates to understand if their personalities, interests and skills are a good fit for the company and the job opportunity at hand. It is also the best time for hiring managers to share some first-hand information about the business to make the candidates feel valued."

"In order to close the disconnect between interviewers and candidates, companies will need to train hiring managers to clearly communicate job scope and team culture to potential candidates in their job advertisements and during the interviews. Not only can this help them engage candidates better, it will also improve their inbound recruitment strategy."

96% of respondents want to switch their specialisation if given the choice

"Tech professionals are well aware of the skills gaps the industry faces, which is why they are always open and highly interested to explore other more interesting specialisations, especially if they are young enough to make a career change quickly. It is an opportune time for employers to offer upskilling and reskilling options to their tech employees not only to retain them, but also to further deepen and expand their IT capabilities to be more aligned with the company's digital growth roadmap," Sall said.

AI, automation & robotics — 51% / 15%

cybersecurity — 53% / 21%

data science / analytics — 46% / 21%

tech candidates' perceived skills gaps in the industry

tech candidates' top choices for a career switch

Regarding skills gaps in the ICT sector, 53% of respondents ranked "cybersecurity" as the top specialisation lacking in tech talent, followed by "AI, automation & robotics" (51%) and "data science/analytics" (46%).

1 in 5 ICT respondents (21%) picked "cybersecurity" as their top choice if they were given a choice to restart their career, whereas another 21% of respondents picked "data science/analytics", both being well-established, evergreen verticals that are increasing their headcount.

Despite the noticeable skills gap, only 15% of respondents selected "AI, automation & robotics" as their top choice if they were given a choice to restart their career. There may be less interest to restart a career in this specialisation as it requires in-depth knowledge of data science, which makes it more challenging for tech experts to switch.

43% of generation-Z IT professionals want to work at unicorn start-ups.

43% of IT respondents aged 18 to 24 picked unicorns as their top choice of company to work for. Conversely, respondents in every other age group opted for Western and Asian global enterprises, where they would likely be able to find more stable careers.

According to Sall, "Younger tech candidates are likely more keen to work at unicorns because of the perceived benefits such as working with peers of a similar age, or the opportunity to be at the forefront of exciting consumer tech.."

"On the other hand, more experienced tech professionals may want to work on bigger projects and be able to manage a team, and they are more likely to find these opportunities in global tech enterprises. It is critical for employers to understand the career motivations of different generations so they can customise their job opportunities and hiring strategies accordingly to create a more personalised candidate experience," he said.

This correlates to our survey findings where 57% of Generation-Z respondents said they would accept interview requests if "the organisation offers an interesting project scope and/or opportunity to upskill".

ICT respondents in every other age group picked "the organisation is a strong and/or reputable brand" as their most valued employee proposition.

The Tech Talent Expectations Survey was conducted in September 2021 across three markets in Asia Pacific with 260 respondents working in IT roles in Singapore.

tech talent expectations survey.

reasons why ICT professionals accept job requests

The organisation is a strong and/or reputable brand	The organisation offers an interesting project scope and/or opportunity to upskill	The organisation has flexible working policies	The organisation has a diverse and/ or supportive working culture	The organisation has good employee and/or alumni reviews	The organisation's brand values are aligned with my principles/ purpose	I am unsure of my job security with my current employer
56%	53%	45%	41%	36%	35%	32%

top 5 reasons why tech talent turn down job opportunities during the interview process

Mismatch between advertised job/project description and actual job/project scope	Didn't have a positive impression of the hiring manager	The interviewer doesn't seem to understand the job/role that they are hiring for	Negative employee/ candidates reviews	I'm comfortable where I'm at with my current company
59%	41%	39%	38%	36%

number of interview rounds ICT respondents prefer

1 round	2 rounds	3 rounds
14%	55%	23%

types of companies that ICT workers prefer to work with

Global enterprise (Western)	Global enterprise (Asian)	Government organisations	Unicorns	Small and medium-sized enterprises	Start-ups	Local companies
57%	43%	42%	35%	27%	23%	20%

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In 2020, we helped nearly two million candidates find a meaningful job with more than 236,000 clients. Furthermore, we trained close to 350,000 people. Randstad is active in 38 markets around the world and has a top-three position in almost half of these. In 2020, Randstad had on average 34,680 corporate employees and generated revenue of €20.7 billion. Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. Randstad N.V. is listed on the NYSE Euronext. For more information, see www.randstad.com.

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about yougov.

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Our market-leading YouGov Realtime service provides a fast and cost-effective solution for reaching nationally representative and specialist samples. As the pioneer of online market research, we have a strong record for data accuracy and innovation. A study by the Pew Research Center concluded that YouGov "consistently outperforms competitors on accuracy" as a vendor of choice. We are the market research pioneer of Multi-level Regression with Post-stratification ("MRP") for accurate predictions at a granular level.

YouGov data is regularly referenced by the press worldwide and we are the most quoted market research source in the UK. With a proprietary panel of over 17 million registered members globally and operations in the UK, Americas, Mainland Europe, Middle East, India and Asia Pacific, YouGov has one of the world's largest research networks.

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