

91% of respondents
in singapore
want L&D opportunities.

randstad singapore
2022 workmonitor report



in randstad's recent workmonitor survey, 91% of Singapore workers said that they are interested in L&D opportunities, but only 22% received them in 2021.



majority of singaporeans want their employers to provide upskilling opportunities.

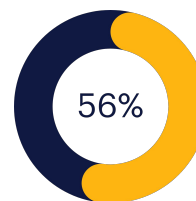
Singaporeans are keen to develop their soft and technical skills to be more productive at work and have more employment options to choose from, especially in growth sectors like technology, e-commerce and digital banking.

Companies that invest in upskilling their workforce will have a more productive and skilled workforce. Organisations will also be more capable of attracting and retaining talent who seek development opportunities to grow into value-add and meaningful jobs.

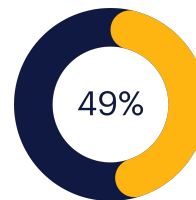
The pandemic has spotlighted Singaporeans' priorities such as having more clarity on their contributions at work, as well as career purpose, especially since they are motivated to take advantage of the new job opportunities in the market.

The mismatch between Singaporeans' desires to progress in their careers and the sense of empowerment that they have in their current jobs, presents an opportunity to employers to help their workers feel more satisfied in their jobs and engaged with the organisation.

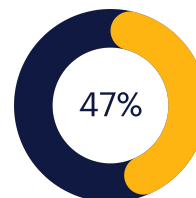
top 3 L&D opportunities singaporeans are interested in.



soft skills (communication, leadership)



technical skills needed for my role



develop in my current role

87% of Singaporeans want to speak to a career coach and understand their future job prospects.



Singaporeans are cognizant of how a changing business landscape would impact their career outlooks and are actively looking to roadmap their future career progression, as well as navigate priorities in both their work and personal life.

Career coaching programmes, like those offered by [Randstad Risesmart](#), help companies create a more engaged workforce as employees can find ways to improve work-life balance as well as transition through change.

These consulting services equip individuals with the practical drive to build essential connections and fine-tune their skills so that they can create more meaningful career growth opportunities for themselves.

if your employer offered it, what would you be most interested in speaking to a professional career coach about?



60%

earn more money



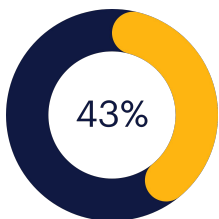
49%

find a better balance between my work and personal life



40%

advancing my career with my current employer



are committed to stay with their current employers, 17% lower than the global average.

Adequate learning and development is a very powerful talent attraction and retention strategy that every company should practice.

Not only will the workforce be more efficient and productive in the way they work and collaborate with one another, a learning and supportive work environment is also very attractive to Singapore job seekers, especially the younger generations.



about randstad workmonitor.

The Randstad Workmonitor survey highlights the greatest concerns and challenges candidates are facing in the employment market. The Randstad Workmonitor 2022 1H survey was conducted between 21 February 2022 and 13 March 2022 with 1,000 locally-based respondents who are employed and aged between 18 and 67 years old in Singapore.

we share market insights that'll guide your workforce strategy.

Whether you are hiring or looking for talent mobility solutions, we're here for you.

We know how the right talent can make a significant impact not only to your company's workforce productivity and business growth. Our specialist recruiters have a proven track record in sourcing high-calibre professionals across various key industries and are committed to provide in-depth market intelligence and insights to changing candidates' expectations.

our recruitment specialities:

- Accounting & finance
- Banking & financial services
- Construction & property
- Corporate & secretarial support
- Human resources
- Information technology
- Life sciences
- Legal
- Manufacturing & supply chain
- Sales, marketing & communications

Visit our website to find out more about our HR solutions at randstad.com.sg/employers.

