POWER TO PARTICIPATE:
BUILDING YOUNG VOICES, CHOICES & EXPERIENCES

Key Insights

TOP CHALLENGES FACED BY YOUTH

Career-related matters, finances and mental well-being remain the **top three challenges** faced by youth.
More than one in two face challenges in **career opportunities and prospects.**

Challenge	%
Career Opportunities/Prospects	56%
Finances	54%
Mental Well-Being	52%
Work Load/School Load	41%
Challenges at the Workplace	33%
Social Relationship Matters	22%
Family Matters	19%
Romantic Relationship Matters	17%
Other	6%
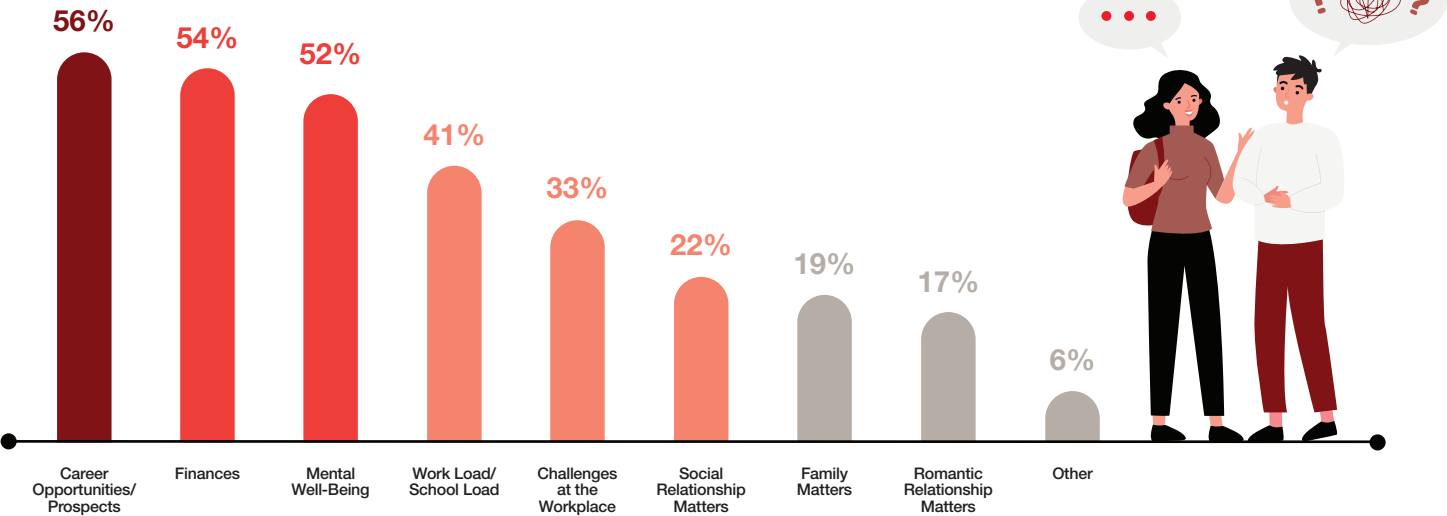
Note: Multiple selection is possible

WORKPLACE CHALLENGES

Before their first job, **most youth do not know about the challenges** they may run into at the workplace.

"I wasn't aware I would run into such problems in the future."

Male, 21

"My boss tasked us to do something we were uncomfortable with. We did what we were told because… we thought no one could help us. We shared our problems with our friends/ clients, then I realised there was the tripartite alliance who could help us."
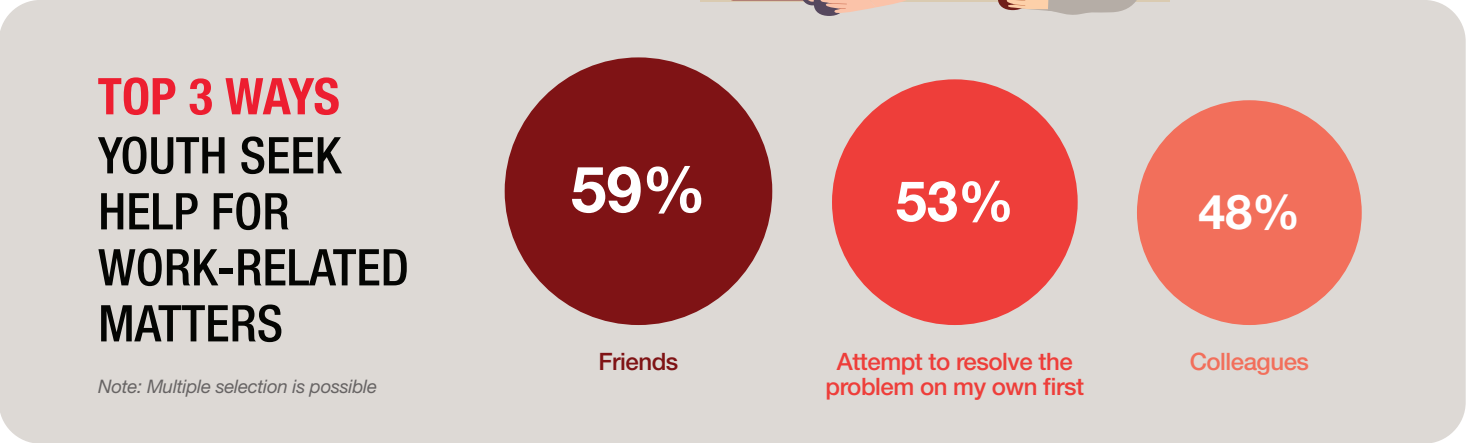
Female, 30

"If I have to ask for help, I usually look for people I trust or who has had similar experiences before."

Male, 21

AVENUES FOR HELP

Youth also do not realise they may need to learn when and how to ask for help on work-related matters. They prefer to **resolve such problems on their own or seek help from friends and colleagues** instead of approaching authority figures/ organisations.
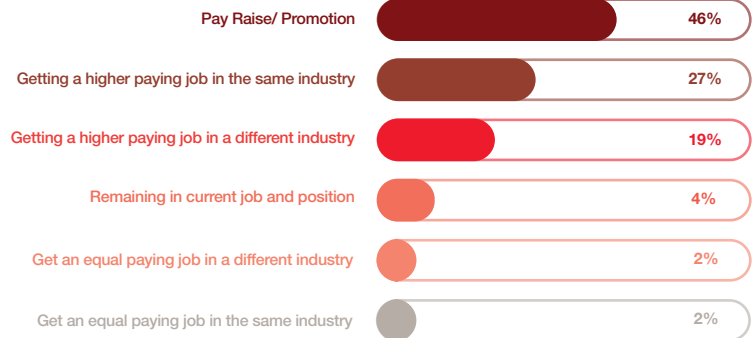
TOP 3 WAYS
YOUTH SEEK HELP FOR WORK-RELATED MATTERS

Note: Multiple selection is possible

59% Friends

53% Attempt to resolve the problem on my own first

48% Colleagues

CAREER PROGRESSION

While youth have high hopes for career progression, **majority (92%) are hoping to earn more** in the next three years. Only **4 out of every 100** youth intend to remain in their current jobs and positions.

HOPES FOR CAREER PROGRESSION IN THE NEXT 3 YEARS

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Pay Raise/ Promotion	46%
Getting a higher paying job in the same industry	27%
Getting a higher paying job in a different industry	19%
Remaining in current job and position	4%
Get an equal paying job in a different industry	2%
Get an equal paying job in the same industry	2%

AREAS OF FOCUS

Youth regard **job security/ workers' rights (Protection)** and **opportunities for education and/ or work placement/ experience (Placement)** as their two most important areas of focus.

IMPORTANCE OF VARIOUS FORMS OF SUPPORT

Privileges	Progression	Placement	Protection
20%	25%	27%	28%
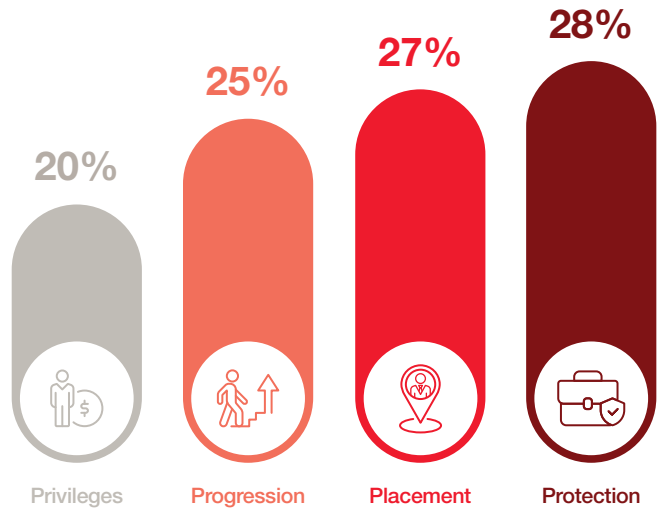
RECOMMENDATIONS

To engage and attract younger union members, the following four recommended initiatives focus on practical actions through deliberate integration within and across NTUC, leveraging existing resources and partnership with tripartite partners.

1

Lifetime Career and Mentorship Office:
In-Step with Changes

Proactively offering resume reviewing and refreshing services at regular intervals in an individual's career including industry specific advice.

2

Grounded Guides:
Voices and Choices from the Labour Movement

A series of comprehensive and integrated guides focused on concrete actions/ tried and tested solutions for work-related causes/ issues. These can be driven by youth members in partnership with veteran union leaders.
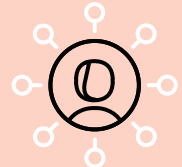
3

CreateFuture:
Micro-Experiences for Self-Exploration

Provision of short micro-experiences in different activities/ industries that allow a trial experience before fully committing to a long-term training course or career.

4

Feelers:
Offline-to-Online and Online-to-Offline Intelligence

Online means to capture important information about current and potential NTUC members, while also supporting offline channels of acquisition and outreach, and creating new channels for services.

To view the full report, visit www.ntuc.org.sg/Research-PowerToParticipate

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National Trades Union Congress

#EVERY
WORKER
MATTERS

MEMBERSFIRST
WORKERSALWAYS