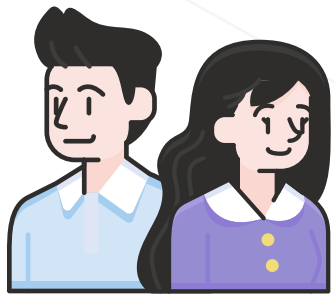


POLARISING OF JOB OPPORTUNITIES

Charting New Pathways and Adopting New Technologies



1 OBJECTIVE – 2 STRATEGIES

Workers face uncertain times. We need to help them ride out any disruption, transformation or revolution.

Chart clear **targeted task pathways** for targeted skills/career paths between jobs because jobs are disrupted not job by job, **but task by task**.

3 POLARISING RISKS

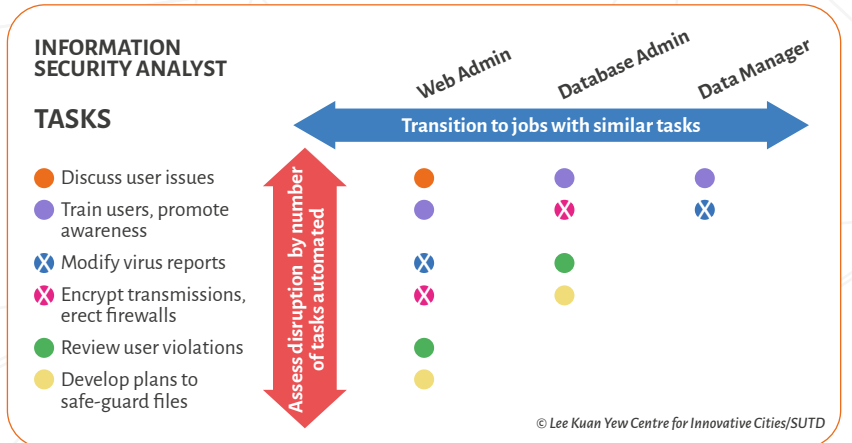
4TH INDUSTRIAL REVOLUTION (4IR)

The strategies will help workers tackle the **three potential polarising risks** that workers face due to the **4IR: economic restructuring, pay polarisation and lagging technology adoption**.

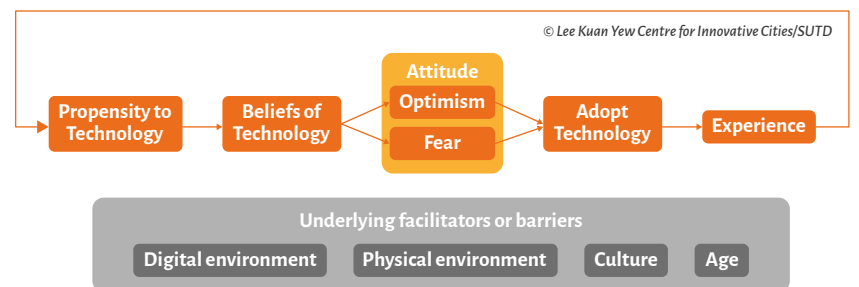
5 YEARS

The proposed recommendations below, based on the two strategies above, are focused on helping workers overcome the potential polarising risks in the next 5 years.

6 RECOMMENDATIONS



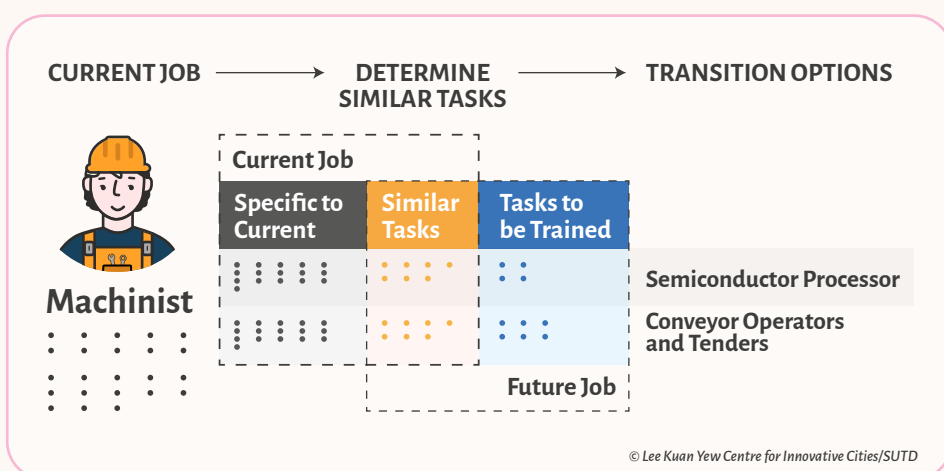
Improve **technology adoption** by helping workers overcome barriers to training and digital transformation.



HOW UNIONS CAN HELP, TOGETHER WITH TRIPARTITE PARTNERS

NTUC's Company Training Committees (CTCs) comprising management and union leaders will be in a good position to implement some of these proposed recommendations:

1 Chart clear **task pathways** for targeted job transitions.



2 Identify, integrate and ensure **direct worker benefits** to avoid the "3Ds" - disappointment, disruption and disconnect - with training, transformation and technology disruption.

3 Identify and support **Super Learners** (workers who are passionate about learning) to attend training, who can make it relevant for peers as peer mentors/trainers.

4 Build an accurate view of **workers' attitudes** towards new technologies before, during and after the intervention to improve adoption. Attitudes are the best predictor of workers' willingness to adopt new technologies.

5 Expand job opportunities by helping **skilled workers profile and promote themselves on global expert matching platforms**.

6 Develop **rigorous and pedagogically sound micro-case studies** of Singapore workers'/organisations' training and transformation to **improve sharing, learning and comparative research**.



TO VIEW THE FULL REPORT, SCAN CODE TO VISIT
http://bit.ly/OTCi_LRC_Polarising_of_Job_Opportunities