

#EVERY
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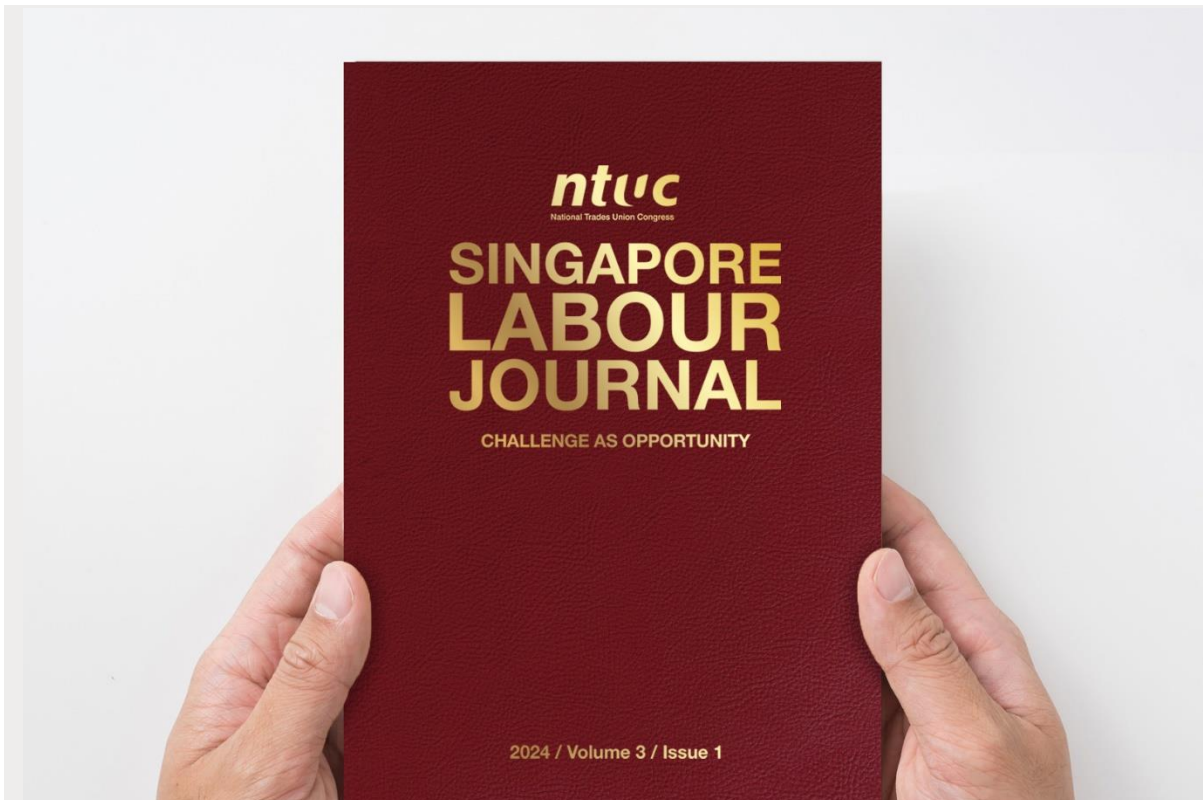
ntuc
National Trades Union Congress

NTUC Labour Alliance co-laB

The **NTUC Labour Alliance co-laB (LAB)** was unveiled at NTUC's 5th Labour Research Conference held at the Stephen Riady Auditorium at NTUC Centre on 26 September 2024. A first-of-its-kind initiative, the LAB encourages close and meaningful collaborations among experts in labour research and innovation to impact policies and practices supporting workers. Find out more information about the LAB [here!](#)

This year's conference, themed "Thriving in a Modern Work Environment: A Balance of Needs and Aspirations", also included a series of dialogues and panel discussions with representatives from unions, Government, employers, and academia on labour issues. Access the conference materials and speaker profiles by clicking [here!](#)





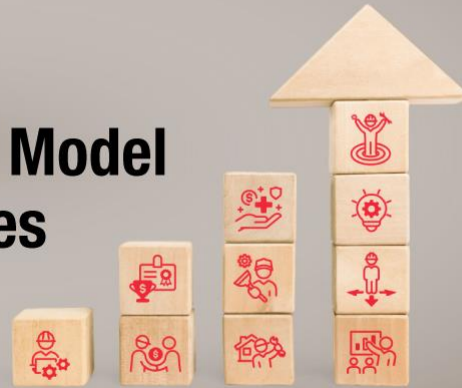
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NTUC also launched the **third volume of the Singapore Labour Journal** in September 2024! The theme of this edition is “Challenge as Opportunity”, which reflects the Labour Movement’s aim to anticipate change and adapt by innovating, as well as our mettle amidst uncertainty and adversity. In this edition, we delve into pressing labour trends such as slowing workforce growth, and the need for flexible work arrangements to re-employ mature workers and caregivers. It also features insider perspectives into developments in Singapore’s skills and training ecosystem and how flag carrier Singapore Airlines (SIA) Group turned to unions to manage its 30,000-strong staff during the COVID-19 pandemic. Happy reading, and may these pages inspire meaningful discourse and action in your respective fields. Click [here](#) to download a copy of the previous volumes.

If you're interested in contributing an article, get in touch with us at strategy@ntuc.org.sg

RESEARCH STUDY

Career Progression Model for the Skilled Trades



Experienced and highly skilled essential tradespeople, including plumbers, electricians, and air-conditioning and mechanical ventilation mechanics, often grapple with the issue of low wages and a negative association that depicts their jobs as "dirty, dangerous and demeaning". These challenges, coupled with low fertility rates and an ageing population, hinder the recruitment of younger local workers to fill the gaps left by retiring tradespeople. In this edition of the *Singapore Labour Research Digest*, we provide insights into professionalising skilled essential trades, explore local youth receptiveness to these trades, and propose four recommendations to establish a strong local core of skilled tradespeople in Singapore. Click [here](#) for the full report!

Key Features of Overseas Skilled Trades Professionalisation Frameworks

	GERMANY	AUSTRALIA	FRANCE	UK	NORWAY	PHILIPPINES
Spearheaded by public-private partnerships	○	○	○	○	○	○
Training and career pathway	○	○	○	○	○	○
Financial aids and/or grants	○	○	○	○	○	○
Career coaching and guidance	○	○	○	○	○	○
Placement assistance	○	○	○	○	○	○
Certification provided	○	○	○	○	○	○
Involvement of trade unions	○	○	○	○	○	○
Attracting youths into skilled trades	○	○	○	○	○	○

Key learning points across overseas skilled trades professionalisation frameworks:

- Develop a **holistic apprenticeship pathway** that supports continuous skill advancement and career growth
- Establish a **strong mentoring system** to cultivate skilled and motivated workers
- Involve the **trade unions in strategies and legislation formulation** to meet market needs for skilled trades

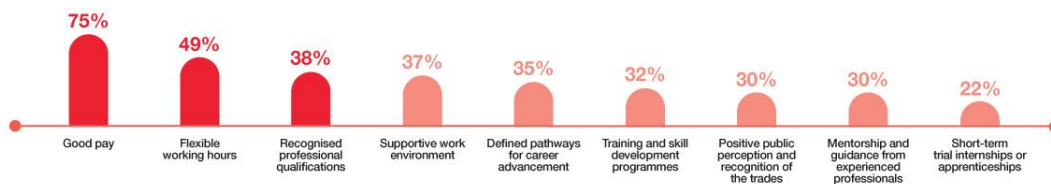
Youth Receptiveness to Skilled Trades in Singapore

An online survey was conducted with **1,080** Singaporeans and Permanent Residents aged 18–35.

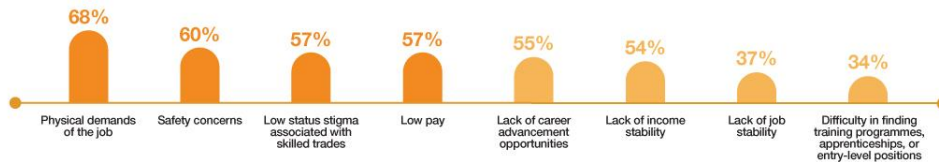
About **1 in 4** youths would consider a career in the skilled trades if given the chance with those interested mainly searching online (59%) for more information about skilled trades.



FACTORS THAT WOULD ENCOURAGE YOUTH TO PURSUE A SKILLED TRADES CAREER#

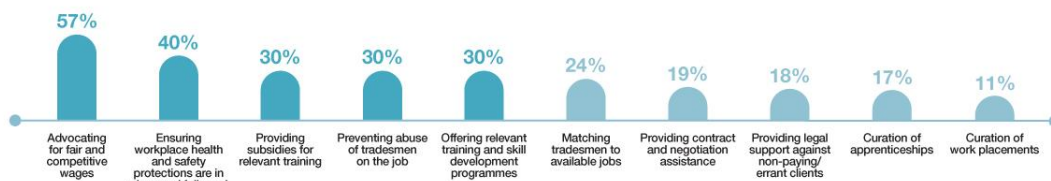


CHALLENGES OF PURSUING CAREER IN SKILLED TRADES#



DESIRED ROLE OF UNIONS FOR TRADESMEN IN SINGAPORE#


Do trade unions play an important role in helping tradesmen in the industry?





Multiple selection possible.


Key Recommendations of the Research Study

How unions can help, together with tripartite partners:

- 

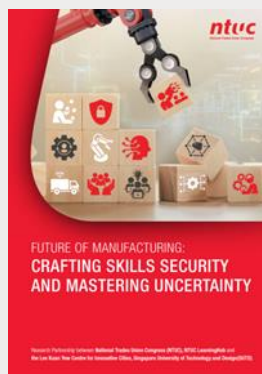
1 Establish a multi-tiered Career Progression Model for essential skilled trades
- 

2 Leverage NTUC's Training and Placement Ecosystem to identify and match interested candidates with relevant experience and/or background to prospective companies
- 

3 Develop communities of practice to provide mentorship and social support
- 

4 Develop a skilled trades price framework for essential skilled trades

Explore other insights and resources on Labour Research here



Read more



Read more

Thank you for reading this issue of the **Singapore Labour Research Digest!** Through this space, we aim to initiate discussions, promote debate, and advance the understanding of labour issues. Feel free to also forward this newsletter to colleagues who may find the resource relevant to their work.

Have feedback you would like to share, or interested in a research collaboration? Get in touch with us at strategy@ntuc.org.sg

Stay tuned for our next newsletter!

Presented by NTUC Strategy

Find out more about the team behind the research [here!](#)

If you are not already on our mailing list and would like to receive an issue of the *Singapore Labour Research Digest*, please write to us at strategy@ntuc.org.sg.