

## **Annex A: NTUC Job Security Council (JSC)**

NTUC Job Security Council (JSC) was set up in February 2020 with the aim to improve matching of workers to jobs so as to minimise the duration of unemployment. Post-COVID, NTUC is taking in the insights gained to enhance JSC.

The refreshed JSC will be managed by the new Job Security Directorate (JSD), to drive more business and workforce transformation. This will help businesses and industries to pivot and adapt to the evolving landscape while equipping workers with relevant skill sets to tackle new challenges and advance in their careers. JSC remains committed to working directly with workers, leveraging technology to provide career guidance, skills upgrading, and job matching to create better pathways and employment prospects.

The JSD will coordinate and drive efforts of the JSC, as good jobs are the best security for workers. These efforts include:

- a. Pushing for more business transformation and workforce training through NTUC's Company Training Committees (CTCs) — to help businesses innovate and increase productivity, while improving workers' jobs and wages; empowering companies and workers to pivot and adapt to the evolving business environment.
- b. Deepening efforts to support workers to future-proof their careers through relevant career guidance, upskilling and mentorship opportunities.
- c. Strengthening the matching of workers into good jobs by building strong networks of partner hiring companies and the use of AI tools to help workers identify their unique goals, training opportunities and job pathways. AI is also used to help strengthen resumes and interview skills preparing workers for new opportunities. These tools will be made available online to allow workers to self-help anytime and anywhere.

NTUC will also continue to innovate and collaborate more closely with tripartite partners such as Singapore National Employers Federation (SNEF), Ministry of Manpower (MOM), government agencies, tripartite organisations such as Institute for Human Resource Professionals (IHRP), and business federations to support workers and companies under the ambit of JSC in the future.

At the same time, NTUC is also scaling up our CTCs to Cluster Training Committees (Cluster CTCs) to drive transformation at the industry level. We are:

- a. Partnering with Queen Bee companies to catalyse industry-wide change and uplift worker outcomes across the value chain.
- b. Expecting to form more Cluster CTCs, in collaboration with SkillsFuture Singapore and its network of Queen Bees. We formed our first Cluster CTC with ST Engineering Land Systems and SkillsFuture Singapore earlier this year and target to upskill over 1,000 workers across 40 SMEs in ST Engineering's supplier network.