

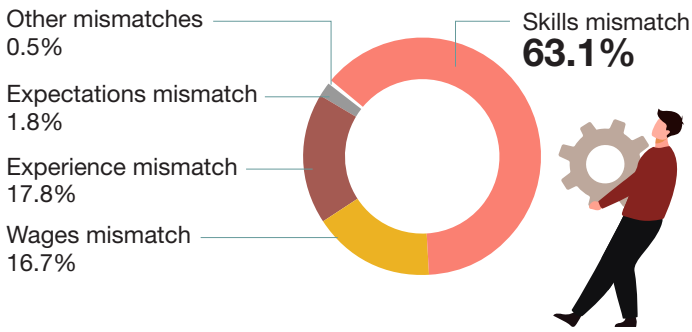


# CONTINUING EDUCATION AND TRAINING NOW AND WHAT COULD BE NEXT

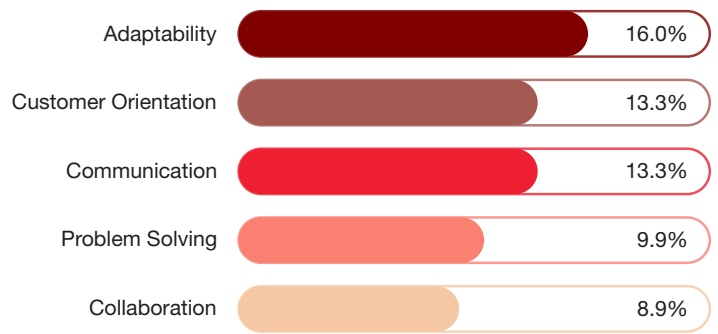
## Key Insights

# SKILLS

Skills mismatch continues to be the most prevalent form of mismatches according to business leaders.

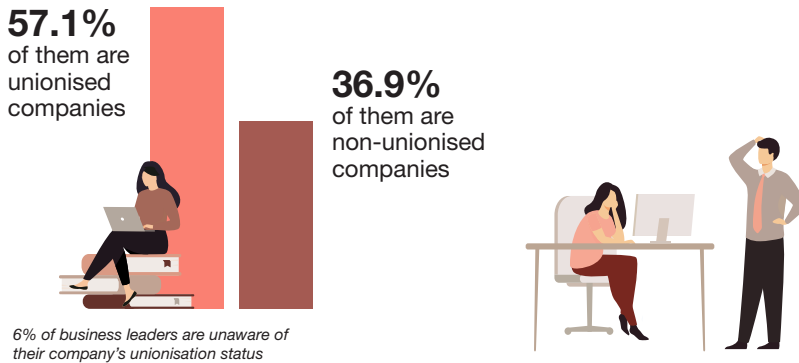


The top five transferable skills sought after by business leaders are Adaptability, Customer Orientation, Communication, Problem Solving and Collaboration.



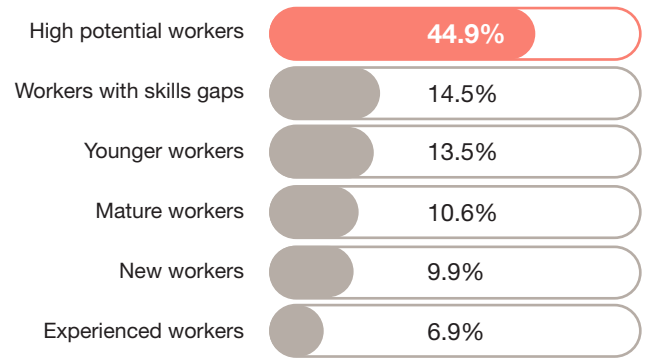
# TRAININGS

Only 50.9% of business leaders have sent their workers for training in the past six months, and trade unions are associated with higher employer investment in training for workers.



Workers with skills gaps are not the top priority for training according to business leaders. This puts a strain on the workers with skills gaps that would have benefitted from these training.

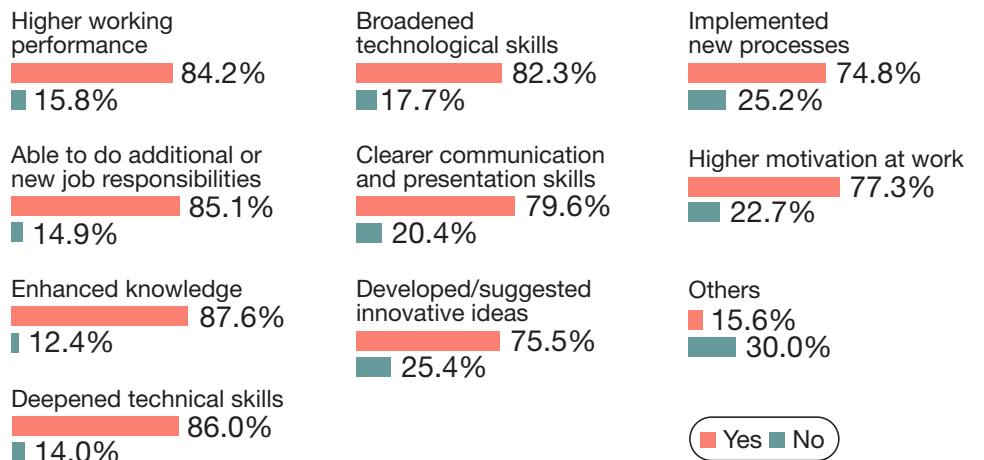
## Top group of workers to send for training



Percentage may not add up to 100% due to rounding

## Have you observed any of the following in your employees after they have attended training?

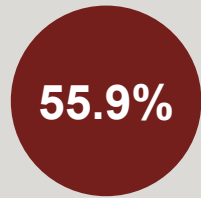
Majority of business leaders report observing positive changes in workers post-training.



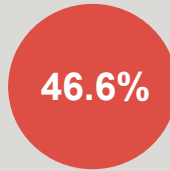
The top three incentives provided to workers post-training are



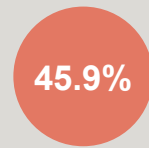
## TOP THREE PREFERRED MODES OF TRAINING



On-the-job training



Internal workshops/  
seminars/courses



Online learning

Multiple selection possible

## JOB VACANCIES

3 in 4



business leaders  
find filling job  
vacancies difficult

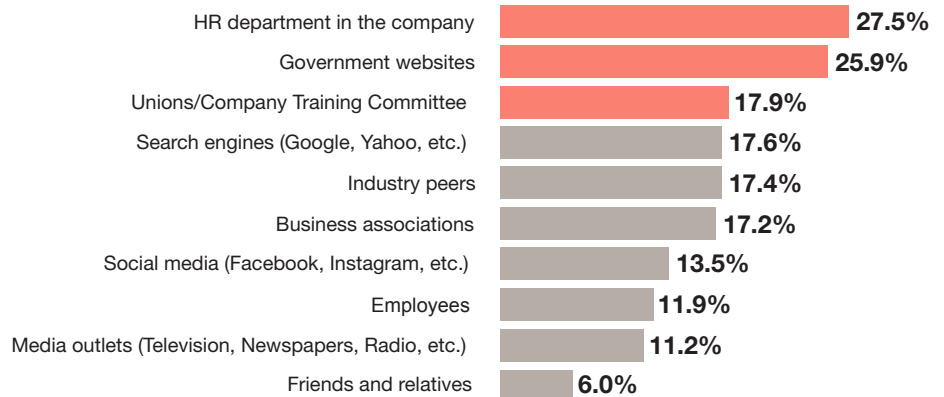


## AWARENESS AND PARTICIPATION IN TRAINING-RELATED INITIATIVES

3 in 4 business leaders have participated in training-related initiatives by the Government or Labour Movement. Overall **utilisation of initiatives remains low** at an average of 14%.

**Unions remain one of the top three avenues** where business leaders have heard of training-related initiatives.

### Where did you hear about these initiatives from?



Multiple selection possible

## RECOMMENDATIONS

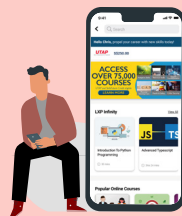
How unions can help, together with tripartite partners:

1



Promote more equal distribution of training opportunities for workers

2



Companies can tap on the NTUC LearningHub Learning eXperience Platform (LXP) to upskill workers

3



Leverage NTUC's training and placement ecosystem as a strategic partner for business and workforce transformation



To view the full report, visit [www.ntuc.org.sg/Research-CET](http://www.ntuc.org.sg/Research-CET)

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National Trades Union Congress

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WORKER  
MATTERS**

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