

randstad singapore workmonitor 2021 1H report.

32% of respondents want
employers to support upskilling
and reskilling.



upskilling your workforce is essential to business survival.

The global pandemic has fundamentally changed the way we work, live and play. It also looks set to accelerate digital transformation and the concomitant need for organisation-wide upskilling.

While the pandemic has altered the labour demand dynamics in the short-term, the longer-term impact on the demand of both technical and soft skills could only be greater.

As hybrid of remote forms of work become the new, post-pandemic normal, new types of leadership, management and digital skills will be required. The pandemic has also boosted organisations' digital transformation journeys and significantly changed business operations. Workers must urgently upskill and re-skill to effectively adopt the new digital solutions that their companies have rolled out.

To this end, employers need to provide more reskilling and upskilling opportunities for their employees. Not only does this aid in their capacity-building, but it also enhances their employees' job satisfaction and motivation to excel in their work. This way, employers will be better-placed to attract and retain exceptional talent.

Only 15% of respondents said that their employers have provided them with more upskilling opportunities during the pandemic.

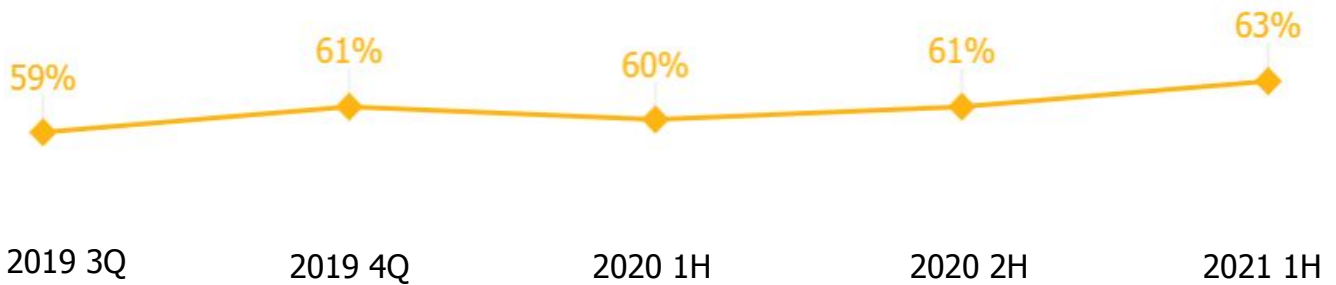
The skills gap will widen at a quicker rate if employers do not step up their upskilling or reskilling programmes. This would prove detrimental to businesses, as they struggle with a more acute shortage of in-demand skills and talent for their growth.

In a rapidly evolving and highly volatile economy, human capital development is key to making working life for employees as enjoyable and fulfilling as possible. Employers must work in tandem with their employees to seek and formulate effective training initiatives to maintain the organisation's competitiveness in a post-pandemic world.

In the following pages, you can see the values and training initiatives that workers expect from their employers in the post-COVID-19 era.



63% of respondents are satisfied about working with their current employer.

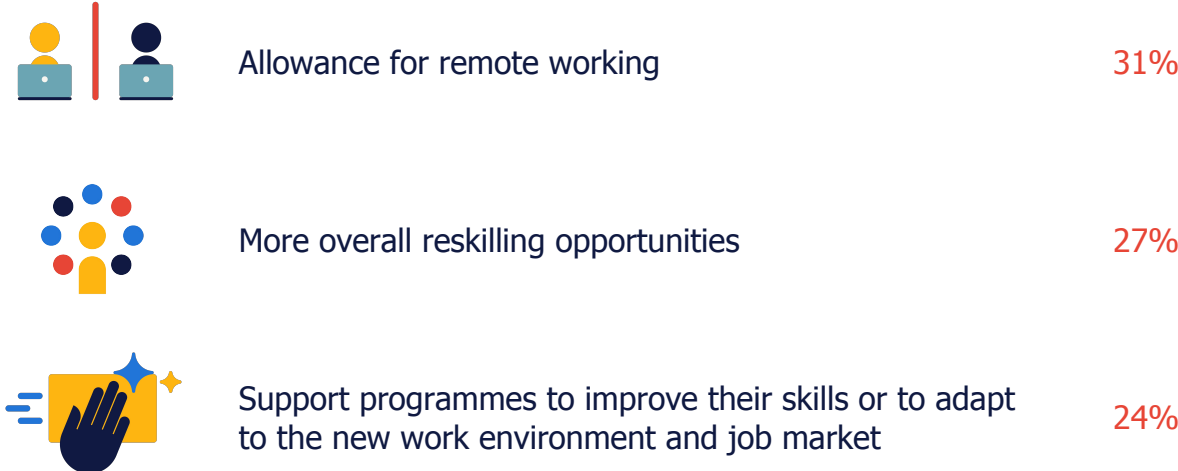


37% of respondents said their experience with their current company during the pandemic motivates them to stick with their employer for the long term.

top 5 initiatives that local employers have implemented for their workers since the pandemic.

Strict and clear protocols for on-site and remote working	56%
Policies on work hours to help workers keep a proper work-life balance	27%
More training around technology	24%
Regular surveys of employees about their well-being and perception of the organisation	23%
A hotline for mental and physical health	18%

however, respondents want their employers to implement the following initiatives.



there is an **unmatched gap** between employers' reskilling initiatives and employees' desire for more learning.

32% of respondents said their experience with their current company during the pandemic motivates them to ask for re- and upskilling support...



yet **only 15% of respondents** said their employer has provided more overall reskilling opportunities.



If every worker were given a forecast on the future viability of their job and how it may transform, he or she could plan to acquire the skills needed to **remain employed or transition to other roles**. This information can also spur more interest among the workforce to seek out and **participate in training and development programmes**.

- Jacques van den broek, Global CEO, Randstad

about randstad workmonitor.

The Randstad Workmonitor survey highlights the greatest concerns and challenges candidates are facing in the employment market. The Randstad Workmonitor 1H 2021 survey was conducted in March across 34 markets around the world, with a minimum of 400 respondents in each market.

we share market insights that'll guide you in your workforce strategy.

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