

GUIDE TO HIRING IN SINGAPORE



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INTRODUCTION

A vibrant green city, a thriving commercial hub and a place 5.92 million people¹ call home. Singapore is a marketplace of opportunities for individuals and businesses from across the globe.

Our conducive business environment and political stability make us an economic powerhouse that consistently attracts strong investments and world-class talent. In 2023, we retained second place in the Global Talent Competitiveness Index for the third consecutive year.²

Singapore also serves as a strategic gateway to Southeast Asia (SEA), a region that comprises some of the world's fastest-growing and most dynamic economies. We are a member state of the trade bloc ASEAN, which is forecast to become the fourth-largest economy globally by 2030.³ With a growing middle class and a booming digital economy, the region is a commercial oasis for businesses.

This guide, which was developed by the [Singapore Economic Development Board \(EDB\)](#) provides an overview of our talent landscape, and will equip you with the essentials of hiring in Singapore, from key policies to ways to grow and retain talent.

ABOUT EDB

A government agency under the Ministry of Trade and Industry, EDB is responsible for enhancing Singapore's position as a global centre for business, innovation, and talent. We also work with other government agencies to ensure that companies are supported by a positive business environment and a strong workforce in Singapore.

¹ [Singapore population](#). Department of Statistics Singapore, 29 September 2023 (last updated).

² [The Global Talent Competitiveness Index 2023: What A Difference Ten Years Make, What to Expect for the Next Decade](#). INSEAD, 2023.

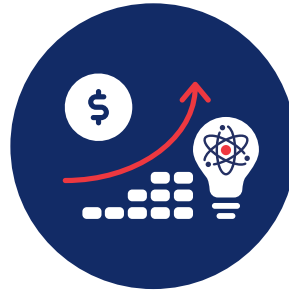
³ [Investing in ASEAN 2023](#). ASEAN, 2023.

WHY SINGAPORE

Singapore is a prime hub for multinational businesses across a variety of sectors. Many of the businesses have set up their APAC headquarters here. Foreign businesses continue to choose us for [five key reasons](#):



**SKILLED
WORKFORCE**



**ROBUST
INNOVATION SYSTEM**



**DEVELOPED
INFRASTRUCTURE**



**SUPPORTIVE AND STABLE
GOVERNMENT AND
REGULATORY ENVIRONMENT**



**SUPPLY-CHAIN
CONNECTIVITY**

**Meet the
companies and
individuals
who have:**

- [Built their A-team here](#)
- [Made Singapore their smart move](#)

Many working expats are also keen to call us home: Singapore has been the most liveable city in Asia for the past 10 years according to ECA International.⁴ The 2024 index of citizenship advisory firm Henley & Partners ranked Singapore as the third-best country for relocating.⁵



“Singapore is Siemens Mobility’s APAC hub. The stable economy is advantageous for us, especially when most of our projects are long-term contracts. The nation’s strategic regional location allows me to work with a team of highly skilled professionals from diverse backgrounds which fosters a culture of innovation and new ideas.”

...
– **Dr Katharina Sikora**
(Overseas Networks and Expertise Pass holder)
Chief Financial Officer,
Siemens Mobility Singapore and Asia-Pacific

⁴“Singapore retains pole position as no. 1 place for Asians to live for 10th consecutive year”. ECA International, 17 Jan, 2024.

⁵“Singapore is third-best country to relocate to and build family wealth, says report”. The Straits Times, 14 Feb. 2024.



For more information about living in Singapore, such as housing, education and things to do, check out our [Guide to Living in Singapore](#).

Most talent-competitive country in Asia-Pacific and 2nd in the world

– 2023 Global Talent Competitiveness Index, INSEAD⁶



Top Asian country in World Talent Ranking

– 2023 IMD World Talent Ranking, Institute for Management Development: World Competitiveness Centre⁷



Top smart city in Asia and 7th in the world

– 2023 Smart City Index, Institute for Management Development⁸



⁶"The Global Talent Competitiveness Index 2023: What A Difference Ten Years Make, What to Expect for the Next Decade". INSEAD, 2023.

⁷"IMD World Talent Ranking 2023". Institute for Management Development, Sept. 2023.

⁸Liew, Isabelle. "Singapore is top Asian city in Smart City Index, ranks 7th worldwide". The Straits Times, 4 Apr. 2023.

OUR LABOUR LANDSCAPE

SINGAPORE'S LABOUR FORCE IN 2023⁹



Size of labour force: **2.44 million**



Employment rate (aged 25–64): **82.6 %**



Workforce with tertiary education: **62.8 %**



Professionals, Managers, Executives, and Technicians (PMETs) in the workforce: **62.6 %**



Median monthly income: **s\$ 5,197**

In 2023, Singapore had the fourth-highest employment rate when compared to countries in the Organisation for Economic Co-operation and Development (OECD), which, similar to Singapore, are mostly high income countries.¹⁰



Our workforce is culturally diverse, as we are a cosmopolitan home to people from various ethnicities and origins. Our bilingual education policy also means that our people are proficient in English and at least one other language, such as Mandarin, Malay, or Tamil.



“The diverse and highly skilled workforce make it a really, really attractive hub for hiring top talent and also nurturing the local talent we have here in Singapore.”

— **Verena Siow**
President and Managing Director, SAP Southeast Asia

⁹ “Labour Force in Singapore 2023”. Ministry of Manpower, 31 Jan. 2024.

¹⁰ “Labour Force in Singapore Advance Release 2023”. Ministry of Manpower, 30 Nov. 2023.

KEY THINGS TO KNOW

WORK PASSES

The [Employment Act](#) is Singapore's main labour law and is overseen by the Ministry of Manpower (MOM). The act provides the basic terms and working conditions for all types of employees, with the exception of seafarers, domestic workers, and public servants.

Foreigners who intend to work in Singapore must obtain a valid [work pass](#), commonly known as a work visa, before they start work. There are various types of work passes. As an employer, you must ensure that your employees [hold a suitable and valid pass](#) throughout their employment.

Pass	Applicant	Passholder	Min. monthly salary	Validity	Other criteria
Employment Pass	Employer	Foreign professionals, managers, and executives	<ul style="list-style-type: none"> • S\$5,000 (all sectors) • S\$5,500 (financial services sector) <p>The qualifying salaries for new applications (from 1 Jan 2025) and renewals (from 1 Jan 2026) will be revised to:</p> <ul style="list-style-type: none"> • S\$5,600 (all sectors) • S\$6,200 (financial services sector) <p>For more details, visit MOM.</p>	<ul style="list-style-type: none"> • 2 years (for new applications) • 3 years (for renewals) • 5 years (for experienced tech professionals with skills in short supply) 	New applicants must pass the Complementarity Assessment Framework (COMPASS) with 40 points (see "COMPASS" section on page 10). This framework is applicable for Employment Pass renewals from 1 Sep 2024.
Personalised Employment Pass	Individual	Current Employment Pass holders and overseas foreign professionals	S\$22,500	3 years (not renewable)	
Overseas Networks & Expertise Pass (ONE Pass)	Individual	Top talent in all sectors (e.g. business, arts, and culture; sports; academia and research)	S\$30,000	5 years (for new applications and renewals)	
Tech.Pass Note: This pass is administered by the EDB.	Individual	Established tech entrepreneurs, leaders, or technical experts	S\$22,500	2 years (for new applications and renewals)	

Pass	Applicant	Passholder	Min. monthly salary	Validity	Other criteria
EntrePass	Individual	Foreign entrepreneurs keen to operate a business that is venture backed or possesses innovative technologies	None	<ul style="list-style-type: none"> • 1 year (for new applications and first renewal) • 2 years (for subsequent renewals) 	
S Pass	Employer	Skilled workers (associate professionals and technicians)	<p>For renewals from 1 Sep 2024 and new applications</p> <ul style="list-style-type: none"> • S\$3,150 (all sectors) • S\$3,650 (financial services sector) <p>For new applications from 1 Sep 2025 and renewals from 1 Sep 2026*</p> <ul style="list-style-type: none"> • S\$3,300 (all sectors) • S\$3,800 (financial services sector) <p><i>*Finalised qualifying salary will be announced closer to the implementation date.</i></p>	2 years	
Work Permit for Migrant Worker	Employer	Semi-skilled employees from approved source countries/ regions for the construction, manufacturing, marine shipyard, process, or services sectors	None	2 years (for new applications and renewals)	

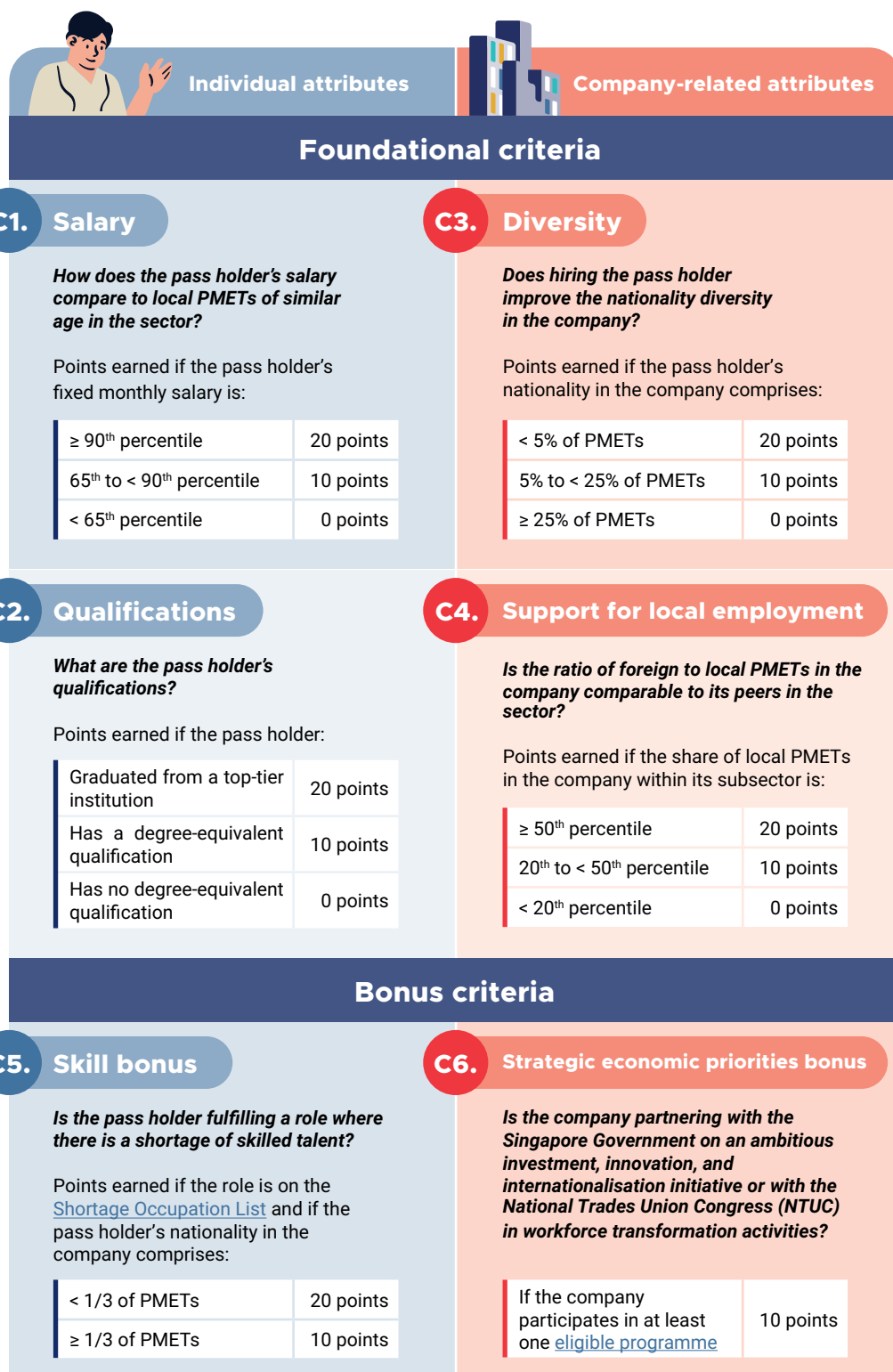
View all available work passes and permits on MOM's [website](#).

Check out [this article](#) on our website for a quick overview of COMPASS.



COMPLEMENTARITY ASSESSMENT FRAMEWORK (COMPASS)

COMPASS is a points-based framework used to assess Employment Pass applications. The two-stage eligibility framework applies to new applications, and will apply to renewals from 1 September 2024. It is based on six criteria and candidates will need to attain 40 points to pass COMPASS.



Find out more about [COMPASS](#), including exemption criteria, case studies, and other tools and resources.

FOREIGN EMPLOYEE QUOTA AND LEVY

Employers have to meet a quota when hiring foreign employees at the S Pass and Work Permit levels. They must also pay a monthly levy for each pass holder employed.

Find out more about the specific requirements for [S Pass](#) and [Work Permit](#) holders.

GROWTH SUPPORT SCHEME

Tech@SG is a jointly administered programme by EDB and Enterprise Singapore that supports businesses in growing and scaling their teams. Through this programme, eligible businesses can receive up to 10 Employment Passes over two years to hire foreign employees for their core teams.

Find out more about how to apply for [Tech@SG](#).

REGULATIONS AND POLICIES

Central Provident Fund	
What it is	A mandatory social security savings scheme for Singaporeans and Permanent Residents that is funded by contributions from employers and employees.
Why it matters	Employers must pay both the employer's and employee's share of CPF contributions every month, and are entitled to recover the employee's share from the employee's wages.

Find out more about [CPF](#).

Skills Development Levy	
What it is	A levy channelled to the Skills Development Fund that supports workforce upgrading programmes and training grants.
Why it matters	Employers must pay a mandatory Skills Development Levy (SDL), up to the first S\$4,500 of gross monthly remuneration, for all employees.

Find out more about [SDL](#), and use the [SDL Calculator](#) to compute your contribution rates.

Fair Employment Practices	
What they are	Fair hiring laws and regulations to which all employers must adhere.
Why they matter	<p>Fair Consideration Framework (FCF)</p> <ul style="list-style-type: none"> • Employers must evaluate candidates fairly for job opportunities and make hires based on merit. • Candidates cannot be discriminated against on the basis of age, gender, nationality, or race. • The framework sets out requirements, such as minimum job advertising periods, and sanctions, such as addition to a watchlist by MOM, in the case of errant employers. <p>Tripartite Guidelines on Fair Employment Practices</p> <ul style="list-style-type: none"> • Established by the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP), these guidelines help errant employers improve their human resource practices.

Find out more about [FCF](#) and the [Tripartite Guidelines on Fair Employment Practices](#).

Tripartism in Singapore	
What it is	A collaboration between MOM, NTUC, and the Singapore National Employers Federation to promote shared economic and social goals.
Why it matters	Organisations with good practices can distinguish themselves by adopting the Tripartite Standards . These are 10 standards covering various areas of employment, such as flexible work arrangements, grievance handling, and employee well-being.

Find out more about [tripartism in Singapore](#).

SALARY BENCHMARKS

GREEN OPPORTUNITIES

Environmental sustainability is now an imperative for businesses across industries. The Singapore Green Plan 2030¹¹ reflects the commitment by Singapore to advance sustainable development in the nation and to capture green economy opportunities here and across Asia.

Green jobs have risen in popularity, especially among the young. A study found that 75 per cent of youths in Singapore aspire to work in the green economy within the next 10 years.¹² Given Asia’s green transition and green economy opportunities, and the efforts by businesses to transform their operations to become more sustainable, the volume of sustainability-linked jobs is expected to grow across industries.



Sustainability sector salaries in 2024 (from Michael Page)¹³

Role	Salary range (S\$ per annum)*
Sustainability Analyst/Executive	\$52,000–\$84,000
Sustainability Consultant	\$70,000–\$80,000
Social Responsibility/CSR Manager	\$80,000–\$130,000
Trader (RECs, Carbon)	\$90,000–\$120,000
Energy Manager	\$130,000–\$160,000
Sustainability Director	\$180,000–\$250,000
Product Lead (ESG Solution)	\$200,000–\$400,000
Chief Sustainability Officer	\$250,000–\$400,000

**Salary range of each role across industries*

¹¹ [“Singapore Green Plan 2030”](#). SG Green Plan, 24 Jan. 2024 (last updated).

¹² [“Green Skills for a Nation Whose Time Has Come: Charting the Path for Future Generations”](#). Accenture, 2022.

¹³ [“Salary Guide”](#). Michael Page, 2024.

KEY INDUSTRIES AND ROLES

To help you estimate hiring costs, we have included the following overview of salary information for permanent roles across industries and job levels. The information was obtained from Morgan McKinley's 2024 Salary Guide.¹⁴

Information & Technology (S\$ per annum)			
Role	No. of years of experience		
	5–10 years	10–15 years	15+ years
UI Developer	\$40,000–\$85,000	\$85,000–\$150,000	\$140,000–\$240,000+
Software Engineering (Back End)	\$60,000–\$90,000	\$90,000–\$170,000	\$140,000–\$240,000+
Software Engineering (Full Stack)	\$60,000–\$90,000	\$90,000–\$170,000	\$140,000–\$240,000+
Data Science (AI)	\$60,000–\$120,000	\$120,000–\$200,000	\$200,000–\$240,000+
Cybersecurity Operation	\$70,000–\$120,000	\$120,000–\$180,000	\$180,000–\$350,000+
Cloud Engineer/Architect	\$100,000–\$150,000	\$150,000–\$200,000	\$200,000–\$300,000+
DevOps (Fintech)	\$100,000–\$150,000	\$150,000–\$200,000	\$200,000–\$300,000+
Technology Risk & Governance (Cybersecurity)	\$100,000–\$160,000	\$160,000–\$270,000	\$270,000–\$450,000+
Chief Information Security Officer	–	\$180,000–\$250,000	\$250,000–\$600,000+

Digital Marketing (S\$ per annum)			
Role	No. of years of experience		
	5–10 years	10–15 years	15+ years
SEO Manager	\$110,000	\$125,000	\$140,000+
E-commerce Manager/Senior Manager	\$110,000	\$130,000	\$180,000+
Digital Manager/Senior Manager	\$110,000	\$140,000	\$170,000+
SEO Director/Lead	\$140,000	\$180,000	\$220,000+
Digital Marketing Director	\$180,000	\$235,000	\$270,000+
E-commerce VP/Director	\$200,000	\$270,000	\$370,000+

¹⁴ "Salary Guide Singapore 2024". Morgan McKinley, 2023.

Banking & Financial Services (S\$ per annum)

Role	No. of years of experience		
	5–10 years	10–15 years	15+ years
Trade Finance Operations	\$90,000	\$140,000	\$200,000+
KYC Operations	\$120,000	\$180,000	\$250,000+

Accounting & Financial Services (S\$ per annum)

Role	No. of years of experience		
	5–10 years	10–15 years	15+ years
Financial/Business Analyst	\$55,000	\$80,000	\$100,000+
Tax Manager	\$85,000	\$120,000	\$160,000+
Internal Audit Manager	\$90,000	\$120,000	\$160,000+
Financial Planning & Analysis Manager	\$100,000	\$130,000	\$180,000+
Financial Controller	\$120,000	\$160,000	\$200,000+
Financial Planning & Analysis Director/ Business Controller	\$120,000	\$180,000	\$250,000+
Internal Audit Director	\$160,000	\$250,000	\$300,000+
Tax Director	\$160,000	\$250,000	\$300,000+
Finance Director	\$180,000	\$240,000	\$350,000+
CFO/VP Finance	\$250,000	\$350,000	\$500,000+

Compliance (S\$ per annum)

Role	No. of years of experience		
	5–10 years	10–15 years	15+ years
Regulatory Compliance	\$130,000	\$200,000	\$350,000+

Sales (S\$ per annum)

Role	No. of years of experience		
	5–10 years	10–15 years	15+ years
Key Account Manager	\$80,000	\$100,000	\$120,000
Strategic Partnerships Manager	\$100,000	\$135,000	\$160,000
Business Development Manager	\$120,000	\$135,000	\$160,000
Head of Sales/ Business Development Director	\$180,000	\$230,000	\$280,000
Country General Manager/ Commercial Director	\$220,000	\$260,000	\$320,000

Supply Chain & Procurement (S\$ per annum)

Role	No. of years of experience		
	5–10 years	10–15 years	15+ years
Supply Chain Analyst	\$40,000	\$50,000	\$75,000
Logistics Specialist	\$40,000	\$50,000	\$60,000
Warehouse Manager	\$60,000	\$80,000	\$100,000
Logistics Manager	\$60,000	\$80,000	\$110,000
Planning Manager	\$100,000	\$150,000	\$200,000
Project Manager SCM	\$100,000	\$150,000	\$200,000
Procurement/Purchasing Manager	\$100,000	\$150,000	\$180,000
Procurement/Purchasing Director	\$120,000	\$160,000	\$220,000

Human Resources (HR) (S\$ per annum)

Role	No. of years of experience		
	5–10 years	10–15 years	15+ years
Talent Acquisition Specialist	\$60,000	\$100,000	\$120,000+
Talent Acquisition Manager	\$84,000	\$120,000	\$150,000+
HR Manager	\$75,000	\$100,000	\$140,000+
HR Business Partner	\$120,000	\$150,000	\$200,000+
Head of Talent Acquisition	\$120,000	\$180,000	\$240,000+

Project & Change Management (S\$ per annum)

Role	No. of years of experience		
	5–10 years	10–15 years	15+ years
Junior Business Analyst	\$48,000	\$75,000	\$84,000
Senior Business Analyst	\$120,000	\$150,000	\$220,000
Project Manager	\$120,000	\$180,000	\$240,000
Business Transformation	\$150,000	\$200,000	\$300,000
Programme Manager	\$180,000	\$240,000	\$300,000
Strategy Consulting	\$180,000	\$250,000	\$350,000

HOW TO BUILD YOUR A-TEAM

FINDING TALENT

Now that you are familiar with Singapore's labour landscape and regulations, the following information can help you start assembling your dream team. Here's a look at some recruitment channels that you can use to find the talent you need.

Learn why global businesses and entrepreneurs are building their A-teams in Singapore. Visit our [website](#) to find out more.



Government recruitment services

Career Matching Services: A suite of programmes and resources by Workforce Singapore (WSG) that supports the career development of Singaporeans, through online career tips, career preparatory workshops, networking sessions, and career events.

Employment and Employability Institute (e2i): A recruitment service by NTUC that partners with employers to address their recruitment, training, and job redesign needs.

MyCareersFuture: An initiative by WSG in partnership with the Government Technology Agency, that provides a fast and smart job search service to match Singaporeans with relevant jobs based on their skills and competencies.

SGUnited Jobs and Skills Placement Partners Initiative: A work placement service by WSG that supports local job seekers—who are mature, have been unemployed for a long time, or have disabilities—in securing jobs and attachments.

Other agencies and platforms

Achieve Group: Headquartered in Singapore, the multi-award-winning recruitment firm has matched over 40,000 people to businesses of all sizes across Asia.

Ethos BeathChapman: Headquartered in Sydney, Australia, and with offices across Asia and Europe, the agency delivers customised services in executive recruitment and talent consulting.

Glassdoor: The global job site has ratings and reviews for over a million companies, along with personalised salary estimates based on each jobseeker's work experience.

Glints: With a platform targeted specifically at young people in Asia, the firm focuses on matching young adults to internship and permanent employment opportunities.

HRnetGroup: Founded in Singapore, the HR consultancy firm operates across 15 Asian cities and provides recruitment services for the chemical and industrial, finance, life sciences, and technology fields, as well as functional roles.

Indeed.com: Indeed has over 350 million unique visitors per month and provides free access for applicants to search for jobs, post resumes, and research companies.

Other agencies and platforms

JobsDB: Operated by SEEK, which is the largest global employment marketplace, the platform presents job opportunities in Singapore, Hong Kong, and Thailand.

Jobstreet: A sister brand to JobsDB, the job search platform is widely used in Singapore, Malaysia, Indonesia, and the Philippines.

LinkedIn: The world's largest professional network, the website connects more than 950 million users in over 200 countries and territories worldwide.

Michael Page: A member of the PageGroup, the agency covers a spectrum of recruitment specialties, including banking and financial services, healthcare and life sciences, and technology.

Morgan McKinley: The professional services recruitment consultancy connects specialist talent with employers across industries and disciplines.

PERSOLKELLY: A joint venture between PERSOL Holdings and Kelly Services, the workforce solutions provider caters to the rising workforce employment needs of an emerging APAC market by offering HR advisory and recruitment services.

Randstad: With operations in North America, South America, Europe and Asia, the company is a household name in the human resources, recruitment, and career services field, that serves various industries from banking to life sciences to manufacturing.

Wantedly: Offering a social recruiting and employer branding platform, the technology company enables people and businesses to meet based on passions and values rather than salary and benefits.



“There’s an incredible talent base that is very passionate, highly educated, highly mobile, and very committed to making a difference in the world.”

...

– **Christoph Schweizer**
CEO, Boston Consulting Group

DEVELOPING TALENT

Finding the right talent is just the start of building your A-team. The next step is to continuously invest in them and help them reach their full potential, as they create value for your business.

The Singapore Government started the SkillsFuture movement to provide our people with opportunities to develop their potential to the fullest throughout their lives. There are various schemes under [SkillsFuture Singapore \(SSG\)](#) that you can leverage to support your employees' career growth:

Check out our [Insights page](#) or subscribe to our [email newsletters](#) to stay on top of business developments in Singapore and SEA.



Programme	Description	Eligibility	Benefit/Funding
SkillsFuture Series	<ul style="list-style-type: none"> Short, industry-relevant training courses for emerging skills in four economic pillars: Care, Digital, Green, and Industry 4.0. Courses are available at basic, intermediate, and advanced levels to cater to learners of varying skill proficiencies. 	Singaporeans and Permanent Residents (note that respective training providers may impose different eligibility criteria in their courses).	<ul style="list-style-type: none"> SSG subsidises up to 70 per cent of course fees for self-sponsored and company-sponsored trainees. If eligible, trainees and employers can further apply for SSG's enhanced subsidy schemes. Remaining out-of-pocket expenses can be paid with applicable SkillsFuture Credit.
SkillsFuture Work-Study (WS) Programmes	<ul style="list-style-type: none"> Programmes offered in collaboration with institutes of higher learning (IHLs), appointed private providers, and businesses for students to fast-track their career trajectories. Employers can participate in the programmes to offer structured on-the-job training to students. 	WS Certificate <ul style="list-style-type: none"> Singaporeans and Permanent Residents who are within 3 years of graduation from the Institute of Technical Education (ITE) and polytechnics, or the Operationally Ready Date for full-time National Servicemen. Companies, societies and non-profit organisations registered or incorporated in Singapore. 	WS Certificate <ul style="list-style-type: none"> Individuals will receive salary, full-time employment, and a sign-off incentive of S\$5,000. Employers will receive a grant of up to \$15,000 per individual placed in the programme.
		WS Degree <ul style="list-style-type: none"> Students in polytechnics and junior colleges as well as working adults keen to pursue a degree at a local university. 	
		WS Diploma and WS Post-Diploma <ul style="list-style-type: none"> Singaporeans and Permanent Residents who are within 3 years of graduation from polytechnics, or the Operationally Ready Date for full-time National Servicemen. Companies, societies, and non-profit organisations registered or incorporated in Singapore. 	WS Diploma and WS Post-Diploma <ul style="list-style-type: none"> Individuals will receive salary and full-time employment. Singaporean fresh graduates who are within 3 years of graduation or Operationally Ready Date for full-time National Servicemen can receive a sign-off incentive of S\$5,000. Employers will receive a grant of up to \$15,000 per individual placed in the programme, if the individual is a Singaporean fresh graduate who is within 3 years of graduation or Operationally Ready Date for full-time National Servicemen.

Programme	Description	Eligibility
SkillsFuture Leadership Development Initiative	Sectoral leadership programmes offered by participating companies and IHLs that equip aspiring corporate leaders with the right competencies and experiences.	Eligibility criteria vary by programme: <ul style="list-style-type: none"> • Singapore Semiconductor Leadership Accelerator (SSLA) • Energy Managers Programme • Asian Financial Leaders Programme (AFLP) • HR Leaders Programme • Digital Leadership Programmes • SAL-INSEAD Law Firm Leadership Programme • Singapore Global Executive Programme

In addition to training courses, SSG provides funding support to encourage individuals to upskill and reskill, and to encourage employers to support such efforts.

Programme	Description	Eligibility
SkillsFuture Credit	SkillsFuture Credit A non-expiry opening credit of S\$500 to encourage individuals to upskill or reskill through eligible training courses.	SkillsFuture Credit Singaporeans aged 25 and above.
	SkillsFuture Credit Top-Up A one-time S\$500 credit top-up that will expire on 31 Dec 2025.	SkillsFuture Credit Top-Up Singaporeans aged 25 and above.
	Additional SkillsFuture Credit (Mid-Career Support) An additional one-off special S\$500 credit top-up that will expire on 31 Dec 2025.	Additional SkillsFuture Credit (Mid-Career Support) Singaporeans aged 40 to 60 (inclusive).
SkillsFuture Enterprise Credit (SFEC)	A one-off credit of up to S\$10,000 for employers to cover qualifying out-of-pocket expenses for their participation in SFEC-supported enterprise transformation and workforce transformation programmes.	<ul style="list-style-type: none"> • Employers that fulfilled the eligibility criteria over five qualifying rounds from 2019 to 2021 have already been qualified and notified. • To draw down the credit, employers have to meet the respective eligibility criteria of the programmes.
Course Fee and Absentee Payroll Funding	Funding support on course fees (up to 95 per cent) and absentee payroll for employers that sponsor their employees for eligible training courses approved by SSG.	

Apart from SkillsFuture, you can tap into the following initiatives offered by WSG:

Programme	Description	Eligibility	Benefit/Funding
Career Trial	<ul style="list-style-type: none"> • An initiative enabling job seekers to undergo a short-term trial at host companies before considering formal employment. • It is targeted at jobs paying a minimum monthly salary of S\$1,500 for full-time roles and S\$750 for part-time roles. 	Singaporeans and Permanent Residents aged 16 and above who: <ul style="list-style-type: none"> • Have been actively seeking permanent employment • Are not under any form of employment (including self-employment, part-time, etc.) before commencing Career Trial and during the Career Trial period 	Job seekers can receive: <ul style="list-style-type: none"> • Training allowance of up to S\$15 per hour • Retention remuneration amounting to S\$500 for 3 months and S\$1,000 for 6 months
Career Conversion Programmes (CCPs)	<ul style="list-style-type: none"> • Programmes that reskill mid-career new hires and employees for in-demand growth jobs through three modes: place-and-train, attach-and-train, and redeployment. • Nearly 100 CCPs across 30 sectors are available, with some CCPs supported under the SFEC initiative. 	Singaporeans and Permanent Residents aged 21 and above who: <ul style="list-style-type: none"> • Have graduated or completed National Service for at least 2 years • Will embark on a new role that is substantially different from their previous role • Are able to commit to full-time employment or attachment in a participating company 	Employers can receive up to 90 per cent salary and course fee support for employees undergoing CCPs.

RETAINING TALENT

Why should employers invest in their talent? While attractive salary packages can get talent through your door, it takes a lot more than money to get them to stay.

According to the 2023 talent trends report by Michael Page,¹⁵ people prioritise work flexibility and career growth in addition to competitive salary. These three factors point to a need for an employee experience that supports work-life balance.

Salary

- Competitive rates
- Bonuses and raises



Flexibility

- Flexible work arrangements
- Supportive work-life balance policies

Career growth

- Transparent career progression
- Professional development opportunities

¹⁵"Talent Trends 2023: The Invisible Revolution", Michael Page, 2023.

BEYOND RECRUITMENT: INVEST IN NEXT-GENERATION TALENT

The robust education system in Singapore forms the foundation of our skilled talent pool. In terms of tertiary education, our Institutes of Higher Learning (IHLs) produce industry-ready graduates and offer programmes that support the pursuit of lifelong learning across sectors.

But beyond hiring budding talent from our IHLs, you can work with them as an industry partner to nurture future talent:

Public Universities	<ul style="list-style-type: none"> • National University of Singapore (NUS) • Nanyang Technological University (NTU) • Singapore Management University (SMU) • Singapore University of Social Sciences (SUSS) • Singapore Institute of Technology (SIT) • Singapore University of Technology and Design (SUTD)
Polytechnics	<ul style="list-style-type: none"> • Nanyang Polytechnic • Ngee Ann Polytechnic • Republic Polytechnic • Singapore Polytechnic • Temasek Polytechnic
Institute of Technical Education (ITE)	<ul style="list-style-type: none"> • ITE College Central • ITE College East • ITE College West



Here are some recent examples of IHL-industry collaborations:

Enterprise	Partnership	
ShenHao (Singapore) ¹⁶	Partner(s)	Singapore Polytechnic
	Area	Robotics
	Outcome	ShenHao and Singapore Polytechnic jointly launched the Robotics Solutions Development Centre to offer pre-employment training and facilitate knowledge exchange between academia and industry in robotics, automation, and other emerging technologies.
Trend Micro ¹⁷	Partner(s)	ITE
	Area	Cybersecurity
	Outcome	Over the next 3 years, Trend Micro will develop a curriculum focused on cybersecurity specialisation in operational technology and its relationship with information technology to train up to 3,000 ITE students.
Mastercard ¹⁸	Partner(s)	NTU
	Area	Cybersecurity
	Outcome	Mastercard and NTU jointly launched the NTU-Mastercard FlexiMasters in Cybersecurity & Digital Trust, a FlexiMasters programme designed for mid-career professionals.
Mapletree ¹⁹	Partner(s)	NTU
	Area	Sustainability
	Outcome	Mapletree and NTU jointly established a new sustainability programme comprising an annual lecture series in the environmental sciences and scholarships for sustainability-related courses.
Amazon Web Services ²⁰	Partner(s)	SMU
	Area	Software development
	Outcome	Amazon Web Services and SMU launched a 120-hour SkillsFuture Career Transition Programme in subjects such as cloud computing and programming for mid-career professionals.

¹⁶ "Singapore Polytechnic and ShenHao partner on new Robotics Solutions Development Centre". Humanresourcesonline.net, 6 Nov. 2023.

¹⁷ "Trend Micro to train ITE students in OT and IT security". Channel Asia, 17 Oct. 2023.

¹⁸ "Mastercard and NTU Singapore launch master's program to boost cyber talent". Mastercard, 23 Nov. 2023.

¹⁹ "Mapletree funds new sustainability lecture and scholarships". NTU, 19 Sept. 2023.

²⁰ "SMU, Amazon Web Services and SkillsFuture Singapore launch new programme to help individuals transition into tech careers".

SMU, 14 Jul. 2023.

Enterprise	Partnership	
Straits Interactive ²¹	Partner(s)	SMU
	Area	AI
	Outcome	Straits Interactive and SMU developed a 12-day programme known as the Advanced Certificate in Generative AI, Ethics, and Data Protection that covers practical techniques and applications of generative AI across sectors.
TechFin Consulting ²²	Partner(s)	SMU
	Area	FinTech, Marketing
	Outcome	TechFin Consulting and SMU launched two specialised one-day programmes focused on upskilling professionals from startups, technology, and FinTech sectors in marketing and public relations.
Oracle ²³	Partner(s)	SIT
	Area	AI
	Outcome	<ul style="list-style-type: none"> • Oracle will help SIT develop a digital 'sandbox' platform that encourages innovative collaborations between students, researchers, and the industry. • SIT will leverage Oracle's expertise to offer pre-employment training and continuing education and training (CET) curriculum in AI, machine learning, and data analytics.
Salesforce ²⁴	Partner(s)	SIT
	Area	Information & Technology
	Outcome	<ul style="list-style-type: none"> • Salesforce will build a learning lab to train up to 50 SIT students per academic year to develop applications and prototypes for social service agencies. • There will be new CET offerings leveraging Salesforce's expertise under SIT's competency-based stackable micro-credentials pathway.

All information presented in the table is accurate at the time of reporting.

²¹"[Straits Interactive teams up with SMU Academy to launch the Advanced Certificate in Generative AI, Ethics and Data Protection](#)" / SMU, 8 Jun. 2023.

²²"[SMU Academy and TechFin launch one-day accelerated courses on Public Relations and Marketing to empower professionals in Tech, FinTech and Start-Up sectors](#)", SMU, 8 Jun. 2023.

²³"[SIT strikes strategic partnerships with Oracle and Salesforce](#)," Channel Asia, 26 May 2023.

²⁴"[SIT strikes strategic partnerships with Oracle and Salesforce](#)," Channel Asia, 26 May 2023.

OUR EDUCATION LANDSCAPE

²⁵ "Summary Table: Labour Force". Ministry of Manpower, 31 Jan. 2024.²⁶ "Rankings released! QS World University Rankings: Asia 2024". QS, 8 Nov. 2023.

NEXT STEPS

We hope this guide has provided you with a clearer picture of Singapore's labour landscape. To further support your business growth plans, we have curated the following list of resources.

Read

- [A SEA of Opportunities: Understanding Southeast Asia](#) as a starting point to enter the region's diverse and fast-growing markets
- [Invest in Singapore](#) to learn why this city-state is your best business partner in unlocking new opportunities
- [Guide to Setting Up Your Business in Singapore](#) for insights into how you can quickly get your operations here up and running
- [Guide to Living in Singapore](#) for information on living expenses, housing, education, and things to do here

If you're in tech, don't miss:

- [Singapore's Tech Ecosystem](#) to learn why the city-state attracts both tech giants and startups
- [Guide to Hiring Your Dream Tech Team in Singapore](#) to find out how to hire global tech talent here

If you're in manufacturing, check out:

- [Manufacturing the Future from Singapore](#), an all-you-need-to-know guide for manufacturers seeking to expand in SEA by leveraging Singapore's innovation, R&D, talent, connectivity, and manufacturing ecosystem

Use

- [Connections Concierge](#) to search for partners who can help facilitate your set-up here
- [Cost of Living Calculator](#) to estimate how much it would cost for you and your family to live here

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