

## #JobHacks: Design Innovation Workshop #1

Session details: 25 November 2023, 9.30am – 4.00pm

S/N	Notes/Questions	Action by
1	<b>Context Setting and Q&amp;A</b>	
1.1	<p>MOM/WSG shared an overview of key issues on manpower and current manpower policies in Singapore.</p> <p>The panel responded with comments and questions on the jobs and career health topic, including:</p> <ul style="list-style-type: none"> <li data-bbox="347 651 1158 819">(i) <b>Existing plans and policies to address career health and resilience among job seekers:</b> The panel was encouraged to consider how to support workers including youths to think more purposefully about and plan their careers.</li> <li data-bbox="347 853 1158 1155">(ii) <b>Existing efforts with schools to work with youths for career planning:</b> Given the amount of existing resources, agencies suggested that the panel could consider (i) how to help youths make better use of available Government resources, (ii) if youths were feeling overwhelmed by the abundance of existing resources, and (iii) if youths would feel more supported after participating in career development programmes, and if not, how youths could be better supported.</li> <li data-bbox="347 1189 1158 1323">(iii) <b>Data and trends on SkillsFuture utilisation:</b> The panel was referred to the SkillsFuture Singapore (SSG)'s annual report for utilisation rates and other trends/data.</li> <li data-bbox="347 1357 1158 1659">(iv) <b>Factors influencing youths' ability to obtain employment and youths' desire to minimise uncertainty in career:</b> Some possible factors influencing ability to obtain employment that were shared include ability to work in a team, stress management, connections, and upskilling. The panel was introduced to the concept of 'missed matches' and 'mismatches' for job applications as a potential frame for the issues that the panel might wish to address.</li> <li data-bbox="347 1693 1158 1895">(v) <b>Having employers offer company-specific SkillsFuture courses to allow course attendees to apply for jobs in these companies:</b> The panel was invited to explore whether existing arrangements where SSG offers company-specific training through partner companies could be scaled up.</li> <li data-bbox="347 1928 1158 2027">(vi) <b>Developing the local workforce through overseas experiences:</b> Agencies shared that encouraging Singaporeans to venture overseas as part of their</li> </ul>	<p style="text-align: center;">Panel</p> <p style="text-align: center;">Panel to note</p>

	<p>career development was one of the moves under the Forward Singapore's (FSG) "Empower" pillar, and that individuals' life stage and circumstances (e.g., having caregiving responsibilities) impacted their willingness and availability to take on overseas work opportunities.</p> <p>(vii) <b>If the panel should focus more on topics under agencies' scope or also address issues beyond agencies' purview:</b> The panel was encouraged to focus on the local workforce, but not to limit themselves given that that issues might cut across multiple agencies' purviews.</p> <p>(viii) <b>Current efforts to better integrate different generations in workplaces, and address attrition due to poor management:</b> The panel acknowledged that norms within workplaces could be somewhat regulated through laws like the Employment Act, but empathy and understanding in the workplace could not be enforced. The panel noted that good workplace leadership was important for integration and morale and that this might be useful to explore.</p>	All to note
<b>2</b>	<b>Design Innovation Workshop Session</b>	
2.1	Verian provided a recap on the Policy-making Workshop on 18 November 2023, and covered methods and processes the panel could use to plan and research, including problem statement definition, knowledge assessment, and stakeholder mapping/analysis. The panel then consolidated its understanding and began planning its next steps.	
<b>3</b>	<b>Briefing for December Recess Period</b>	
3.1	<p><u>Proposed Organisation of Panel and Workflow</u></p> <p>Adriale (Lead) said that the panel could refer to recent public engagements for valuable insights on Government efforts on jobs and careers.</p> <p>Attiya (Lead) shared the proposed workplan for the #JobHacks panel, noting that the timeline and workflow remain flexible. Based on the Mentimeter survey conducted on 18 November 2023, members are strongly aligned on the desired outcomes for the youth panels, with most wanting to help consolidate youth voices, create impact, and learn about the processes around policy making. The panel's areas of interest overlapped, with (i) local workforce development, and (ii) progressive and productive workplaces as the top-ranked issues. To manage members' workload, the panel will work on a maximum of two different topics/policies.</p> <p>The panel organised itself into four teams each led by one panel</p>	<p>Panel to note</p> <p>Panel to note</p>



**Attendance:**

<b>MCCY</b>	Ms Terrena Tan (Manager, Youth Division) Mr Kenneth Chua (Assistant Manager, Youth Division)
<b>NYC</b>	Mr Song Chi (Assistant Manager, Youth Engagement / Leadership)
<b>Verian</b>	Mr Bryant Choo
<b>Advisors</b>	Ms Lim Ee Ling
<b>Leads</b>	Ms Attiya Ashraf Mr Marcus Li Mr Muhd Afzal Abdul Hadi Mr Pang Ren Jie, Adriaie
<b>Members</b>	Mr Alister Ong Mr Alphonse Yu Xuande Mr Brian Lee Jun Hui Mr Edric Wong Weng Kit Mr Ho Jon Yew Ms Jessica Nagulendran Ms Lim Kai Ning Mr Mohammed Aizam Bin Abd Rahman Ms Nayla Cyrill Sabrinanda Riza Ms Nur Aliyah Binte Jefri Ms Reann Khor Xin Lei Mr Safafisalam Bohari Jaon Mr Suhaimi Bin Zainal Shah Ms Yeoh Wan Qing
<b>Absent with apologies</b>	<u>Advisors:</u> Mr Yuvan Mohan  <u>Members:</u> Mr Adam Ahmad Samdin Mr Chan Juun Kit Mr Khairul Rusydi Mr Joel Ho Wei Ming Ms Kaylen Teo Qi Fang Ms Lee Jing Ching Ms Lee Sze-Chyi Claire Ms Lin Yulin Ms Nicole Tedja Mr Nilou Phua Ms Nur Hazeem Bin Abdul Nasser Mr Ong Cheng Boon Perren Ms Sharmishta Sivaramakrishnan Ms Sonia D/O Yogasundaram Mr Wen Hao Damien Koh Mr Yeo Eng Way