#JobHacks: Design Innovation Workshop #1Session details: 25 November 2023, 9.30am – 4.00pm

S/N	Notes/Qu	Notes/Questions		
1	Context	Setting and Q&A		
1.1	MOM/WSG shared an overview of key issues on manpower and current manpower policies in Singapore. The panel responded with comments and questions on the jobs and career health topic, including:			
	(i)	Existing plans and policies to address career health and resilience among job seekers: The panel was encouraged to consider how to support workers including youths to think more purposefully about and plan their careers.		
	(ii)	Existing efforts with schools to work with youths for career planning: 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.	Panel	
	(iii)	Data and trends on SkillsFuture utilisation: The panel was referred to the SkillsFuture Singapore (SSG)'s annual report for utilisation rates and other trends/data.	Panel to note	
	(iv)	Factors influencing youths' ability to obtain employment and youths' desire to minimise uncertainty in career: 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.		
	(v)	Having employers offer company-specific SkillsFuture courses to allow course attendees to apply for jobs in these companies: The panel was invited to explore whether existing arrangements where SSG offers company-specific training through partner companies could be scaled up.		
	(vi)	Developing the local workforce through overseas experiences: Agencies shared that encouraging Singaporeans to venture overseas as part of their		

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. (vii) If the panel should focus more on topics under agencies' scope or also address issues beyond agencies' purview: 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. (viii) Current efforts to better integrate different generations in workplaces, and address attrition due to poor management: 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. 2 Design Innovation Workshop Session 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. 3 Briefing for December Recess Period 3.1 Proposed Organisation of Panel and Workflow Adriale (Lead) said that the panel could refer to recent public engagements for valuable insights on Government efforts on jobs and careers. 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 develop				
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lead. Panel members may take on roles beyond their assigned team subject to their bandwidth.

- Panel to note
- **Tracking team:** to manage administrative tasks like notetaking and ensure that book-keeping was in order.
- **Policy integration team:** to consolidate ideas and frame discussions around the policy proposals.
- **Writing team:** to develop the policy paper itself and liaise with other teams on required information.

Stakeholder engagement team: to manage engagement and engagement-related efforts (e.g., stakeholder mapping, questionnaire drafting, validation of the proposed policies).

The proposed workflow from December 2023 to July 2024 is as follows, with specific work roles and responsibilities to be further delineated.

- 1. Context setting
- 2. Hypothesis formation
- 3. Preliminary policy formation
- 4. Engagement (both quantitative and qualitative)
- 5. Streamlining of policy options
- 6. Further validation
- 7. Writing to be done throughout the duration of the youth panels.

The panel expressed interest to further consult with policymakers throughout this process.

Jessica (Member) raised concerns that during the Committee of Supply (COS) period in March 2024, responses from policy holders might be delayed. Attiya (Lead) said that the panel had to be mindful and work around this with agencies.

Panel to note

Attendance:

MCCY	Ms Terrena Tan (Manager, Youth Division) Mr Kenneth Chua (Assistant Manager, Youth Division)
NYC	Mr Song Chi (Assistant Manager, Youth Engagement / Leadership)
Verian	Mr Bryant Choo
Advisors	Ms Lim Ee Ling
Leads	Ms Attiya Ashraf
	Mr Marcus Li
	Mr Muhd Afzal Abdul Hadi
N4	Mr Pang Ren Jie, Adriale
Members	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
Absent	Advisors:
with	Mr Yuvan Mohan
apologies	
	Members:
	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