#JobHacks: Design Innovation Workshop #2
Session details: 13 January 2024, 9.30am – 5.00pm, Raffles City Convention Centre (Moor Room)

S/N	Notes/Questions	Action by
1	**#PanelHomework** The panel consolidated material covered during their 7 learning circles over December 2023, identified stakeholder groups and highlighted areas for further lit review.[1]	
1.1	Learning Circle 1: Ravi Menon's Lecture The first learning circle covered the article by the Monetary Authority of Singapore (MAS) former managing director Ravi Menon's lecture on building an innovative economy and growing Singapore's economy. Key points the panel drew from the article included: 1. Introducing tradable (sectors that export goods and services out of Singapore) and non-tradable sectors (sectors that are focused on Singapore) 2. Transforming from the vicious cycle of low-wage, low-productivity to high-wage, high-productivity. 3. Exporting healthcare and education services to more people overseas, but not at the expense of the local healthcare and education. The panel discussed perspectives like: ● Impact and implications of low wages and low productivity in the construction sector, like the need for companies to increase investment in innovation to boost productivity, and the additional measures to facilitate these transitions and address their implications. ● Importance of anticipating the evolution of in-demand skills required over time and ensuring that the skill sets complement skills that are in demand in the current economy. ● High-wage and high-cost model may be difficult to implement as it requires a large restructuring of the economy. ● Need for planning across different sectors to build a digital economy (e.g., application of digital care beyond the healthcare sector to other industries).	
1.2	Learning Circle 2: Jonathan Haidt's TED talk The second learning circle covered psychology professor Jonathan Haidt's explanation of why conservatives and liberals think differently. Key takeaways included: 1. Liberals and conservatives prioritise different values, and there is value in accommodating both viewpoints. His	

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[1] #Jobhacks panel held seven 1-hour sessions to review and discuss their perspectives on selected literature.

	speech may be relevant to the team as they decide how to work together. 2. Panel can use this framework to assess whether there will be a high take-up rate of policy recommendations for Singaporeans. The panel discussed perspectives like: ● The relevance of both conservative and liberal viewpoints in Singapore's progressive governance approach. ● Importance of balancing diverse perspectives in terms of societal contributions, while exploring ways to step out of the moral matrix and embrace different viewpoints. ● Need for a safe and brave space for constructive disagreement, the panel noted to avoid absolute thinking, characterised by words like "always," "never," and "only."	
1.3	<u>Learning Circle 3: Scott Galloway (NYU) on Future Tech (Digital Economy)</u> The third learning circle was on marketing professor Scott Galloway's predictions for the future of technology. Key points from the speech include: 1. Artificial Intelligence (AI) will likely be lasting. 2. Time as a desirable commodity. 3. COVID-19 made people more comfortable with leveraging online resources, e.g., telehealth services.	
1.4	<u>Learning Circle 4: Elizabeth Anderson on Redefining Equality</u> The fourth learning circle was on philosopher Elizabeth Anderson's description of equality, fairness, and justice. Key points in relation to Singapore's context: 1. Relational Equality: Freedom is the ability to slip in and out of different identities to meet as equal humans. 2. Distinction between contributive justice (justice in terms of one's ability to contribute back to society) and distributive justice (what the just/fair amount to receive from the Government is). Justice considered in both terms of distributive justice and contributive justice (e.g., national service, income/property taxes, volunteering). 3. Equality as producers and consumers: for policies like progressive wage model - how can individuals be empowered to take on higher productivity jobs while retaining their dignity (to be equal as not only consumers but producers) The panel discussed perspectives like: ● Need to unpack abstract terms like equality and justice ● In the context of #JobHacks work, the role of authorities and vis-à-vis corporations and individuals in establishing equitable job opportunities.	

1.5	<u>Learning Circle 5: Peter Ho's Lecture on Complex Adaptive Systems</u> Relevant points from speech include: 1. Coordination groups (e.g., climate change under strategy groups) help deal with wicked problems. 2. Policies are often interconnected The panel further discussed two thinking frameworks that could help the members better understand stakeholder groups: ● Reductionism: analysis by breaking down. Important in the context of understanding stakeholder groups better. (e.g., youths entering the workforce, mid-career individuals transitioning careers, and elderly workers who want to continue working). ● Complex adaptive systems: mapping out particular agents/people and drawing the feedback loop. Complex adaptive systems work by mapping out both positive and negative feedback loops. Adriale (lead) suggested that members can use both concepts when crafting policies and recommending policies.	
1.6	<u>Learning Circle 6: Kate Raworth on Doughnut Economics</u> The sixth learning circle covered Kate Raworth's Doughnut Economics model. Relevant key points include: 1. There are both lower bounds (necessities of life e.g., affording healthcare) and upper bounds (environment-centric e.g., destroying biodiversity) when looking at Gross Domestic Product (GDP) growth. Need to balance between the two boundaries. 2. Singapore should strive to meet everyone's basic needs while aligning with these ecological boundaries.	
1.7	<u>Learning Circle 7: Daniel Markovit on The Meritocracy Trap</u> The last learning circle covered Daniel Markovits' lecture on The Meritocracy Trap, which covered points like: 1. Meritocracy is supposed to give assurance to society rather than being nepotistic. However, it has generated controversies. 2. Meritocracy left unchecked could allow people to channel outcomes to themselves that could be more equitably attributed. 3. There's a need to ensure more equitable redistribution of resources in the society. The panel also discussed the need to manage the trade-offs of meritocracy to enable individuals with fewer resources to still pursue meritocratic ideals.	

2	**#CapBuilding: Crafting the Opportunity Statement** Verian covered (i) crafting opportunity statements with a clear goal and agenda, and (ii) converging panel research into directed and specific problem areas. Participants formed two discussion groups to share their perspectives on the literature review presented in the #PanelHomework segment.
3	**#PanelBreakout: Panel Time / Consultations** The panel conducted a "taster" world café to further deliberate selected policy issues under the broader topics of Local Workforce Development and Progressive and Productive Workplaces.[2]
3.1	The panel considered 8 policy ideas: Policy Ideas 1. Co-fund Institute of Higher Learning (IHL) youths to intern overseas in Southeast Asia before family obligations start compounding. 2. Government agencies offer many more internship opportunities to 16-year-olds and above, while also encouraging the inclusion of internships in the private and public sectors as part of an education roadmap. 3. Remunerate IHL students to become study buddies for adult learners, mid-career switchers, and progressive wage model (PWM) workers while they work towards higher degrees – last-mile delivery of SkillsFuture, and a kampung of support around vulnerable workers. 4. Incentivise employers to retain/hire older skilled workers and provide legal remedies/consequences for discrimination. 5. Focus on skills rather than formal academic qualifications to reduce academic bias towards university degrees. 6. Give National Servicemen more dedicated development, upskilling, and mentoring opportunities to ensure equitable treatment. 7. Encourage job seekers to pick up lateral skills and explore shorter-term contract/gig work throughout their careers through e.g., flexible online training. 8. Creation of a corporate AI toolkit that delineates ethical AI use and to actively optimise work processes.
4	**#CapBuilding: Research Process and #PanelBreakout** Bryant (Verian) shared new material on (i) formulating a problem statement, (ii) qualitative vs. quantitative data collection methodologies, and (iii) research ethics.

Attendance:

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