#JobHacks: Design Innovation Workshop #3

Session details: 20 April 2024, 9.30am – 5.00pm, 1 Rochester Park, #02-01 Rochester Commons, Singapore 139212

Notetaker: **Eugenia**

S/N	Notes/Questions	Follow-ups
1	**#PanelCatchup: Welcome and Alignment** Panel leads to re-cap on past sessions and progress to date.	
1.1	<u>Announcements</u> Marcus (lead) started the session by announcing some updates. ● Marcus shared that after discussion, the leads thought that it was in the best interest for the Panel to focus on 1 topic and solution. ● The leads recognised that the panel members working on the other policy scopes had invested a significant amount of time and effort, and would explore including the other topics that were not selected in the annexes. ● Marcus also requested for members to reach out to the leads should they have any concerns with regards to the decision.	
2	<u>**Review Map #1 + HMW (how might we) Statement**</u>	

2.1	This segment was a follow-up activity from the 6 April workshop to allow members and leads to formulate their prototype and possible solutions to the problem statement the group had chosen.
	
	The activity was split into 3 different parts:
	● Sketching
	   ○ Panel leads and members to take 1 piece of paper and sketch out 8 different ideas based on the following statement: **"How may we help young Singaporeans under-35 to find jobs and economic opportunities in Southeast Asia"**
	   ○ Members were given 10 minutes to sketch out their ideas.
	   ○ The members proceeded to share their ideas with the rest of the panel.
	● Decide
	   ○ Following, members were given 20 minutes to choose their favourite Idea and had to draw 1	

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	paper prototype for the idea.
	○ Afterwards, the members did a gallery walk of all paper prototypes, where everyone will get 30s to share their chosen idea.
	○ The panel had to form teams of 3 based on similar ideas that they wanted to prototype.
	● Prototype
	  ○ Before lunch, each team will come up with a plan to
	    ■ Build the next iteration of their prototype
	    ■ Show it to the target users/customers/stakeholders
	    ■ Gather feedback
	  ○ The panel members also had to continue to pitch their prototype to target customers and stakeholders as part of their homework.	

3	**#PanelBreakout: Writing the Survey Questions** To be covered: ● Milieu will join #TechHacks and #JobHacks breakout rooms for 30 mins ● Reviews draft research briefs and survey questions. ● Milieu to provide guidance and suggestions for improving questionnaire structure. ● Once brief is cleared, #TechHacks and #JobHacks can resume monthly panel meetings.	
3.1	Process of developing research questions Verian went through the process of developing research questions and some considerations the panels might want to keep in mind while developing their research questions - e.g. "Does your paper have enough evidence to substantiate the problem is real?". The panel was reminded that a survey can help substantiate these points.	
3.2	What pieces of knowledge address your current problem statement? Verian asked the panel what kind of data they would like to collect, or what existing data the panel has already collected. ● Panel member highlighted that many youths are inspired to go abroad and explore what other countries can offer. In this context, how can the Government help make this a reality for students?	

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	Member also questioned if there are any concrete steps that students can take to prepare themselves, such as managing finances.	
	● Another panel member suggested that one piece of data that could help address the problem statement is the percentage of students who have participated in work stints of at least 3 months, and how many of them did so in ASEAN.	
	● One member also shared that many students are still uncertain about career planning, with 37% expressing uncertainty about their career paths, 30% considering working abroad, and 86% aspiring to pursue an international degree to contribute to global betterment. She also questioned the disparity in resources, citing the example of Raffles Junior College having a centre for students to sit for their SATs while other junior colleges may lack these resources. She concluded by asking how the government can ensure equal opportunities for all.	
	● One member shared concerns about local jobs and economic opportunities being under threat. He referenced a poll indicating that 31% of Japanese firms had either relocated their operations from Singapore or were considering doing so, a significant increase from 7% in 2019. Additionally, 69% of respondents in the USA expressed willingness to move their operations out of Singapore due to operating costs.	
	To conclude this segment, Verian shared that the panel discovered more macro data that substantiates why this is a problem. However, he emphasised the importance of also having micro data and the need to consider the perspective of individuals when discussing opportunities in ASEAN.	
3.3	Verian asked the panel to take down any questions or doubts they had when looking at their problem statement and challenge statement. (E.g., What do you feel is still unanswered? what questions do you still have?) Verian also shared with the panel that while their challenge statement can be "How may we help young Singaporeans under-35 to find jobs and economic opportunities in Southeast Asia", the actual problem statement should be along the lines of "Local jobs and economic opportunities for under-35 Singaporeans are under threat." The members were given 10 minutes to formulate any questions they had.	

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	The following are some of the questions asked by the panel members: ● How would moving these youths really help with economic opportunities? ● What is holding the students back, and whether regional experience matters for their roles? ● Do youths share the same sentiments as the panel, and how do we manage from a potential brain drain if we emphasise on youths to go overseas? ● How people feel in their perceptions of people in finding work/doing business, and do people not find the environment in Singapore good? ● Are southeast Asia's economies really that good compared to other regional countries. If yes, how prepared are young Singaporeans? ● How many opportunities are youth aware of existing SEA internship opportunities? ● Do Singaporean youths see increasing barriers to entry? Do employers see Singaporean youths as less and less attractive to hire? Subsequently, Verian posed a question about why political leaders are even asking these questions. He emphasised the importance of gathering sufficient evidence through relevant inquiries, considering the Government's limited pool of resources. Verian also stressed the need for the evidence to be convincing.	

3.4	<u>Writing the questionnaire</u>
	
	Verian went through the various types of questions for crafting a comprehensive and effective questionnaire. He mentioned the following:
	● Types of question to ask:
	   ○ Establishing baselines: you currently don't know what % of people support/perform so you should have some questions that help you establish a baseline.
	      ■ E.g., How much do you agree with this statement?
	   ○ Differentiating people: you suspect people might respond differently to some questions depending on what they think /feel /believe /value. So you should have some questions that will help you to group people
	      ■ E.g., to what extent do you believe that climate change will affect Singapore in the next 10 years?	

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	- Types of questions to ask - single choice - multiple choice - scale questions - open ended questions - ranking questions - What can the statement revolve around - values and beliefs - context/setting - perceptions - attitudes - intentions - motivations - capability - opportunity - behaviours/habits - Participants were given 20 minutes to group the different problem statements they have through by resorting/creating new themes. - The team chose 20 questions according to the topic: - Singapore job market - Southeast Asian opportunities beyond Singapore's borders (e.g. Indonesia, Thailand, Malaysia) - Youths in Singapore (purpose, sentiments, habits) - Life Cycle (e.g. Schooling and Career Development) To end off the session, Verian showed a sample pre-election survey to the members.	
4	**What's next**	
4.1	<u>Closing</u> NYC wrapped up the session by going through the milestones and deliverables and reminded the panel about the upcoming deadlines.	

Attendance:

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

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	Mr Koh Wen Hao Damien

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