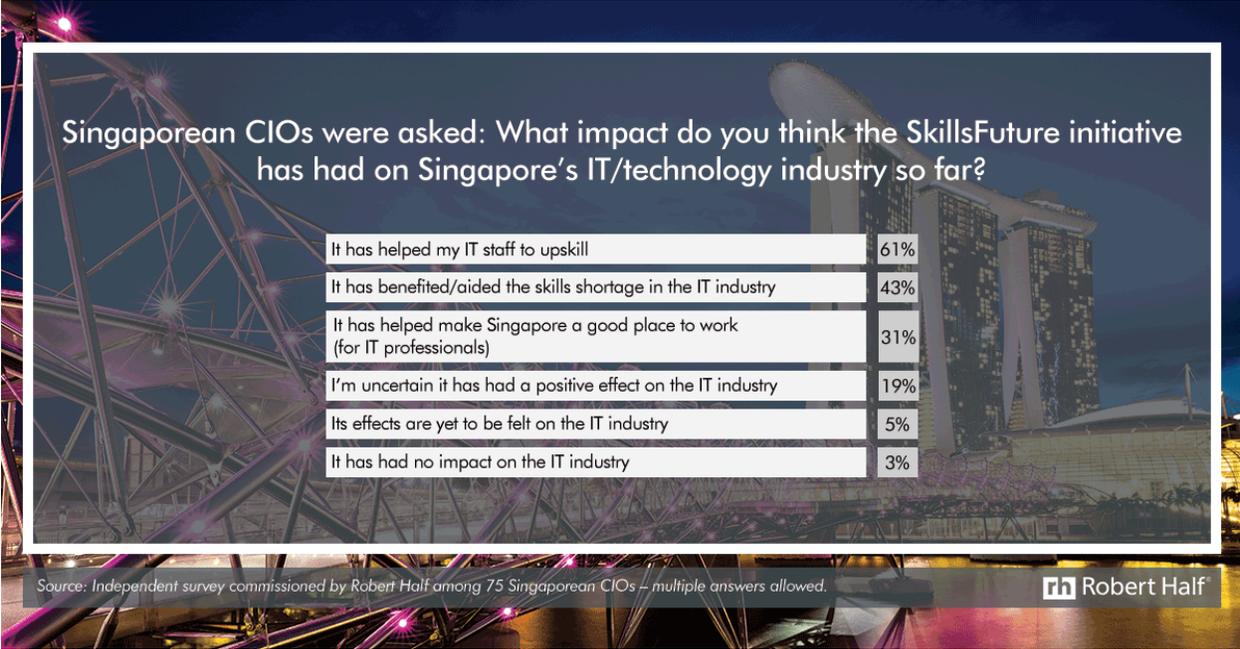


Press release
September 2017

SkillsFuture leading the way to fill crucial IT skills shortage

- 61% of Singaporean CIOs say the government’s SkillsFuture initiative has helped their IT staff to upskill, 43% believe it has aided the skills shortage in the IT industry, 31% say it has helped make Singapore a good place to work for IT professionals.
- 56% state they are confident about Singapore’s IT workforce developing the right skills to adapt to future market changes.
- 67% think more external training initiatives are needed to fill the IT skills gap in Singapore, 51% believe there needs to be greater focus on IT education in schools, 33% say more internal training initiatives within companies is needed.

Singapore, 29 September 2017 – Independent research commissioned by specialised recruiter [Robert Half](#) reveals the impact the government’s SkillsFuture initiative has had so far on Singapore’s IT sector. According to the research, which surveyed local CIOs, more than six in 10 (61%) Singaporean CIOs say the initiative has helped IT staff within their organisation to upgrade essential skillsets, and more than four in 10 (43%) believe it has helped alleviate the crucial skills shortage in the city-state’s IT sector.



In more good news for the economy, almost one in three (31%) CIOs say the SkillsFuture initiative has helped promote Singapore as an attractive place to work for IT professionals. This positive sentiment is emphasised by the fact that Information and Communications Technology (ICT) is the most popular training area used in the SkillsFuture initiative, particularly for young Singaporeans who have enrolled in numerous IT courses such as data analytics¹.

¹ <http://www.skillsfuture.sg/factsheet.html/steady-progress-in-implementation-of-skillsfuture-credit>

Almost one if five (19%) IT leaders are still uncertain whether the initiative has had a positive effect on the tech industry, and 5% saying the effects are still yet to be felt.

Matthieu Imbert-Bouchard, Managing Director at Robert Half Singapore said: *“The local workforce has much to gain from SkillsFuture, which helps equip Singaporean workers with the skills they need to excel in today’s competitive working environment. This is especially true for those in the IT industry, where workers are constantly faced with new technologies and innovations that can disrupt the industry. SkillsFuture represents a positive step forward to fill the skills gap in the IT industry, enabling CIOs to keep their organisations competitive by training their staff with the most up-to-date technological skillsets, while also improving employment opportunities for individual workers.”*

Despite the government’s initial aim to help Singaporean’s upskill in essential skills, some hesitancy still remains among the city-state’s IT leaders. Despite more than half (56%) of CIOs being “completely” or “mostly” confident in the IT workforce’s ability to upskill, more than four in 10 (44%) are only “somewhat” or “not at all” confident about the ability of the Singaporean IT workforce developing the right skills to adapt to future market changes.

Singapore’s growing skills shortage has only accelerated as the vast majority (92%) of CIOs find it more challenging to source qualified IT professionals compared to five years ago. To combat this, IT leaders are stipulating that more needs to be done at a training and educational level, with more than two in three (67%) thinking that more external training initiatives are needed to fill the IT skills gap in Singapore. Just over half (51%) believe there needs to be greater focus on IT education in schools, and one in three (33%) say more internal training initiatives within companies is needed.

“Besides tapping into government-led initiatives and opportunities, Singapore’s IT leaders need to take a proactive approach to upskilling their employees. This means implementing measures to better equip their staff with the skills necessary for today’s workforce, while also encouraging them to tap into initiatives such as SkillsFuture. This will not only ensure that workers improve their performance, but also embeds progressive upskilling and professional development in Singaporean work life,” **Matthieu Imbert-Bouchard** concluded.

Singaporean CIOs were asked: “Thinking of the challenges with the IT skills gap in Singapore, what steps do you think need to be taken with regards to training and education?”

More external training initiatives	67%
Greater focus on IT education (in school)	51%
More internal training initiatives within companies	33%
More independent learning by employees/ candidates	27%
More on-the-job training	24%
Nothing/No steps need to be taken	3%

Source: Independent survey commissioned by Robert Half among 75 Singaporean CIOs – multiple answers allowed.

##

Notes for the editor

About the research

The annual study is developed by Robert Half and conducted in June-July 2017 by an independent research company, surveying 75 CIOs/CTOs in Singapore. This survey is part of the international workplace survey, a questionnaire about job trends, talent management and trends in the workplace.

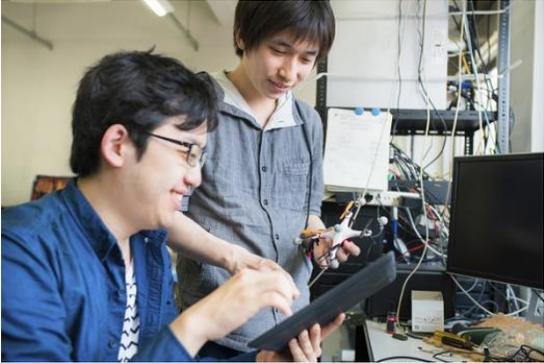
About Robert Half

Robert Half is the world’s first and largest specialised recruitment consultancy. Founded in 1948, the company has over 325 offices worldwide providing interim management, temporary and permanent recruitment solutions for accounting and finance, financial services and technology professionals in Singapore. More information on roberthalf.com.sg.

Follow Robert Half Singapore



Read related articles on our [Robert Half’s work life blog](#)



[Hackathons: a brave new world for technology](#)

A portmanteau of the words ‘hack’ and ‘marathon’, the hackathon was originally a gathering of developers to brainstorm and develop usable apps within a short period of time. Today, hackathons are regularly held events in the information technology (IT) industry. They now involve designers, project managers and subject matter experts that collaborate with developers on new tech developments. Are hackathons now the new gateway to IT industry innovation? Read more here.



[Paying a competitive salary will make a difference this year](#)

The monthly salary payout should never be viewed as an expense, but as an investment. And only by investing wisely, will your employees love what they do and reward you with their best effort. A top factor for job satisfaction is receiving a competitive salary. Read here to learn why paying a competitive salary is important and why being penny wise pound foolish might actually be more costly for the company.

For more information
Gabrielle Nagy

Matt Pearman

Public Relations Manager Robert Half Asia Pacific
gabrielle.nagy@roberthalf.com.au
+61 02 8028 7751

LEWIS
RobertHalfSG@teamlewis.com
+65 6571 9144