

Employer Supported Training 2014



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EMPLOYER SUPPORTED TRAINING, 2014

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Notations:

- : nil or negligible
n.a. : not applicable

List of Abbreviations:

CPF : Central Provident Fund
HR : Human Resource
PMET : Professionals, Managers, Executives and Technicians
SDF : Skills Development Fund
SPUR : Skills Programme for Upgrading and Resilience
ETS : Enterprise Training Support
WTS : Workfare Training Support

Highlights

- A record¹ 8 in 10 private establishments provided structured training to at least one employee in 2014, up from 7 in 10 in 2012. This may reflect greater Government support and emphasis in upgrading the skills of the workforce. On average, 56% of employees from these establishments which provided structured training were sent for training.
- Employers' training expenditure was unchanged from 2012. The average training expenditure incurred by training-providing establishments was \$726 per trainee (or \$410 per employee) in 2014, compared to \$717 per trainee (or \$407 per employee) in 2012. After accounting for training grants/subsidies, the training expenditure was \$636 per trainee (or \$360 per employee), similar to 2012 (\$641 per trainee or \$362 per employee).
- Similar to 2012, increased training subsidies and better workload management were the top motivations for employers to send their staff for training.
- Employers generally reported positive impact of training on their organisational and staff performance, especially on *work efficiency* (83%), *quality of services* (78%), *ability to meet changing/future needs* (65%), employees' *skills level* (92%) and *job responsibilities* (70%).

¹ Since comparable series started in 2002.

Employer Supported Training, 2014

1 Introduction

1.1 Continuous education and training is vital in keeping our workforce competitive and raising productivity of businesses. This report examines employers' provision of structured training² from January to December 2014 and the outcomes of the training. The data are obtained from the biennial Survey on Employer Supported Training conducted from March to May 2015. A total of 3,900 private establishments each with at least 25 employees, employing some 1,191,100 employees responded to the survey, achieving an overall response rate of 91.6%. Details of the survey coverage and methodology are in [Appendix I](#).

2 Training Provision

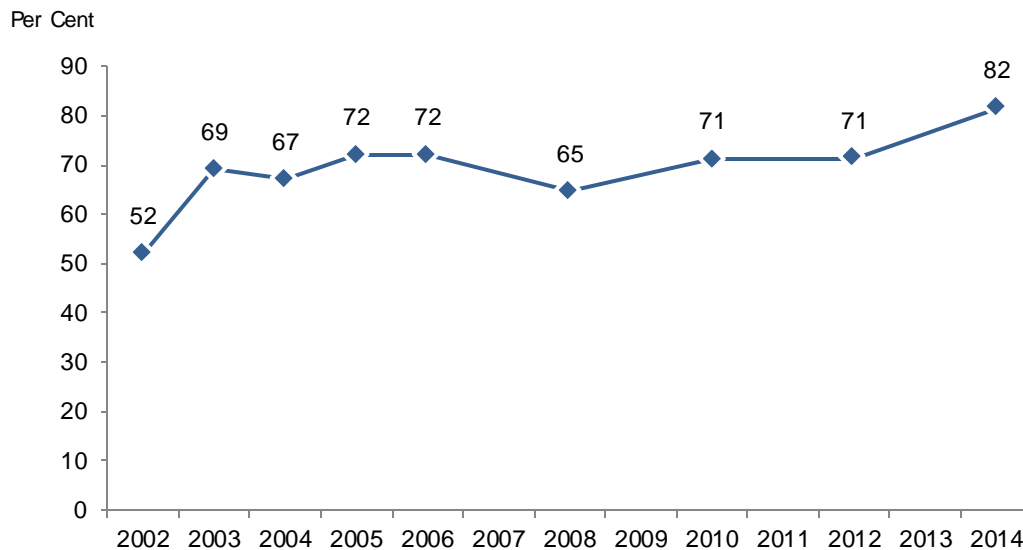
Proportion of private establishments which provided structured training trended higher in 2014

2.1 Reflecting greater support from the government in upgrading the skills of our workforce³, the proportion of private establishments which provided structured training to at least one employee rose to 82% in 2014, the highest since comparable series started in 2002 ([Chart 1](#)).

² Refers to training in which the learning experience is under the direction of a teacher/lecturer/course supervisor and organized in a progressive sequence.

³ The Enterprise Training Support (ETS) scheme was rolled out in April 2013, offering a holistic Human Resource and training support package for companies to train and develop their employees and raise productivity. In the same year, the WorkPro scheme was introduced to encourage employers to recruit and train back-to-work locals and mature workers. The government also ramped up training capacity with the opening of two new national CET campuses in 2013, which can train up to 50,000 adults per year. New WSQ frameworks for Occupational Hygiene and Assembly and Test were also introduced in 2012 and 2013 respectively, benefiting more sectors (Source: Workforce Development Agency).

Chart 1: Proportion Of Private Establishments That Provided Structured Training, 2002 – 2014



Notes:

- (1) Based on all private establishments surveyed.
- (2) The frequency of the survey was changed from annual to biennial (i.e. once every two years) from 2006 onwards.

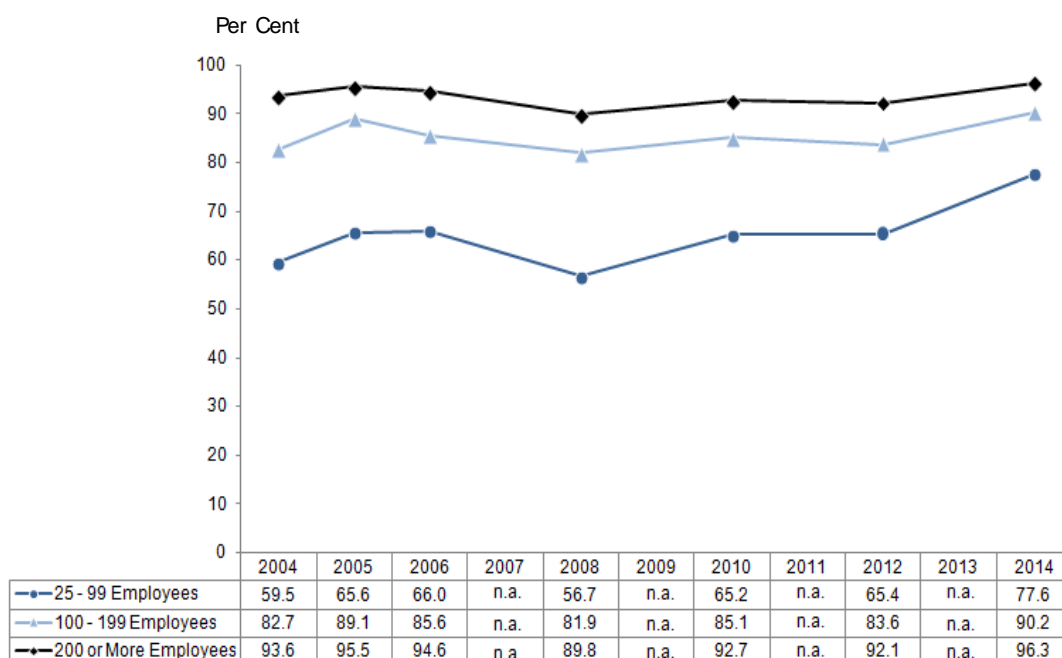
By Establishment Size

Proportionately more of the small establishments provided structured training, narrowing the gap with large establishments

2.2 With the enhancements to training subsidies for the small and medium enterprises (SMEs)⁴, proportionately more of the smaller establishments with 25 to 99 employees (78%) and 100 to 199 (90%) employees provided training to their staff in 2014. This narrowed the gap across establishment size, though the large firms were still more likely to provide training to their staff (96%), reflecting more resources and better HR practices (Chart 2).

⁴ The Enhanced Training Support for SMEs was introduced in 2012, providing higher course fee funding and increased absentee payroll cap for employers when they send their staff for training (Source: WDA).

**Chart 2: Proportion Of Private Establishments That Provided Structured Training
By Establishment Size, 2004 – 2014**



Notes:

- (1) Based on all private establishments surveyed.
- (2) The frequency of the survey was changed from annual to biennial (i.e. once every two years) from 2006 onwards.

By Industry

Employers from construction, financial & insurance services & manufacturing led in training provision

2.3 The increase in the provision of structured training was broad-based across most industries. Employers in *construction (96%)*, *financial & insurance services (90%)* and *manufacturing (84%)* remained more likely to send their staff for training, given industry-specific requirements on mandatory courses or certification⁵. At the other end, firms in *wholesale and retail trade* were less likely to send their employees for training, although those which did so still formed the majority (70%). Details are in Annex A - Table A1.

⁵ Employees in construction and manufacturing were more likely to attend safety courses mandated by Workplace Safety and Health Council, while certification requirements for licenses were prevalent in financial and insurance services.

By Occupational Group

Clerical, sales & service workers remained least likely to be sent for training

2.4 Among training-providing establishments, the share of employees sent for training has remained broadly unchanged from previous years. Clerical, sales & service workers were the least likely to be sent for training in 2014, compared to other occupational groups; as the proportion sent for training declined (Chart 3).

Chart 3: Proportion Of Employees Provided With Structured Training In Training-Providing Private Establishments By Occupational Group, 2004-2014



Notes:

- (1) Based on private establishments that provided their employees with training.
- (2) The frequency of the survey was changed from annual to biennial (i.e. once every two years) from 2006 onwards.
- (3) Data by occupational breakdown may not be strictly comparable over the years due to revisions in the occupational classifications.

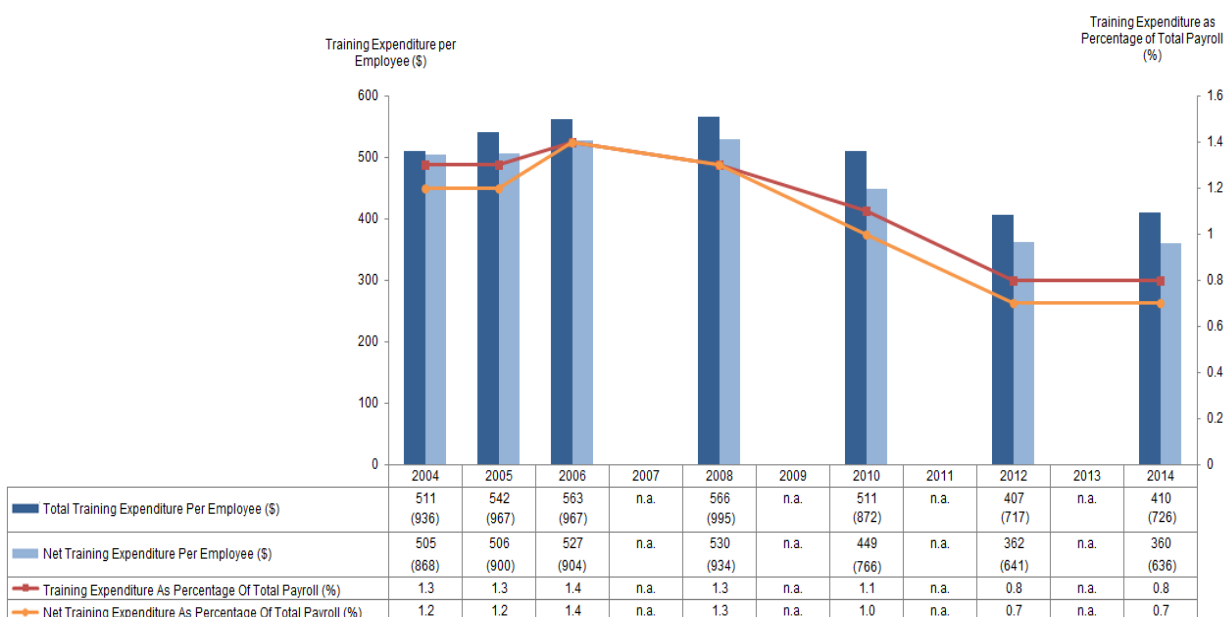
Training Expenditure

Employers' training expenditure levelled off in 2014

2.5 Employers' training expenditure in 2014 was unchanged from 2012. The average training expenditure incurred by establishments was \$726 per trainee (or \$410 per employee) in 2014, close to \$717 per trainee (or \$407 per employee) in 2012. In terms of training expenditure as a percentage of employee payroll (comprising staff remuneration and employers' CPF contribution), the figure has remained stable at 0.8% in 2014.

2.6 After accounting for training grants and government subsidies recovered from training incentive programmes⁶, the net training expenditure was \$636 per trainee or \$360 per employee in 2014, compared to \$641 per trainee or \$362 per employee in 2012. When computed as a percentage of employee payroll, the net training expenditure remained unchanged at 0.7% (Chart 4).

Chart 4: Training Expenditure Per Employee And As A Percentage Of Employee Payroll In Training-Providing Private Establishments, 2004-2014



Notes:

- (1) Based on private establishments that provided their employees with training.
- (2) Net training expenditure refers to total training expenditure after deducting training grants/subsidy received from private sponsors and amount recovered from training incentive schemes (e.g. Skills Development Fund, Workfare Training Support).
- (3) The frequency of the survey was changed from annual to biennial (i.e. once every two years) from 2006 onwards.
- (4) Figures in parenthesis pertain to the training expenditure per trainee.

⁶ Incentives programs include Skills Development Fund (SDF), Skills Programme for Upgrading and Resilience (SPUR), Workfare Training Support (WTS), Enterprise Training Support and WorkPro.

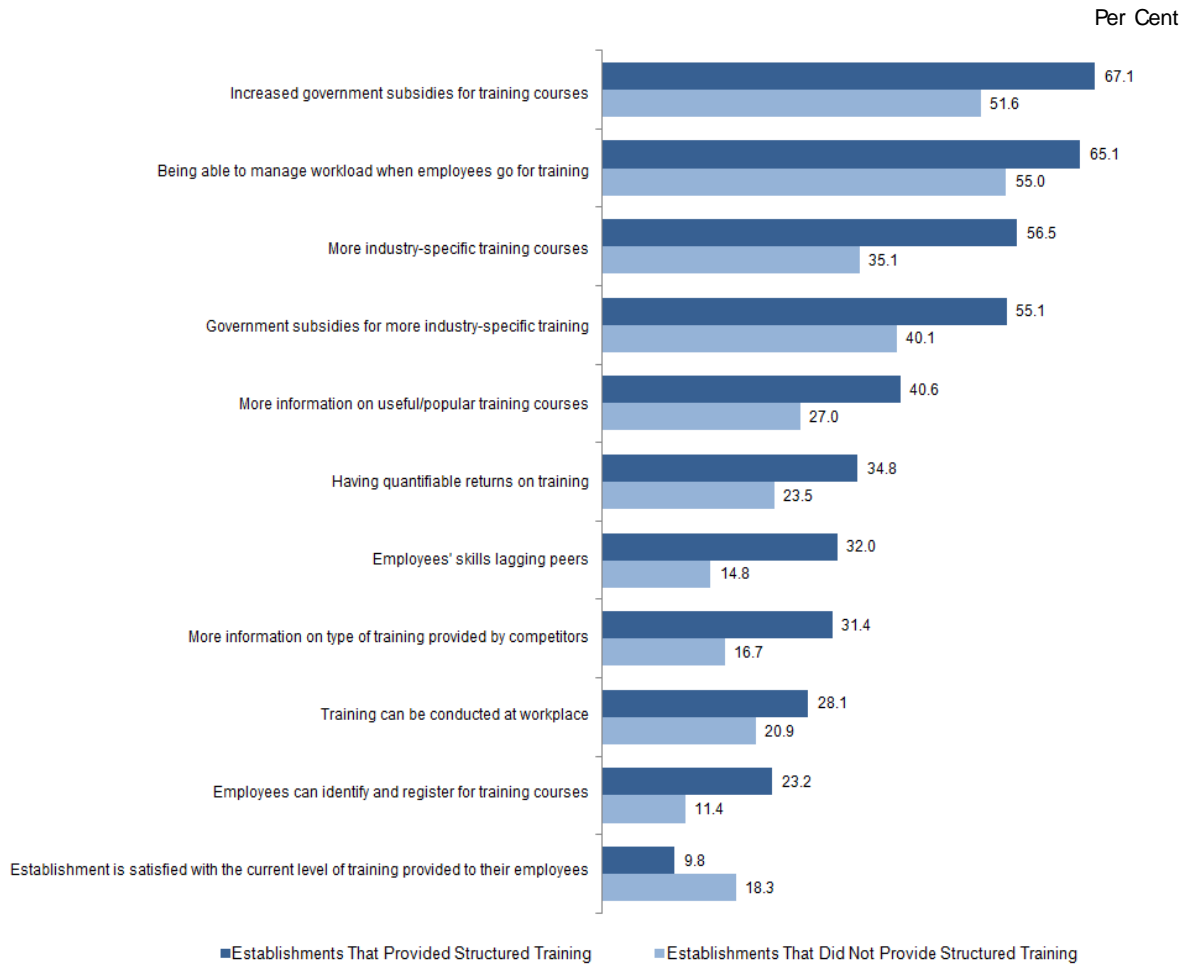
Factors That Would Encourage Provision of Structured Training

Having more training subsidies and better workload management were common motivating factors for employers to send more staff for training

2.7 Similar to 2012, employers commonly indicate that the provision of more training subsidies as well as being able to manage workload when employees go for training were the top motivations cited by both training- and non training-providing establishments to send (more) staff for structured training. This was broadly observed across industries. The availability of industry-specific training courses and subsidies for these courses were also common motivating factors, more so for private firms in *health & social services* and *financial & insurance services*.

2.8 Expectedly, non-training providing establishments were less likely than their training providing counterparts to be motivated by the various possible measures, partly as more of them were satisfied with existing training among their staff (18% vs. 9.8% in training-providing firms) (Chart 5).

Chart 5: Factors That Would Lead Private Establishments To Send Their Employees For Training, 2014



Notes:

- (1) Based on private establishments that indicated reasons that would encourage establishments to send (more) employees for structured training.
- (2) The figures do not add up to 100% as establishments are allowed to indicate more than one reason.

Impact of Training

Establishments generally reaped benefits from training their staff

Organisational Performance

2.9 Majority of training-providing establishments reported that staff training had a positive impact on their *work efficiency (83%), quality of services (78%)* and *ability to meet changing/future needs (65%)*.

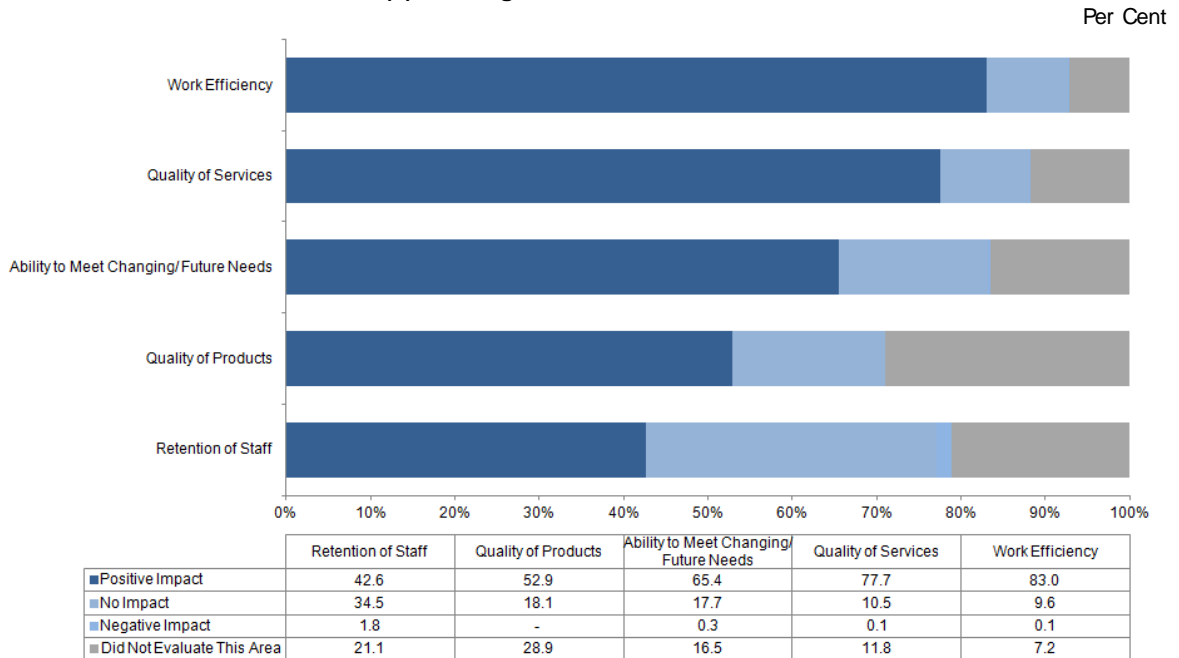
2.10 The impact of training on *staff retention* is less obvious with just 43% reporting positive impact (Chart 6a). About one-third (35%) also indicated that it has no impact with the *real estate services* experiencing the largest proportion (50%) in this area (Annex A- Table A5).

Staff Performance and Career Advancement

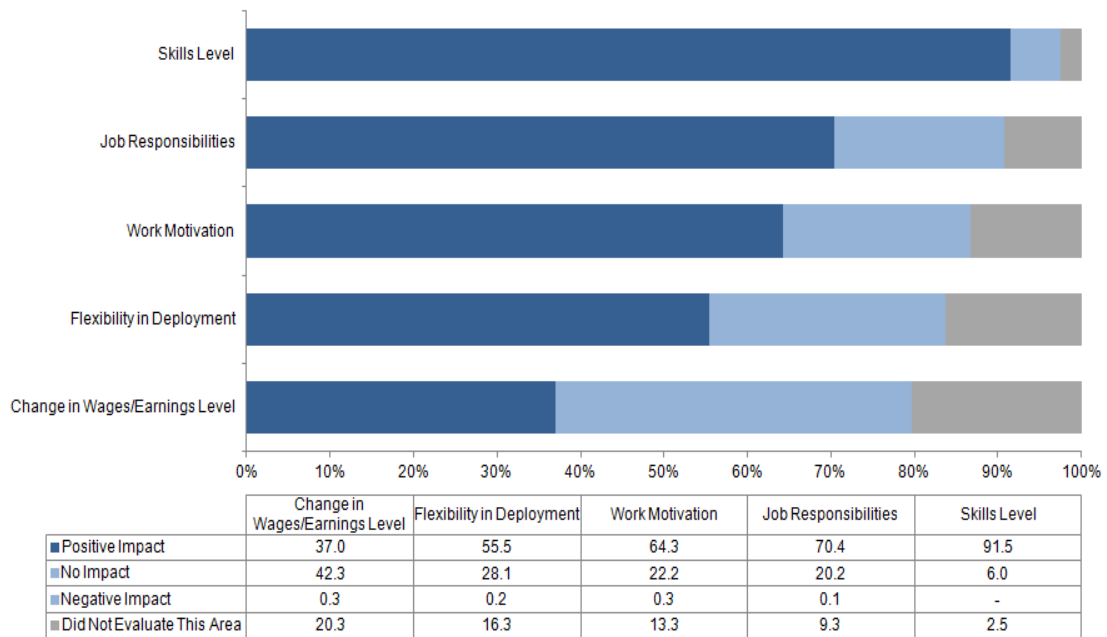
2.11 In terms of staff performance, more than nine in ten employers reported that training enhanced the employees' *skills (92%)*, while seven in ten observed positive impact on *job responsibilities (70%)*. On the other hand, they were less likely to indicate that training had a positive impact on *employees' wages (37%)* given that it may take some time for the benefits on wages to take effect (Chart 6b).

Chart 6: Impact Of Training Undertaken In 2014

(a) On Organisational Performance



(b) On Staff Performance And Career Advancement



Notes:

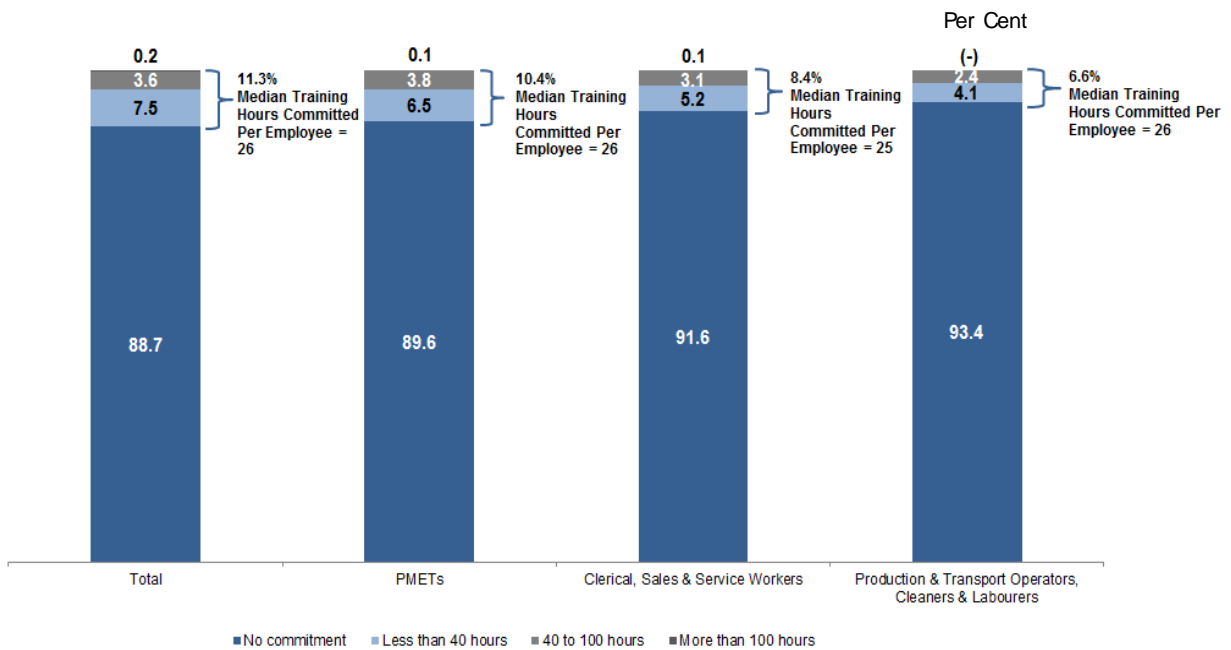
- (1) Based on private establishments that provided their employees with training.
- (2) '-': Nil or negligible.
- (3) Data may not add up to total due to rounding.

Training Commitment

Establishments more likely to commit to training PMETs than other occupational groups

2.12 Around one in ten training-providing establishments committed to training their staff for a specified number of hours per year in 2014. They were more likely to commit hours to train PMETs (10%) than other occupational groups (7 to 8%). The median annual training hours committed for each employee was 26 hours for PMETs and production & transport operators, cleaners & labourers, and 25 hours for clerical, sales & service workers in 2014 (Chart 7).

Chart 7: Annual Commitment To Training Per Employee In Training-Provided Private Establishments By Occupational Group, 2014



Notes:

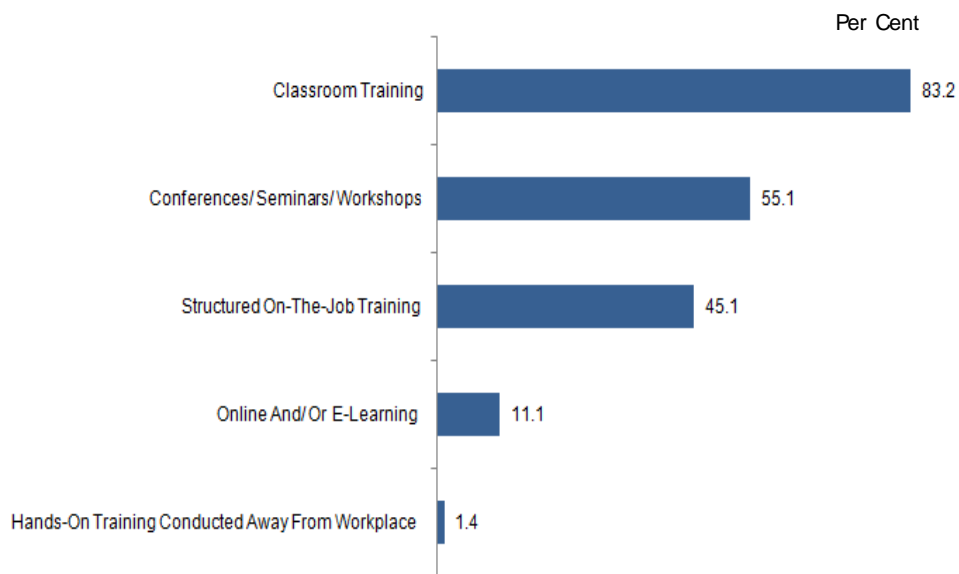
- (1) Figures are based on private establishments that have a policy which indicates the average training hours committed per year to train employees.
- (2) (-): Nil or negligible.
- (3) Data may not add up to total due to rounding.

Modes of Training

Classroom training was the most common mode of training provided by establishments

2.13 Classroom training was the most common mode (83%) among training-providing establishments (Chart 8). This was observed across all industries, except in *financial & insurance services*, *professional services* and *information & communications* where conferences, seminars and/or workshops were more prevalent. They were also more likely to utilise other modes of training such as online platform/e-learning. Details are in Annex A – Table A6.

Chart 8: Training-Providing Private Establishments By Mode Of Training, 2014



Notes:

(1) Based on training-providing private establishments.

(2) The figures do not add up to 100% as establishments are allowed to indicate more than one mode of training.

3 Concluding Remarks

3.1 More employers provided training in 2014, reflecting the government's efforts to upgrade the skills of our workforce. In terms of the training outcomes, employers generally reported positive impact of training on their organisational and staff performances.

Table A1: Proportion Of Private Establishments That Provided Structured Training By Industry And Establishment Size, 2012 And 2014

	Per Cent	
	2012	2014
<u>INDUSTRY (SSIC 2010)</u>		
Total	71.1	81.5
Manufacturing	77.5	84.2
Construction	90.4	96.5
Services	62.4	75.3
Wholesale & Retail Trade	42.0	70.2
Transportation & Storage	69.5	75.5
Accommodation & Food Services	70.3	73.2
Information & Communications	67.4	75.5
Financial & Insurance Services	91.1	90.1
Real Estate Services	73.8	80.0
Professional Services	78.3	79.7
Administrative & Support Services	66.4	79.8
Community, Social & Personal Services	60.7	73.8
<u>ESTABLISHMENT SIZE</u>		
25 - 99 Employees	65.4	77.6
100 - 199 Employees	83.6	90.2
200 & Above Employees	92.1	96.3

Note: Based on all private establishments surveyed.

Table A2: Proportion Of Private Sector Employees Provided With Structured Training In Training-Providing Establishments By Occupational Group, Industry And Establishment Size, 2014

	Per Cent			
	Overall	PMETs	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
<u>INDUSTRY (SSIC 2010)</u>				
Total	56.4	58.2	49.9	57.9
Manufacturing	56.4	54.7	26.5	61.4
Construction	54.4	38.9	13.3	61.2
Services	56.9	61.1	53.9	51.3
Wholesale & Retail Trade	50.1	49.4	56.5	40.7
Transportation & Storage	54.8	51.3	61.8	52.6
Accommodation & Food Services	48.9	40.9	54.2	37.3
Information & Communications	55.0	57.8	46.4	9.6
Financial & Insurance Services	72.4	73.2	64.6	41.5
Real Estate Services	57.7	50.1	38.0	65.7
Professional Services	55.9	59.3	38.5	50.3
Administrative & Support Services	42.8	33.3	26.9	59.6
Community, Social & Personal Services	69.8	73.4	69.7	40.3
<u>ESTABLISHMENT SIZE</u>				
25 - 99 Employees	45.2	41.5	30.3	53.8
100 - 199 Employees	49.1	47.5	33.8	55.2
200 & Above Employees	62.9	66.3	58.8	61.2

Note: Based on private establishments that provided their employees with training.

Table A3: Training Expenditure Per Employee And As A Percentage Of Employee Payroll In Training-Providing Establishments By Industry And Establishment Size In Private Sector, 2014

	Total		Net	
	\$	% of total payroll	\$	% of total payroll
INDUSTRY (SSIC 2010)				
Total	410	0.8	360	0.7
Manufacturing	326	0.7	287	0.6
Construction	227	0.9	195	0.7
Services	491	0.8	431	0.7
Wholesale & Retail Trade	386	0.6	358	0.6
Transportation & Storage	690	1.3	588	1.1
Accommodation & Food Services	128	0.5	97	0.4
Information & Communications	706	0.8	664	0.8
Financial & Insurance Services	781	0.5	700	0.4
Real Estate Services	193	0.6	135	0.4
Professional Services	623	0.7	599	0.7
Administrative & Support Services	233	0.8	166	0.6
Community, Social & Personal Services	583	1.0	496	0.8
ESTABLISHMENT SIZE				
25 - 99 Employees	295	0.7	249	0.6
100 - 199 Employees	288	0.6	248	0.5
200 & Above Employees	487	0.8	432	0.7

Note: Based on private establishments that provided their employees with training.

Table A4: Factors That Would Lead Private Establishments To Send Their Employees For Training By Establishment Size, 2014

	Establishments That Provided Structured Training				Establishments That Did Not Provide Structured Training			
	Total	25 - 99 Employees	100 - 199 Employees	200 & Above Employees	Total	25 - 99 Employees	100 - 199 Employees	200 & Above Employees
Per Cent								
Information on Training								
More industry-specific training courses	56.5	53.7	62.8	63.9	35.1	35.5	32.3	31.0
More information on useful/popular training courses	40.6	40.6	42.7	38.6	27.0	26.9	23.4	39.7
More information on type of training provided by competitors	31.4	29.7	31.9	39.6	16.7	16.0	22.4	25.9
Employees' skills lagging peers	32.0	30.0	34.0	40.4	14.8	14.2	21.4	13.8
Having quantifiable returns	34.8	31.9	38.4	46.0	23.5	23.4	24.5	25.9
Operational Challenges and Sustainability								
Being able to manage workload when employees go for training	65.1	63.2	68.3	71.1	55.0	55.5	49.0	55.2
Employees can identify and register for training courses	23.2	22.2	25.2	26.0	11.4	11.4	9.9	15.5
Training courses can be conducted at workplace	28.1	26.5	30.0	34.1	20.9	20.4	27.6	20.7
Cost of Training Courses								
Increases government subsidies for training	67.1	65.1	69.8	74.7	51.6	51.7	50.0	51.7
Government subsidies for more industry-specific training	55.1	52.9	59.2	62.1	40.1	40.2	40.6	36.2
None of the Above								
Establishment is satisfied with the current level of training provided to their employees	9.8	11.1	6.8	6.5	18.3	17.6	25.0	25.9

Note: Establishments are allowed to indicate more than one measure.

Table A5: Impact Of Training Undertaken By Industry, 2014

(i) On Organisational Performance

	Work Efficiency			Quality Of Services			Ability To Meet Changing Future Needs			Quality Of Products			Retention Of Staff		
	Positive Impact	No Impact	Negative Impact	Positive Impact	No Impact	Negative Impact	Positive Impact	No Impact	Negative Impact	Positive Impact	No Impact	Negative Impact	Positive Impact	No Impact	Negative Impact
INDUSTRY (SIC 2010)															
Total	83.0	9.6	0.1	77.7	10.5	0.1	65.4	17.7	0.3	52.9	18.1	-	42.6	34.5	1.8
Manufacturing	86.4	9.2	-	76.1	11.7	0.4	66.9	14.8	0.1	67.3	13.7	-	44.8	30.1	1.9
Construction	82.6	11.9	-	75.9	13.8	-	64.0	22.2	0.9	52.1	23.9	-	39.5	41.2	3.2
Services	82.1	8.7	0.3	78.9	8.7	-	65.5	16.8	0.2	48.4	17.2	-	43.2	33.2	1.1
Wholesale & Retail Trade	84.5	10.4	1.0	76.8	9.0	-	62.2	18.0	-	43.3	23.0	-	42.0	32.2	1.7
Transportation & Storage	79.4	6.3	-	74.4	10.6	-	57.0	21.1	-	41.0	13.6	-	36.4	33.7	-
Accommodation & Food Services	83.3	10.6	-	88.6	9.2	-	58.4	26.7	0.4	69.1	18.5	-	41.8	44.6	0.2
Information & Communications	81.7	6.5	-	75.8	5.2	-	81.0	4.6	-	59.5	13.7	-	64.1	19.0	-
Financial & Insurance Services	73.6	5.7	-	82.1	2.9	-	78.2	6.4	-	53.9	10.4	-	51.4	25.7	-
Real Estate Services	76.7	16.7	-	82.2	13.3	-	68.9	17.8	1.1	36.7	28.9	-	30.0	50.0	-
Professional Services	85.0	6.1	-	63.9	13.3	-	68.5	12.3	-	42.5	12.0	-	47.2	30.2	0.9
Administrative & Support Services	81.6	9.5	-	80.6	11.0	-	57.5	21.5	1.3	40.9	21.5	0.3	38.6	43.5	2.0
Community, Social & Personal Services	81.4	8.3	-	90.6	2.4	-	77.6	11.1	-	51.7	10.7	-	43.2	23.5	2.1

(ii) On Staff Performance And Career Advancement

Per Cent

INDUSTRY (SSIC 2010)	Skills Level			Job Responsibilities			Work Motivation			Flexibility In Deployment			Change In Wages/ Earnings Level		
	Positive Impact	No Impact	Negative Impact	Positive Impact	No Impact	Negative Impact	Positive Impact	No Impact	Negative Impact	Positive Impact	No Impact	Negative Impact	Positive Impact	No Impact	Negative Impact
Total	91.5	6.0	-	70.4	20.2	0.1	64.3	22.2	0.3	55.5	28.1	0.2	37.0	42.3	0.3
Manufacturing	90.7	7.4	-	73.6	18.9	0.1	65.5	20.7	0.1	62.4	24.9	-	40.4	39.1	0.8
Construction	94.0	5.2	-	72.2	21.1	-	63.9	26.6	0.3	61.9	26.2	0.1	54.4	33.7	0.6
Services	90.6	5.9	-	68.3	20.4	0.1	64.1	20.6	0.3	50.4	30.0	0.2	28.1	47.4	-
Wholesale & Retail Trade	89.9	5.8	-	69.1	20.7	-	59.1	24.4	0.3	45.7	35.5	0.3	28.4	47.0	-
Transportation & Storage	92.7	4.8	-	69.1	18.6	-	56.8	19.8	-	58.5	16.6	-	24.6	46.7	-
Accommodation & Food Services	88.4	8.6	-	70.1	25.3	-	66.9	26.9	1.0	56.0	35.9	1.0	27.1	62.0	-
Information & Communications	94.8	2.0	-	73.2	16.3	-	76.5	9.8	-	59.5	26.1	-	24.8	47.1	-
Financial & Insurance Services	90.4	3.9	-	66.4	19.3	-	79.3	8.2	-	55.7	26.8	-	13.9	52.5	0.4
Real Estate Services	88.9	6.7	-	68.9	23.3	1.1	60.0	30.0	-	35.6	44.4	-	24.4	53.3	-
Professional Services	89.8	6.3	-	60.9	20.1	-	66.0	14.6	-	40.4	26.8	-	25.2	39.5	-
Administrative & Support Services	84.1	12.0	-	66.5	23.8	0.8	63.9	26.1	-	51.7	35.8	0.3	44.8	48.1	-
Community, Social & Personal Services	98.3	0.6	-	73.1	15.2	-	63.9	17.3	1.1	54.7	22.2	-	31.4	37.8	-

Notes

- (1) '-': Nil or negligible.
- (2) Based on private establishments that provided their employees with training.
- (3) Data do not add up due to the exclusion of those who did not evaluate the specific training area.

Table A6: Training-Providing Private Establishments By Mode Of Training, Industry and Establishment Size, 2014

	Per Cent				
	Classroom Training	Structured On-The-Job Training	Conferences/Seminars/Workshops	Online And/Or E-Learning(Systematic Training Via E-platforms)	Hands-On Training Conducted Away From Workplace
INDUSTRY (SSIC 2010)					
Total	83.2	45.1	55.1	11.1	1.4
Manufacturing	85.2	49.0	55.7	7.1	1.8
Construction	86.5	44.2	39.6	1.1	1.0
Services	81.0	44.3	62.0	17.2	1.5
Wholesale & Retail Trade	81.0	48.9	67.7	17.1	2.5
Transportation & Storage	76.1	54.3	62.9	16.7	6.6
Accommodation & Food Services	92.0	38.4	24.5	3.1	-
Information & Communications	69.1	38.5	78.2	27.1	-
Financial & Insurance Services	77.9	35.7	91.8	50.1	-
Real Estate Services	87.2	33.3	57.8	1.7	-
Professional Services	73.5	39.8	79.4	27.9	0.7
Administrative & Support Services	85.4	40.9	40.9	10.2	0.1
Community, Social & Personal Services	79.5	50.3	72.6	11.2	0.7
ESTABLISHMENT SIZE					
25 - 99 Employees	81.6	40.9	49.3	7.5	1.8
100 - 199 Employees	85.0	49.6	64.8	12.9	0.3
200 & Above Employees	89.2	62.2	74.0	27.9	0.7

Notes:

- (1) Based on training-providing private sector establishments.
- (2) Figures do not add up to 100% as they may indicate more than one mode of training.
- (3) Cells shaded in blue indicate the most common mode of training in the specific industry.
- (4) -: Nil or negligible.

SURVEY COVERAGE AND METHODOLOGY

Introduction

The *Survey on Employer-Supported Training, 2014* was conducted by the Manpower Research and Statistics Department of the Ministry of Manpower from 27 March to 29 May 2015. The survey was conducted under the Statistics Act (Chapter 317).

Objective

The survey was conducted to collect data on employers' provision of structured training, training expenditure, training policy and training outcomes.

Coverage

The survey effectively covered 3,900 establishments in the private sector each with at least 25 employees, which employed a total of 1,191,100 employees. This yielded an overall survey response rate of 91.6%.

The results were weighted to reflect the population of private sector establishments with at least 25 employees by using expansion factors based on sampling fraction.

Methodology

The survey was conducted using mail questionnaires with clarifications made over the phone. Survey forms were returned either via internet submission or through mail, fax or e-mail.

Reference period

The reference period for the survey was from 1 January to 31 December 2014.

Data collected

Establishments were asked to provide the following information:

- Whether structured training was provided for any of their employees;
- What would encourage them to send employees for structured training;
- Percentage of employees sent for structured training by occupational group;
- Training modes used to provide structured training for employees;
- Training expenditure incurred;
- Average training hours per year the establishment commits to train employees by occupational group;
- Impact of training on the establishments and employees;

Classification

The industries of the surveyed establishments were classified according to the Singapore Standard Industrial Classification (SSIC) 2010.

Concepts and Definitions

- Structured training : This refers to training in which the learning experience is under the direction of a teacher/lecturer/course supervisor and organised in a progressive sequence. Structured training includes classroom training, private lessons, correspondence courses, workshops, seminars, structured on-the-job training, apprenticeship and mandatory courses such as safety orientation course. It excludes informal on-the-job training such as watching a video on management skills, observing others perform a task at work, time spent at work learning new tasks, keeping up to date with work-related developments by reading journals/newspaper and informal discussions.
- Total training cost : This refers to the amount incurred before deducting the cost recovered from the training incentive schemes such as the Skills Development Fund (SDF), government agencies, statutory boards and/or private sponsors. Total training cost includes course fees, rental, imputed cost of premises/facilities for training purposes and other monetary allowances, airfare and accommodation for trainees sent for overseas courses and wage cost of the establishment's in-house trainers. It excludes wage cost of staff who attended/missed training (i.e. trainees), payment of SDF levy and capital investment on training facilities.
- Total payroll : This comprises wages/salaries and employer CPF contributions. Wages/salaries consist of basic wage, bonuses, overtime and other regular monetary payments (e.g. commissions, shift/transport/food allowances, productivity incentives and service point payments). Total payroll includes wages/salaries incurred on staff who had left the establishment at some point of time in 2014.

- Job responsibilities : These refer to the tasks that one is assigned to do at work.
- Skills level : This refers to the level of expertise. This could apply to either existing skills or new skills.
- Flexibility in deployment : This refers to the ease at which one could be deployed to other functions. It could refer to a deployment to a similar job in other departments or a deployment to a different job.

RELIABILITY OF DATA

In a sample survey, inferences about the target population are drawn from the data collected from the sample. Errors due to extension of the conclusions based on one sample to the entire population are known as sampling errors. The sampling error of an estimate is the extent of variation between the estimated value obtained from a sample and the true value from the population. Factors influencing the sampling error include the sample size, the sample design, method of estimation, the variability of the population and the characteristics studied.

A common measure of the sampling error of an estimate is its standard error, which is a measure of the variation among the estimates derived from all possible samples. An alternative measure is the relative standard error of an estimate which indicates the standard error relative to the magnitude of the estimate. A sample estimate and an estimate of its standard error can be used to construct an interval that will, at specified levels of confidence, include the actual value. By statistical convention, the confidence level has been set at 95 per cent.

Estimates of the sampling variability of selected indicators are as follows:

		Estimate	Standard Error	Relative Standard Error	95% Confidence Interval	
Proportion of private establishments providing structured training	BY ESTABLISHMENT SIZE					
	Total	81.5%	0.7%	0.8%	80.2%	82.9%
	25-99 employees	77.6%	0.9%	1.1%	75.9%	79.4%
	100-199 employees	90.2%	0.8%	0.9%	88.6%	91.9%
	200 or more employees	96.3%	0.2%	0.2%	95.9%	96.7%
Proportion of private sector employees provided with structured training in training-providing establishments	BY MAIN OCCUPATIONAL GROUPS					
	Total	56.4%	0.6%	1.1%	55.3%	57.6%
	Professionals, managers, executives and technicians	58.2%	0.6%	1.1%	56.9%	59.4%
	Clerical, sales and service workers	49.9%	0.9%	1.9%	48.0%	51.8%
	Production & transport operators, cleaners & labourers	57.9%	0.6%	1.0%	56.7%	59.1%
	BY ESTABLISHMENT SIZE					
	25-99 employees	45.2%	1.2%	2.6%	42.8%	47.5%
	100-199 employees	49.1%	1.4%	2.9%	46.3%	51.9%
	200 or more employees	62.9%	0.8%	1.2%	61.3%	64.5%
	Total training expenditure as a % of employee payroll in training-providing private establishments	Total	0.8%	0.0%	2.6%	0.7%

FEEDBACK FORM

Report Title: Employer Supported Training, 2014

1. How would you rate this report in terms of :

	Excellent	Good	Average	Poor
a) Relevance to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Providing useful insights on prevailing labour market trends/development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Ease of understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Which area(s) of the report do you find most useful? Please provide reasons.

3. How do you find the length of the report?

Too detailed Just right Too brief

4. Overall, how would you rate this report?

	Excellent	Good	Average	Poor
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. What additional information (if any) would you like us to include in our future issues?

6. Any other comments or suggestions you wish to bring to our attention?

Thank you for your valuable feedback

Name : _____ Designation : _____

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Other Publications



Title



Date of Release

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Singapore Yearbook of Manpower Statistics 2015	30/06/2015
Manpower Statistics in Brief, 2015	18/06/2015
Report on Wage Practices, 2014	04/06/2015
Labour Market, First Quarter 2015	15/06/2015
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Labour Market, 2014	13/03/2015
Labour Force in Singapore, 2014	30/01/2015
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Labour Market Third Quarter, 2014	15/12/2014
Conditions of Employment, 2014	09/12/2014

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