

Job Vacancies 2023



**MINISTRY OF
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JOB VACANCIES 2023

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Abbreviations

Acad Qual	: Academic Qualifications
Dipl. & Prof Qual	: Diploma & Professional Qualification
Min Qual	: Minimum Qualification
PMETs	: Professionals, Managers, Executives & Technicians
Pri & Below	: Primary & Below
Sec	: Secondary

Highlights

The proportion of newly created positions rose from 38.7% in 2022 to 47.3% in 2023. The majority of these newly created positions arose due to business expansion into existing and new functions.

The proportion of PMET vacancies continued to rise, from 56.0% in 2022 to 57.2% in 2023. The steady increase in PMET share of job vacancies over the decade¹ reflects higher demand for niche skills that PMETs possess, particularly in firms within growth sectors such as *Information & Communications* (15.2%), *Financial & Insurance Services* (10.7%), *Professional Services* (10.6%) and *Health & Social Services* (10.4%).

The proportion of job vacancies unfilled for at least six months has declined in 2023 (23.5%) compared to 2022 (27.1%), continuing the downtrend observed over the decade.² The decline over the decade was driven by non-PMET vacancies, reflecting efforts to alleviate the manpower crunch for non-PMET jobs through technology adoption, job redesign, skills upgrading and higher wages. Nonetheless, compared to PMET jobs (20.0%), non-PMET vacancies (28.5%) remain more difficult to fill.

The proportion of vacancies for which academic qualification was not the main determinant in hiring, continued to rise, from 73.6% in 2022 to 74.9% in 2023. While academic qualifications are still relevant in hiring decisions, the trend suggests an increase in willingness among employers to also consider the relevant experience and skillset of job applicants.

In 2023, demand for high-skilled tech talents remained strong, despite the restructuring and layoffs in tech firms.³ Similar to 2022, **software, web & multimedia developer** continued to rank at the top of all PMET vacancies in 2023. Due to the strong demand for these workers, employers were willing to pay more to fill these positions, compared to the year before.⁴

¹ PMET share of job vacancies increased from 39.2% in 2013 to 57.2% in 2023.

² The proportion of job vacancies unfilled for at least six months has declined from 40.3% in 2013 to 23.5% in 2023.

³ *Information & Communications* saw higher retrenchments in 2023 (2,740) where more of the retrenchments were due to business reorganization or restructuring. Source: Manpower Research & Statistics Department, MOM

⁴ The minimum pay establishments were prepared to offer for *software, web & multimedia developer* rose to \$5,000 in 2023, from \$4,200 in 2022.

Job Vacancies 2023

1 Introduction

1.1 The Manpower Research and Statistics Department (MRSD) publishes job vacancy numbers on a quarterly basis in its labour market reports. The number of job vacancies provides a measure of labour demand.

1.2 Every year, MRSD also releases a detailed report on job vacancies. The report analyses in detail the type and nature of positions that employers are looking to fill, the type of jobs in demand, and difficulties in filling these jobs. The information in the report has helped individuals, employers and policymakers better understand where the job vacancies reside and how to improve job matches.

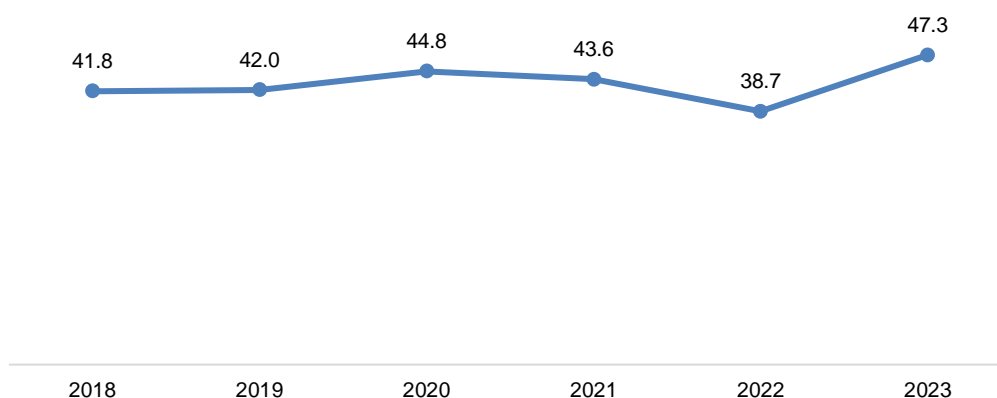
1.3 The survey was conducted from 15 September 2023 to 19 December 2023. The survey covered private sector establishments each with at least 25 employees and the public sector comprising government ministries, organs of state and statutory boards. A total of 16,800 establishments employing 2,168,900 employees responded to the survey, yielding a response rate of 89.0%. The reference date for the survey was 30 September 2023.

2 Overall Hiring Trends In 2023

Newly created positions made up 47.3% of vacancies in 2023

2.1 The proportion of newly created positions⁵ among all vacancies rose from 38.7% in 2022 to 47.3% in 2023, the highest since the series started in 2018 [Chart 1]. The majority (or 65.2%) of the newly created positions were a result of an expansion of existing business functions as the economy grew, followed by expansion into new functions (24.4%) and restructuring or development in new business areas (6.2%).

Chart 1: Proportion of Newly Created Job Vacancies (%)



Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

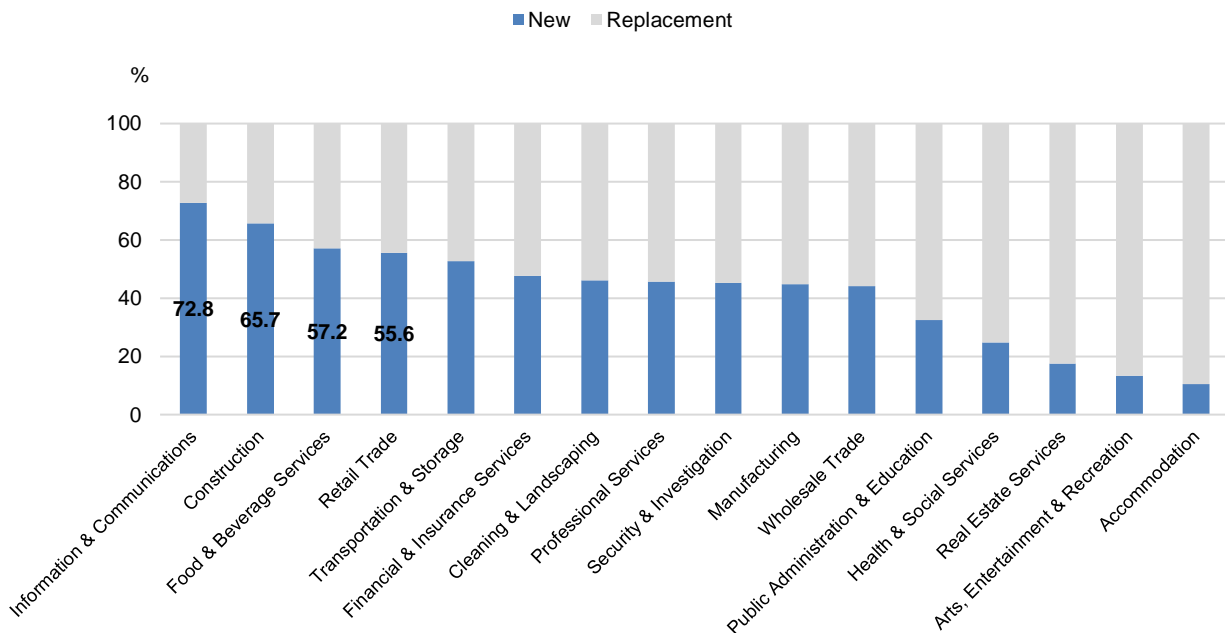
2.2 Like the year before, *Information & Communications* (72.8%) continued to have the highest proportion of vacancies for new positions [Chart 2], reflecting the industry's dynamism and competitiveness.⁶ This was followed by *Construction*, where newly created positions made up 65.7% of its vacancies in 2023, up from 64.4% in 2022. The uptick in construction activity post-pandemic has helped spur demand for manpower in the *Construction* sector (65.7%). *Food & Beverage Services* (from 49.6% to 57.2%) and *Retail*

⁵ These are positions that are created as a result of business expansion of its existing functions (e.g. opening of new outlets), or new roles that the firms are hiring for due to restructuring or development in new business areas.

⁶ According to the Economic Survey of Singapore 2023 by the Ministry of Trade and Industry, *Information & Communications* (5.7% growth year-on-year) was one of the top three positive contributors to GDP growth in 2023. In fact, the sector has been one of the top positive contributors to GDP growth since the economy rebounded in 2021.

Trade (from 44.9% to 55.6%) also saw higher shares of vacancies for new positions, as firms redesign jobs and adopt new business models to cater to changing consumer patterns.⁷

Chart 2: Distribution of Job Vacancies by Type of Vacancy, 2023 (%)



Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

⁷ For example, consumers have shifted in spending from physical to online channels. Data from the Department of Statistics Singapore showed that the percentage of online retail sales among the total retail sales (excluding motor vehicles) has continued to rise to 14.8% in December 2023 up from 14.2% in December 2022 and 7.6% in December 2019, pre-pandemic.

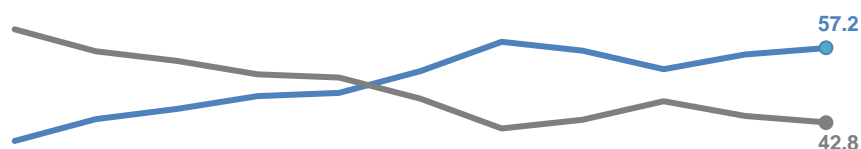
PMET share of job vacancies rose, reflecting continued demand from firms in growth sectors

2.3 The proportion of PMET vacancies continued to rise, from 56.0% in 2022 to 57.2% in 2023 [Chart 3].

2.4 The steady increase in PMET share of job vacancies over the decade (from 39.2% in 2013 to 57.2% in 2023) reflects higher demand for niche skills that PMETs possess, particularly in firms within growth sectors such as *Information & Communications* (15.2%), *Financial & Insurance Services* (10.7%), *Professional Services* (10.6%) and *Health & Social Services* (10.4%).⁸

2.5 After rising in 2020 (43.3%) and 2021 (47.0%)⁹, the non-PMET share of vacancies continued to decline (from 44.0% in 2022 to 42.8% in 2023) towards pre-pandemic levels (41.6% in 2019) [Chart 3]. The easing was in line with the resumption of migrant worker inflows for employers to backfill jobs previously held by migrant workers.¹⁰

Chart 3: Distribution of Job Vacancies by Broad Occupational Groups (%)



	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
— PMETs	39.2	43.4	45.4	47.9	48.5	52.7	58.4	56.7	53.0	56.0	57.2
— Non-PMETs	60.8	56.6	54.6	52.1	51.5	47.3	41.6	43.3	47.0	44.0	42.8

Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

⁸ Based on the latest available data, these sectors accounted for 47.1% of all PMET job vacancies in 2023. Source: Manpower Research & Statistics Department, MOM.

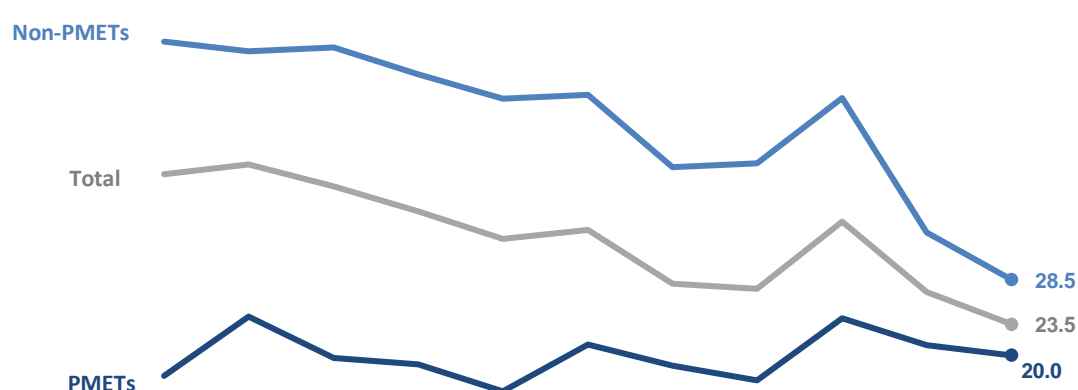
⁹ The increase reflected border restrictions which temporarily restricted the inflow of migrant workers hired to fill such roles.

¹⁰ Non-resident employment (excluding migrant domestic workers) contracted between December 2019 and September 2021, by 235,700. This coincided with the increase in non-PMET share of vacancies in 2020 and 2021. Employment of non-residents (excluding migrant domestic workers) started to recover in late 2021 and by December 2023, the level has exceeded 6.3% of its pre-pandemic level (December 2019). Source: Manpower Research & Statistics Department, MOM.

Percentage of vacancies unfilled for six months or more has declined over the decade

2.6 The proportion of job vacancies unfilled for at least six months has declined in 2023 (23.5%) compared to 2022 (27.1%) [Chart 4], continuing the downtrend from 2013 (40.3%). The decline over the decade was driven by non-PMET vacancies (from 55.2% in 2013 to 28.5% in 2023), reflecting efforts to alleviate the manpower crunch for non-PMET jobs through technology adoption, job redesign, skills upgrading and higher wages. Nonetheless, compared to PMET (20.0%) jobs, non-PMET (28.5%) vacancies remain more difficult to fill.

Chart 4: Proportion of Job Vacancies Which Were Unfilled For At Least Six Months (%)



	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
— Total	40.3	41.4	39.0	36.2	33.0	34.1	28.0	27.5	35.0	27.1	23.5
— PMETs	17.7	24.3	19.7	19.0	15.9	21.2	18.8	17.2	24.1	21.1	20.0
— Non-PMETs	55.2	54.2	54.6	51.6	48.8	49.2	41.2	41.6	48.9	33.8	28.5

Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

2.7 Nearly one in two (44.4%) of all non-PMET positions that remained unfilled after six months were in *Transportation & Storage* (17.3%), *Food & Beverage Services* (16.9%) and *Manufacturing* (10.2%).

2.8 Occupations such as *waiter* (10.4% of all non-PMET vacancies unfilled for at least six months), *cleaner* (7.9%), *receptionist*, *customer service & information clerk* (5.1%), *healthcare assistant* (4.9%), *bus driver* (4.6%) were among the top non-PMET jobs that were unfilled for at least six months. Such jobs were deemed as physically strenuous (e.g. for *bus drivers*, *healthcare assistant*) and had unattractive pay (*receptionist*, *customer service & information clerk*) and unfavourable work schedules (*waiter*, *healthcare assistant*, *bus driver*) [Table 1]. Employers who face these hiring challenges can tap on the Support for Job

Redesign under the Productivity Solutions Grant to transform these jobs so that they can be of higher value to businesses, while simultaneously maintaining attractiveness to resident job seekers when pay and work conditions improve.

Table 1: Top Non-PMET Jobs Unfilled for At Least Six Months and Top Reasons for Non-PMET Jobs Being Hard-to-fill by Residents (%), 2023

Top Jobs	Top Reasons
1. Waiter	
2. Cleaner	
3. Receptionist, Customer Service & Information Clerk	
4. Healthcare Assistant	
5. Bus Driver	

Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

Note: Respondents may indicate more than one reason for hard-to-fill vacancies.

2.9 Sectors such as *Health & Social Services* (19.7%), *Information & Communications* (17.0%) and *Professional Services* (15.6%) where jobs tend to require niche skills, had a disproportionately higher share of PMET positions that were unfilled for at least six months.¹¹ Within these sectors, the top PMET vacancies which were unfilled for at least six months included *software, web & multimedia developer* (11.0% of all PMET vacancies unfilled for at least six months), *registered nurse & other nursing professional* (6.3%) and *enrolled/assistant nurse* (2.4%). The lack of specialised skills (47.6%) and relevant work experiences (41.6%) among candidates were the top reasons cited by employers in their difficulties filling up these PMET roles [Table 2].

¹¹ *Health & Social Services* and *Professional Services* accounted for 10.0% and 9.8% of all PMET vacancies respectively. While *Information & Communications* (17.0%) also formed a sizeable share of PMET jobs that were unfilled for at least six months, this was similar to the sector's share (17.2%) of all PMET vacancies.

Table 2: Top PMET Jobs Unfilled for At Least Six Months and Top Reasons for PMET Jobs Being Hard-to-fill by Residents (%), 2023

Top Jobs	Top Reasons	
1. Software, Web & Multimedia Developer	Lack the Necessary Specialised Skills	47.6
2. Registered Nurse & Other Nursing Professional	Lack the Necessary Work Experience	41.6
3. Accountant	Find Pay Unattractive	31.2
4. Enrolled Nurse/Assistant Nurse	Find the Job Physically Strenuous	17.4
5. Restaurant Manager	Prefer Not to Work On Weekends/Public Holidays	16.5

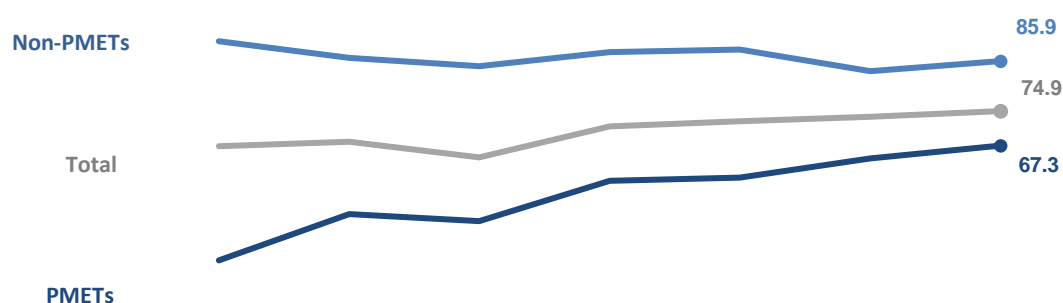
Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

Note: Respondents may indicate more than one reason for hard-to-fill vacancies.

More employers are looking beyond academic qualification when filling PMET vacancies

2.10 The proportion of vacancies for which academic qualification was not the main determinant in hiring continued to rise, from 73.6% in 2022 to 74.9% in 2023 [Chart 5]. While academic qualifications are still relevant in hiring decisions, the trend suggests an increase in willingness among employers to also consider the relevant experience and skillset of job applicants.¹²

Chart 5: Proportion Of Job Vacancies For Which Academic Qualifications Were Not The Main Consideration (%)



	2017	2018	2019	2020	2021	2022	2023
Total	67.1	68.1	64.7	71.5	72.6	73.6	74.9
PMETs	42.0	52.2	50.6	59.5	60.2	64.5	67.3
Non-PMETs	90.3	86.7	84.8	87.9	88.4	83.7	85.9

Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

Note: Data are available from 2017 onwards.

2.11 The proportion of PMET vacancies where academic qualification was not the main determinant in hiring has risen steadily to 67.3% in 2023. For these vacancies, relevant work experience, skills and work attitude of the job applicant were the key considerations. As long as candidates possess the minimum required qualification, their work experience, skills and work attitude will take precedence when assessing their suitability for jobs. Hence, having a higher qualification does not mean a candidate will be ranked ahead of their counterpart with a lower qualification. Examples of such vacancies were *software, web & multimedia*

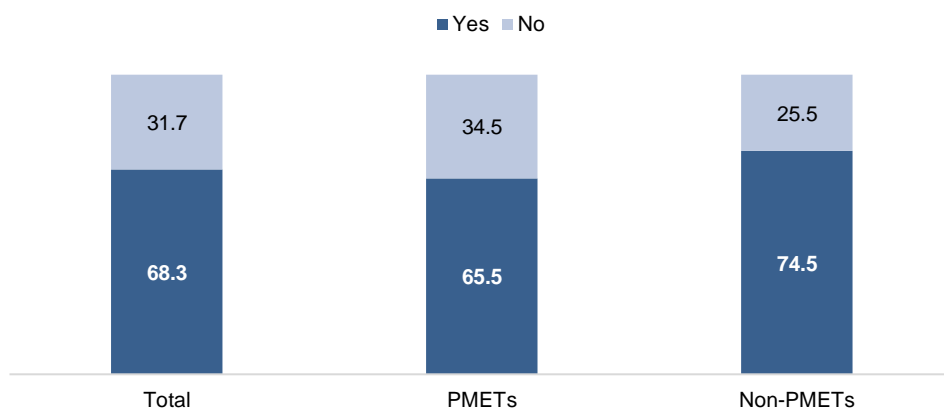
¹² In line with the broadening hiring criteria, credentials from online learning institutes are being recognised by a sizeable pool of employers. In 2023, 63.1% of employers were willing to consider candidates with credentials from online learning institutes particularly in *Information & Communications* (74.2%) where technology is constantly evolving.

developers, management executives, budgeting & financial accounting managers, and business development managers.

2.12 The proportion of non-PMET vacancies (85.9%) where academic qualification was not the main determinant in hiring was expectedly higher than that of PMET vacancies (67.3%). For non-PMET vacancies, personality traits (e.g. detail-oriented, adaptability) and fit with organisational culture and values were more crucial to employers when recruiting suitable candidates. Examples of such vacancies include *waiters*, and *shop sales assistants*.

2.13 68.3% of employers also indicated they are open to hire candidates with qualifications lower than what was required for the position, if the applicants possess relevant work experience, skills or attitude [Chart 6]. Employers were more open to hire candidates who did not meet the minimum qualification for non-PMET (74.5%) than PMET (65.5%) roles.

Chart 6: Proportion Of Vacancies For Which Employers Will Consider Hiring Candidates Whose Education Level Were Below The Minimum Qualification Listed, 2023 (%)



Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

Note: Data pertain to vacancies with a minimum education level.

3 Jobs and Skills in Demand

Robust demand for PMET workers in growth sectors, and growing demand for emerging roles such as data scientists

3.1 In 2023, demand for high-skilled tech talents remained strong, despite the restructuring and layoffs in tech firms.¹³ Similar to 2022, **software, web & multimedia developer** continued to rank at the top of all PMET vacancies in 2023 [Table 3]. Due to the strong demand for these workers, employers were willing to pay more to fill these positions, compared to the year before.¹⁴ Within the *Information & Communications* sector, **data scientist** (the 2nd highest share of all job vacancies within the sector and ranked 19th for PMET vacancies) was an emerging occupation, reflecting a growing sectorial demand for data-driven decision-making in businesses.

3.2 In 2023, job openings for business development and sales positions rose as establishments sought to expand their businesses and improve the efficiency of their processes. Vacancies for such roles include **commercial & marketing sales executive** (3rd), **budgeting & financial accounting manager** (5th), **management & business consultant** (7th), **business development manager** (10th), **sales manager** (11th) and **marketing professional** (17th).

3.3 Demand for **registered nurse** (9th) and **enrolled nurses** (21st) remained strong as the healthcare sector continued to expand. Recent efforts to introduce sponsorship packages and sign-on bonuses¹⁵ to draw more nursing graduates to the *Health & Social Services* sector can strengthen recruitment efforts to ensure a consistent inflow of nurses.

3.4 Most of the top ten jobs in demand saw an increase in the minimum salary which employers were willing to offer.¹⁶

¹³ *Information & Communications* saw higher retrenchments in 2023 (2,740) where more of the retrenchments were due to business reorganization or restructuring. Source: Manpower Research & Statistics Department, MOM

¹⁴ For example, employers were prepared to offer at least \$4,200 for *software, web & multimedia developer* and \$5,000 for *systems analyst* in 2022. In 2023, the minimum pay establishments were prepared to offer for these two roles rose to \$5,000 and \$5,500 respectively.

¹⁵ "Efforts to further build up nursing manpower and expand hospital bed capacity." Ministry of Health, 19 Jul. 2023. Press release.

¹⁶ The minimum pay establishments were prepared to offer rose from 2022 to 2023 for *software, web & multimedia developer* (\$4,200 to \$5,000), *management executive* (\$2,200 to \$2,400), *budgeting & financial accounting manager* (\$5,000 to \$7,000), *industrial & production engineer* (\$3,500 to \$4,000), *management & business consultant* (\$4,900 to \$5,000), *systems analyst* (\$5,000 to \$5,500), *registered nurse & other nursing professionals* (\$2,500 to \$2,730), and *business development manager* (\$4,500 to \$6,000).

Table 3: Top Ten PMET Job Vacancies, 2023

Rank, 2023 (2022)	OCCUPATION	RANGE OF WAGES ESTABLISHMENTS ARE PREPARED TO OFFER (\$)	COMMON MIN QUAL	ACAD QUAL NOT THE MAIN CONSIDERATION	TOP SKILLS REQUIRED*	COMMON WORKING EXPERIENCE
1 (2)	Software, Web & Multimedia Developer	5,000 8,505	Degree		Programming Critical Thinking Complex Problem Solving	General Working Experience
2 (4)	Teaching & Training Professional	3,080 8,580	Degree		Instructing Speaking Learning Strategies	Industry Specific/Job Specific
3 (3)	Commerical & Marketing Sales Executive	3,000 4,200	Diploma & Prof Qual		Persuasion Speaking Coordination	Job Specific
4 (1)	Management Executive	2,400 6,250	Diploma & Prof Qual		Reading Comprehension Speaking Writing	No Working Experience
5 (24)	Budgeting & Financial Accounting Manager	7,000 10,000	Degree		Reading Comprehension Speaking Monitoring	Job Specific
6 (13)	Industrial & Production Engineer	4,000 6,500	Degree		Reading Comprehension Complex Problem Solving Speaking	Job Specific
7 (26)	Management & Business Consultant	5,000 8,000	Degree		Complex Problem Solving Judgement and Decision Making Reading Comprehension	Job Specific
8 (8)	Systems Analyst	5,500 9,663	Degree		Reading Comprehension Systems Analysis Speaking	Job Specific
9 (7)	Registered Nurse & Other Nursing Professional	2,730 5,000	Diploma & Prof Qual		Social Perceptiveness Coordination Service Orientation	Job Specific
10 (9)	Business Development Manager	6,000 10,000	Degree		Monitoring Persuasion Judgement and Decision Making	Job Specific

Indicates occupations where academic qualifications were not the main consideration for at least 67.3% (PMET average) of vacancies in 2023.

* Occupations are mapped to the O*NET database of occupational information. Skills commonly needed across these jobs and not shown separately include active listening skills and critical thinking.

Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

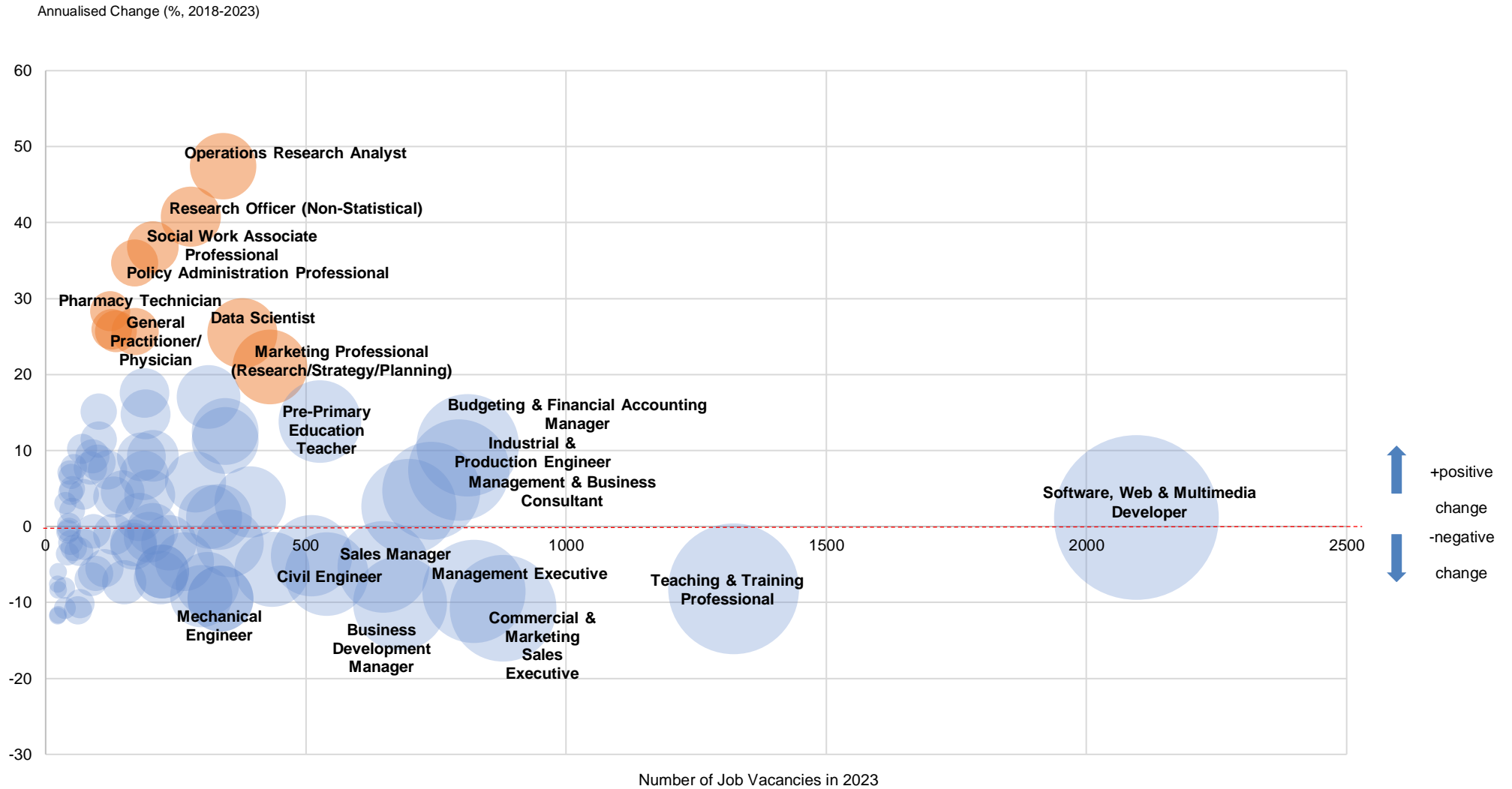
Chart 7: PMET Job Vacancies Which Saw An Increase/ Decrease In Demand During The Period 2018 To 2023

Orange bubbles denote top 10 occupations that saw the largest growth in the number of vacancies

Size of bubble represents number of job vacancies in 2023

Bubbles further right the horizontal axis have a higher number of vacancies

Bubbles higher up the vertical axis have a higher annualised change



Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

3.5 There was little change in the list of top 10 jobs in demand for non-PMETs in 2023 from the year before. The top three jobs in demand were **waiter**, **cleaner** and **shop sales assistant** respectively, reflecting the growth in the *Retail Trade* and *Food & Beverage Services* sectors. **Receptionist, customer services & information clerk**, **general office clerk** and **security guard** also remained in the top non-PMET jobs in demand. These too were the jobs that saw an increase in the minimum salary that establishments were willing to offer.¹⁷

¹⁷ Five out of the ten top non-PMETs jobs in demand saw an increase in the minimum pay that establishments were willing to offer: *waiters* (from \$1,700 in 2022 to \$1,950 in 2023), *cleaners* (\$1,400 to \$1,570), *shop sales assistant* (\$1,850 to \$2,000), *receptionist, customer service & information clerk* (\$2,000 to \$2,100), and *security guard* (\$2,400 to \$2,600).

Table 4: Top Ten Non-PMET Job Vacancies, 2023

Rank, 2023 (2022)	OCCUPATION	RANGE OF WAGES ESTABLISHMENTS ARE PREPARED TO OFFER (\$)	COMMON MIN QUAL	ACAD QUAL NOT THE MAIN CONSIDERATION	TOP SKILLS REQUIRED*	COMMON WORKING EXPERIENCE
1 (3)	Waiter	1,950 2,500	Pri & Below	●	Speaking Service Orientation Social Perceptiveness	No Work Experience
2 (5)	Cleaner	1,570 2,010	Pri & Below	●	Speaking	No Work Experience
3 (4)	Shop Sales Assistant	2,000 2,500	Sec	●	Persuasion Speaking Service Orientation	General Working Experience
4 (7)	Receptionist, Customer Service & Information Clerk	2,100 3,000	Sec	●	Reading Comprehension Speaking Service Orientation	General Working Experience
5 (1)	Construction Labourer	800 1,500	Pri & Below	●	Operations Monitoring Coordination Operation and Control	General Working Experience
6 (6)	Security Guard	2,600 3,000	Pri & Below	●	Speaking Monitoring Coordination	Industry Specific
7 (2)	General Office Clerk	2,000 3,000	Diploma & Prof Qual		Speaking Writing Reading Comprehension	General Working Experience
8 (10)	Heavy Truck & Lorry Driver	2,500 3,300	Pri & Below	●	Operation and Control Operation Monitoring Monitoring	Job Specific
9 (16)	Supervisor/ General Foreman (Building and Related Trades)	800 3,000	Pri & Below	●	Critical Thinking Coordination Speaking	Industry Specific
10 (18)	Healthcare Assistant	1,800 3,000	Post-Sec (Non-Tertiary)		Service Orientation Social Perceptiveness Speaking	No Work Experience

● Indicates occupations where academic qualifications were not the main consideration for at least 85.9% (Non-PMET average) of vacancies in 2023.

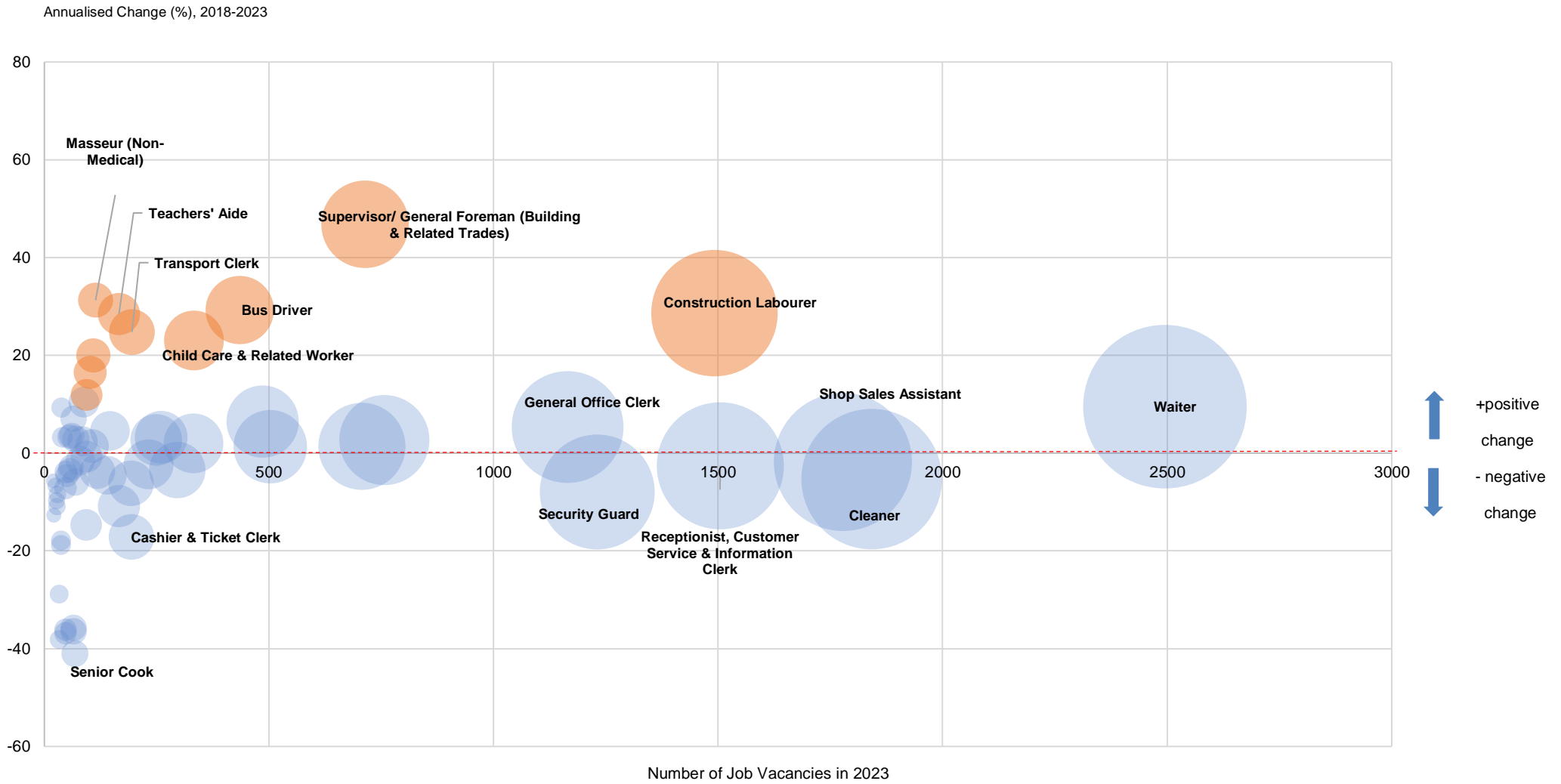
* Occupations are mapped to the O*NET database of occupational information. Skills commonly needed across these jobs and not shown separately include active listening skills.

Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

Chart 8: Non-PMET Job Vacancies Which Saw an Increase/ Decrease In Demand During The Period 2018 To 2023

Orange bubbles denote top 10 occupations that saw the largest growth in the number of vacancies

Size of bubble represents number of job vacancies in 2023
 Bubbles further right the horizontal axis have a higher number of vacancies
 Bubbles higher up the vertical axis have a higher annualised change



Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

SURVEY COVERAGE & METHODOLOGY

Introduction

The *Job Vacancy Survey, 2023* was conducted by the Manpower Research and Statistics Department of the Ministry of Manpower under the Statistics Act 1973 (2020 Revised Edition). The survey was conducted from 15 September 2023 to 19 December 2023.

Objective

The survey was conducted to collect comprehensive information on job vacancies in the various industries by detailed occupations. The survey also asked employers on (i) the gross monthly wage the establishment is prepared to pay for the job vacancies; (ii) relevant working experience, minimum qualification required; and whether the vacancies were (iii) unfilled for at least six months, and (iv) reasons for vacancies that were hard-to-fill by residents.

Coverage

The survey covered private sector establishments each with at least 25 employees and the public sector comprising government ministries, organs of state and statutory boards. A total of 16,800 establishments employing 2,168,900 employees responded to the survey, yielding a response rate of 89.0%.

Methodology

The survey was conducted using mail questionnaires. Respondents could submit their returns online or by email, with clarifications made over the phone.

Reference Period

The reference date for the survey was 30 September 2023.

Data Collected

Establishments were asked to provide information pertaining to the job vacancies in their establishments:

- Job title
- Number of vacancies
- Minimum qualification required
- Whether the position was newly created
- Whether academic qualifications were the main consideration in selecting candidates
- Type of working experience required
- Whether vacancies were unfilled for at least 6 months
- Reasons for vacancies that were hard-to-fill by residents
- Gross wage organisation was prepared to pay

Classification

The industries of the surveyed establishments were classified according to the Singapore Standard Industrial Classification (SSIC) 2020. Descriptions of job vacancies were classified according to the Singapore Standard Occupational Classification (SSOC) 2020, while the classification of minimum qualification was based on the Singapore Standard Educational Classification (SSEC) 2020.

CONCEPTS AND DEFINITIONS

Job Vacancy

This refers to the number of unfilled posts for which the establishment is actively recruiting employees from outside the establishment. It excludes positions for which the employees have been appointed, but not yet commenced duty, and positions open only to internal transfers, promotions, etc.

Recruitment action to fill a post includes advertising in newspapers, posting notices on Internet (e.g. online job banks), making 'word of mouth announcements', soliciting employees through employment agencies or job fairs, contacting or interviewing job applicants.

Gross Monthly Wage

This refers to the sum of the basic wage, overtime payments, commissions, allowances, and other regular cash payments. It is before deduction of employee Central Provident Fund (CPF) contributions and personal income tax and excludes employer CPF contributions, bonuses, stock options and other lump sum payments-in-kind.

Minimum Qualification Required

The minimum qualification required are classified into one of the following categories:

Primary & below refers to those who never attended school, have pre-primary/kindergarten education, or primary education with or without Primary School Leaving Examination (PSLE) certificate or equivalent, or Certificate in Basic Education for Skills Training (BEST) 1-4, or at least 3 Workforce Skills Qualifications (WSQ) Statements of Attainment in Workplace Literacy and Numeracy (WPLN) at Level 1 or 2 (e.g. under Employment Skills System (ESS), Employability Skills (ES)).

Lower secondary refers to those with secondary education without a General Certificate of Education (GCE) Ordinary ('O')/Normal ('N') Level pass or equivalent, or have Certificate in Worker Improvement through Secondary Education (WISE) 1-3, or basic vocational certificates (including Institute of Technical Education (ITE) Basic Vocational Training), or at least 3 WSQ Statements of Attainment in WPLN at Level 3 or 4 (e.g. under ESS, ES).

Secondary refers to those who have at least 1 GCE 'N'/'O' Level pass, or have National ITE Certificate (NITEC) (Intermediate) or equivalent (e.g. National Technical Certificate (NTC) Grade 3, Certificate of Vocational Training, BCA Builder Certificate), or have ITE Skills Certificate (ISC) or equivalent (e.g. Certificate of Competency, Certificate in Service Skills) or at least 3 WSQ Statements of Attainment in WPLN at Level 5 and above (e.g. under ESS, ES), or other certificates/qualifications of equivalent standard.

Post-secondary (non-tertiary) refers to those who have at least 1 GCE Advanced ('A')/ Higher 2 ('H2') Level pass or other certificates/qualifications of equivalent standard. It also includes those who have NITEC (e.g. Post NITEC, Specialist NITEC, Certificate in Office Skills, National Technical Certificate Grade 2, National Certificate in Nursing, Advanced Builder Certificate), or have Higher NITEC (including Certificate in Business Skills, Industrial Technician Certificate and other polytechnic certificates), or Master NITEC or equivalent (e.g. National Technical Certificate Grade 1). This group also includes WSQ Certificate/Higher Certificate/Advanced Certificate or equivalent, International Baccalaureate/High school diploma or other advanced certificates (e.g. Singapore Institute of Management (SIM) certificates).

Diploma & professional qualification refers to those who have Polytechnic diploma, or Polytechnic advanced diploma (including Polytechnic advanced/post/specialist/management/graduate diploma), and those who have qualifications awarded by professional bodies, or National Institute of Education (NIE) diploma, ITE diploma and other diploma qualifications (e.g. SIM diploma, LaSalle-SIA diploma, Nanyang Academy of Fine Arts (NAFA) diploma, WSQ diploma and WSQ specialist diploma).

Degree refers to those who have bachelor's degree, or Postgraduate Diploma (including NIE postgraduate diploma), WSQ graduate certificate, WSQ graduate diploma, Master's, or Doctorate.