Alliance for Action
on Widening Access to Talent:

Information and Communications Technology (ICT), Manufacturing and Retail Sectors
4 Focus Areas, 8 Recommendations

Industry representatives came together to **develop strategies** that enable employers to **attract** and **retain** a **wider pool of talent**

The insights derived from these sectors led to eight practicable recommendations that can be applied to the broader economy and the workforce

Leverage transferable expertise
from adjacent talent pools through skills-first hiring practices

Recommendation 1

Encourage adoption of a national skills taxonomy and to develop a database of verified skills of the workforce to enable skills-first hiring

- National skills taxonomy refers to a framework that defines and organises the skills needed for various jobs across industries, providing a common language to help individuals and employers align with in demand skills

- Employers rely on job experience and academic qualifications to hire as they do not know how to assess a candidate's transferable skills

- Access to verified skills data based on common skills taxonomy will support employers' ability to adopt skills-first hiring practices

Recommendation 2

Develop sector or job-specific standardised assessment tests

- Targeted at skills-heavy jobs to help employers assess transferable skills of candidates from different backgrounds

- Boost employer's confidence in the candidate's skills and promote hiring from adjacent pools

Improve workforce agility and retention
through skills-first workforce development to promote internal mobility

Recommendation 3

Develop playbooks and identify off-the-shelf HR tech solutions to guide and simplify implementation of internal marketplace solutions

- This will help small and medium-sized enterprises (SMEs) who may lack resources to develop an internal marketplace

Recommendation 4

Build a 'talent co-development' model where employers collaborate to aggregate talent development opportunities

- This will benefit smaller SMEs as it expands the career pathways for their employees, and reduces risks of losing talent to competition

Recommendation 5

Enable employers to provide career guidance and planning to their workers for career and skills development

- Help employers identify and address skills gaps to ensure that the workforce is equipped to meet business needs

Increase job accessibility
for workforce segments with diverse needs through job redesign

Recommendation 6

Develop structured programmes as a means to attract students, seniors and stay-at-home mothers to take up hard-to-fill jobs

- This will help to ensure that the work offered by the employers align with the needs of different groups of jobseekers

Uplift HR capabilities to enable skills-first practices
and support SMEs to access HR services

Recommendation 7

Increase access of SMEs to HR advisory and consultancy services

- This will improve employers' skills-first hiring and workforce development capabilities

Recommendation 8

Stronger industry push for HR to level up through IHRP certification

- This will provide employers with access to external support and resources from the certified HR community

Singapore National Employers Federation and the Ministry of Manpower will work with Trade Associations and Chambers, Institute for Human Resource Professionals, and the National Trades Union Congress to drive these efforts forward to **enable employers to better attract**, **develop** and **retain talent**, which will in turn **improve productivity** and **support business growth**.

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