Job Vacancies 2025



Manpower Research and Statistics Department
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JOB VACANCIES 2025

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Director
Manpower Research and Statistics Department
Ministry of Manpower
18 Havelock Road #05-01
Singapore 059764
Republic of Singapore

Email: mom_rsd@mom.gov.sg

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Abbreviations

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

Highlights

Vacancy trends in 2025 indicate that business expansion and digitalisation continued to shape labour demand, while hiring conditions improved overall though shortages persisted in some specialised roles.

1 Business expansion continued to drive vacancies

Nearly half of vacancies in 2025 were newly created positions (49.3%), suggesting that labour demand continued to be supported by business expansion rather than replacement hiring alone. Sectors such as *Information & Communications* (74.2%), *Professional Services* (58.2%) and *Financial & Insurance Services* (54.0%) recorded shares of newly created vacancies above the overall average, reflecting strong business activity in these sectors.

2 Digitalisation and infrastructure investment shaped skills demand

Technological developments continued to shape jobs and skills demand. Software, web, multimedia and game developers and designers, systems analysts, data scientists, and applications and systems programmers remained in strong demand as firms expanded their use of digital technologies, advanced analytics and AI-enabled systems. Advanced manufacturing and infrastructure projects also sustained demand for engineering professionals including electronics engineers, civil engineers, and industrial & production engineers, reflecting ongoing investments in these areas.

3 Employers increasingly emphasised skills over qualifications

Employers increasingly emphasised skills and competencies over formal qualifications. Academic qualifications were not the main determinant in hiring for 79.6% of vacancies in 2025, a further increase from 78.8% in 2024. Employers cited better hiring outcomes from adopting a skills-based hiring approach, including faster hiring, access to a broader talent pool and improved employee performance.

4 Hiring difficulties eased overall but persisted in specialised roles

Hiring difficulties eased overall, with the share of vacancies unfilled for at least six months declining from 19.4% in 2024 to 17.1% in 2025. This is less than half the level in 2015 (39.0%), suggesting that hiring conditions have improved over the longer term. However, among PMET roles, the share of unfilled vacancies for at least six months rose from 14.4% in 2024 to 16.0% in 2025 after three consecutive years of improvement. Employers cited a lack of specialised

skills and relevant experience, within roles such as data scientists, teaching and training professionals and civil engineers.

5 Entry-level PMET opportunities remained available across most industries

A sizeable share of vacancies continued to be open to fresh graduates and new entrants into professional roles. The number of entry-level vacancies remained in the 30,000 range (32,500 (December 2025) from 34,600 (December 2024)). In particular, sectors such as *Health & Social Services* (54.4% of all vacancies within the sector) and *Professional Services* (44.4%) recorded above-average shares of entry-level job vacancies.

6 Remote-capable jobs are becoming more common, while overseas recruitment for such roles has declined

With increased digitalisation, cross-border hiring for positions that can be done remotely has become a possibility. While the proportion of vacancies for jobs that can be performed remotely increased from 14.4% in 2024 to 22.7% in 2025, the share of vacancies where employers intended to recruit from overseas declined from 23.0% in 2024 to 16.5% in 2025. This points to a gradual shift in how some roles can be organised, potentially supporting greater labour force participation among workers who benefit from flexible work arrangements, such as caregivers.

Job Vacancies 2025

1 Introduction

1.1 The Manpower Research and Statistics Department (MRSD) publishes job vacancy numbers on a quarterly basis in its labour market reports. Job vacancy statistics are important as it helps to measure unmet labour demand for manpower.

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 the difficulties in filling these jobs. Information glimpsed from these statistics can enable individuals to seek out sought-after positions, and for policymakers and employers to better understand shifts in hiring and the jobs in demand so as to improve job matches.

1.3 The survey was conducted from 15 September 2025 to 19 December 2025. 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 16,910 establishments employing 1,888,600 employees responded to the survey, yielding a response rate of 85.9%. The reference date for the survey was 30 September 2025.

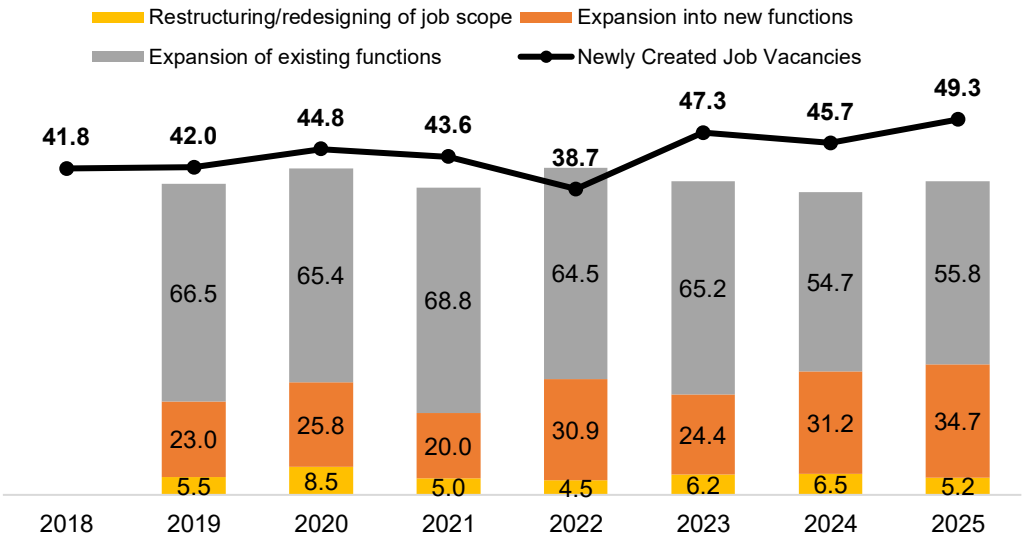
2 Hiring Trends in 2025

Newly created positions made up 49.3% of vacancies in 2025, up from 45.7% in 2024, mainly arising from business expansion

2.1 The labour market remains tight, with vacancies continuing to outnumber jobseekers.[1] Nearly half of these vacancies were newly created positions,[2] mostly due to business expansion. The proportion of newly created positions among all vacancies rose from 45.7% in 2024 to 49.3% in 2025 [Chart 1].

2.2 Between 2024 and 2025, more new positions opened up due to firms' expansion into new functions (31.2% to 34.7%), as well as firms' expansion into existing functions (54.7% to 55.8%). New positions resulting from restructuring or redesigning of jobs (5.2%) remained a small share.

Chart 1: Proportion of Newly Created Job Vacancies and Reasons For Creating New Job Vacancies (%)



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

Notes:
(1) Data does not sum up to 100% because the "Others" category is not shown separately.
(2) Data on reasons for creating new job vacancies are collected from 2019 onwards.

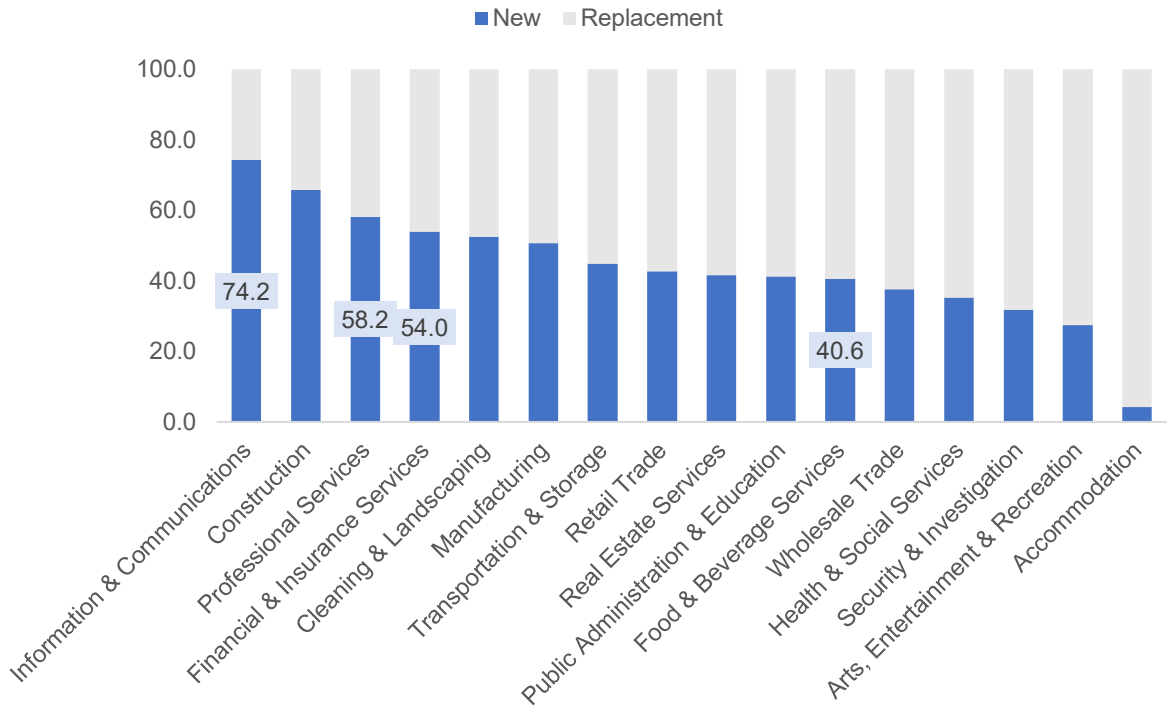
[1] There were 1.58 job vacancies for every job seeker in December 2025. At 3.1% in December 2025, the job vacancy rate was higher than the quarterly average of 2.3% between 2000 and 2019. For the full year of 2025, the annual average of job vacancies stood at 75,900, slightly higher than 75,400 in 2024. Source: Labour Market Survey, Manpower Research & Statistics Department, MOM.

[2] 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.

2.3 *Information & Communications* continued to have the highest proportion of vacancies for new positions (74.2%), reflecting the industry's dynamism and competitiveness. *Professional Services* (58.2%) and *Financial & Insurance Services* (54.0%) also created an above-average proportion (average: 49.3%) of newly created positions this year [Chart 2].

2.4 *Food & Beverage Services* saw a further decline in the proportion of newly created job vacancies after peaking in 2023 (from 57.2% in 2023 to 44.4% in 2024 and 40.6% in 2025), on the back of subdued sectoral growth due to changes in dining preferences and consumption patterns[3].

Chart 2: Distribution of Job Vacancies by Type of Vacancy and Industry, 2025 (%)



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

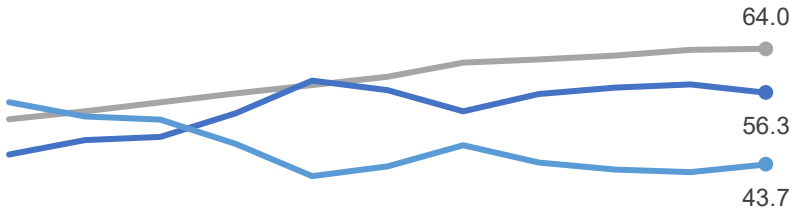
[3] According to the Economic Survey of Singapore 2025 by the Ministry of Trade and Industry, the food & beverage services sector contracted by 0.9% in 2025, similar to the 1.1% contraction in 2024. In 2025, there was a fall in sales volume of restaurants, cafes, food courts & other eating places, and fast-food outlets.

Share of PMET vacancies showed a longer-term uptrend, with keener demand within growth sectors

2.5 The number of PMET vacancies remained robust in 2025 at levels comparable to 2024,[4] and non-PMET vacancies also increased, driven mainly by growth in the *Construction* sector. As a result, the overall share of vacancies tilted slightly away from PMET positions, declining from 57.7% in 2024 to 56.3% in 2025.

2.6 Over the last decade, there has been an increase in the PMET share of job vacancies (from 45.4% in 2015 to 56.3% in 2025), along with the improvement of the workforce's education profile. The PMET demand was keener within growth sectors such as *Information & Communications*, *Financial & Insurance Services* and *Professional Services,* contributing to 37.1% of PMET vacancies. These sectors typically have jobs associated with higher pay and higher skills.

Chart 3: Distribution of Job Vacancies by Occupational Groups and Proportion of Resident Workforce Who Are Tertiary Educated (%)



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Tertiary educated	51.6	53.0	54.6	56.1	57.6	59.1	61.6	62.1	62.8	63.8	64.0
PMETs	45.4	47.9	48.5	52.7	58.4	56.7	53.0	56.0	57.2	57.7	56.3
Non-PMETs	54.6	52.1	51.5	47.3	41.6	43.3	47.0	44.0	42.8	42.3	43.7

Sources: Labour Market Survey and Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: Job vacancies data pertain to private sector establishments (each with at least 25 employees) and the public sector, and refer to September to align with the Job Vacancy Survey reference period.

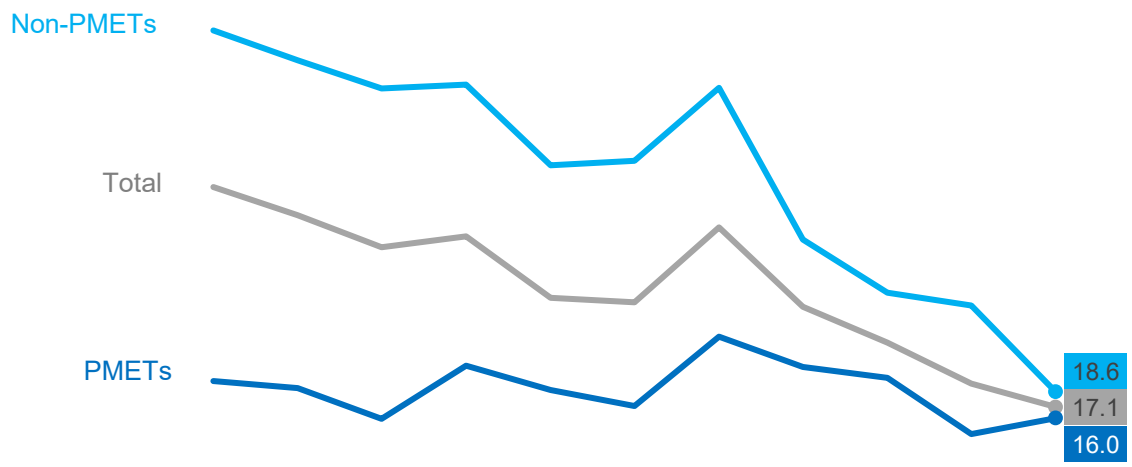
[4] The number of PMET vacancies was 38,200 in 2025, compared with 35,400 in 2024. Over the same period, the number of non-PMET vacancies increased from 26,000 in 2024 to 29,600 in 2025. Source: Labour Market Survey, Manpower Research & Statistics Department, MOM.

Hiring difficulties have eased, with fewer vacancies remaining unfilled for long periods

2.7 The share of vacancies unfilled for at least six months declined from 19.4% in 2024 to 17.1% in 2025 and is now less than half the level in 2015 (39.0%) [Chart 4]. This decline was driven mainly by improvements in non-PMET roles such as drivers, cooks and waiters.

2.8 Among PMET roles, the share of vacancies unfilled for at least six months rose from 14.4% in 2024 to 16.0% in 2025, after three straight years of improvement. Employers cited a lack of specialised skills and relevant experience[5], within roles such as **data scientists**, **teaching & training professionals** and **civil engineers**. To address these gaps, employers are encouraged to leverage on support measures to reskill their workforce and improve their human capital practices, moving beyond the plug-and-play approach for hiring of suitable candidates particularly in these sectors and jobs.

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



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Total	39.0	36.2	33.0	34.1	28.0	27.5	35.0	27.1	23.5	19.4	17.1
PMETs	19.7	19.0	15.9	21.2	18.8	17.2	24.1	21.1	20.0	14.4	16.0
Non-PMETs	54.6	51.6	48.8	49.2	41.2	41.6	48.9	33.8	28.5	27.2	18.6

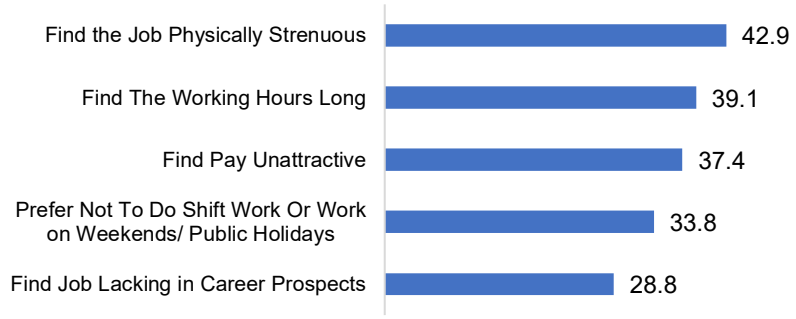
Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

[5] For PMET vacancies that were unfilled for at least six months, they were also primarily those that required 2 or more years of experience (74.3%).

2.9 Occupations such as **drivers** (6.8% of all non-PMET vacancies unfilled for at least six months), **construction labourers** (6.3%), **cooks** (5.0%) and service workers such as **waiters** (6.7%), **shop sales assistants** (6.0%) were among the top non-PMET jobs that were unfilled for at least six months, and this proportion has trended down over the decade. For positions that remain difficult to fill, employers cited that job seekers felt such jobs were physically strenuous (**drivers**, **construction labourers**), had unfavourable work schedules (**waiters, shop sales assistants, cooks**), lacking career prospects (**drivers, cooks**) and unattractive pay (**cooks**) [Table 1].

2.10 Employers who face these hiring challenges can tap enhanced funding support for job redesign and workforce transformation under the Enterprise Workforce Transformation Package. This will aid them in transforming roles into higher-value positions for businesses and improve attractiveness of these jobs to resident job seekers.

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, 2025 (%)

Top Jobs	Top Reasons
1. Car, Taxi, Van & Light Goods Vehicle Driver 2. Waiter 3. Construction Labourer 4. Shop Sales Assistant 5. Cook	

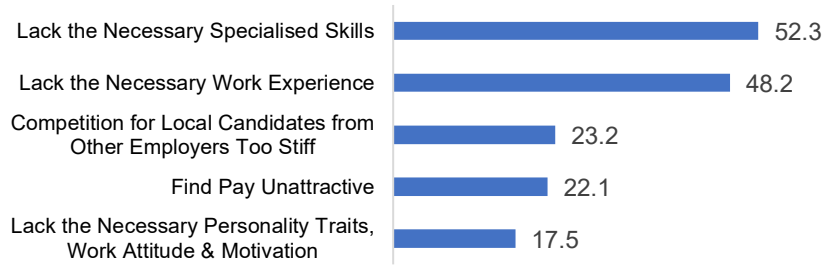
Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

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

2.11 Similar to previous years, the lack of specialised skills along with lack of relevant work experience remained the top reasons cited by employers for hard-to-fill PMET vacancies [Table 2]. While these PMET jobs are typically higher-paying and sought after by workers, the longer time taken to fill them likely reflects a more extended assessment process to identify candidates who meet the specific requirements of these roles. These included occupations such as **software, web, multimedia & games developers and designers** (7.0% of all PMET vacancies unfilled for at least six months), **data scientists** (5.3%), **teaching & training professionals** (4.9%), **civil engineers** (3.5%) and **applications & systems programmer** (3.2%).

2.12 Collective efforts by agencies to upskill the workforce, such as those by SkillsFuture Singapore (SSG) and Workforce Singapore (WSG)[6], will help provide greater career guidance and accessibility to job-related learning opportunities. These initiatives can help job seekers bridge skill gaps and meet evolving job requirements.

Table 2: Top PMET Jobs Unfilled for At Least Six Months and Top Reasons for PMET Jobs Being Hard-to-fill by Residents, 2025 (%)

Top Jobs	Top Reasons
1. Software, Web, Multimedia & Games Developer & Designer 2. Data Scientist 3. Teaching & Training Professional 4. Civil Engineer 5. Applications & Systems Programmer	

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

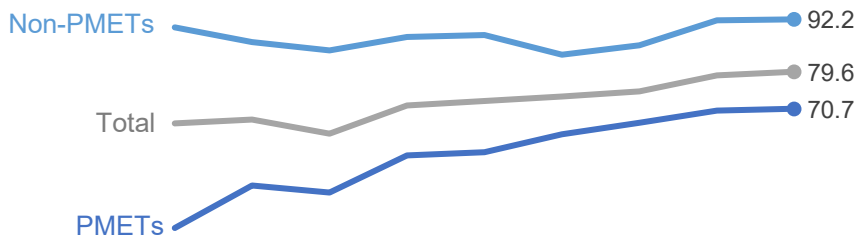
Note: Respondents may indicate more than one reason for hard-to-fill vacancies.

[6] SkillsFuture Singapore (SSG) and Workforce Singapore (WSG) will be merged to form a new statutory board, Workforce and Skills Singapore (WSSG). The Government plans to establish the new statutory board in the second half of 2026.

Hiring criteria for most job vacancies have broadened beyond requirements for academic qualifications

2.13 Academic qualification was not the main determinant in hiring for 79.6% of the vacancies in 2025, a further increase from 78.8% in 2024 [Chart 5]. From 2017 to 2025, the increase was steeper among PMET vacancies.

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



	2017	2018	2019	2020	2021	2022	2023	2024	2025
Total	67.1	68.1	64.7	71.5	72.6	73.6	74.9	78.8	79.6
PMETs	42.0	52.2	50.6	59.5	60.2	64.5	67.3	70.3	70.7
Non-PMETs	90.3	86.7	84.8	87.9	88.4	83.7	85.9	91.9	92.2

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

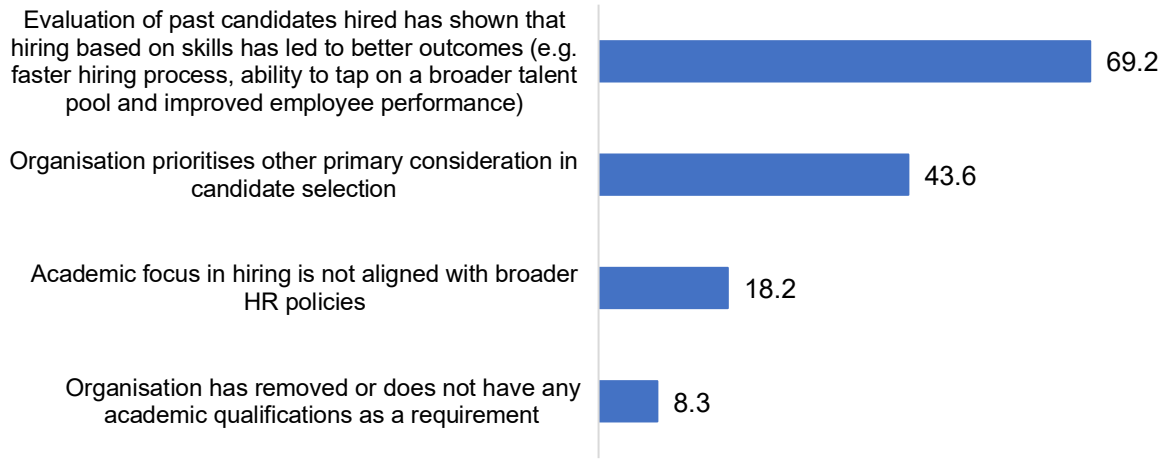
Note: Data are available from 2017 onwards.

2.14 For 69.2% of vacancies that do not primarily focus on academic qualifications, the reason cited by employers was the better outcomes they observed from adopting a skills-based hiring approach [Chart 6]. These outcomes could be related to faster hiring, access to a broader talent pool and improved employee performance.

2.15 Employers also typically have other primary considerations in selecting candidates for the openings (43.6% of such vacancies), requiring job seekers to demonstrate relevant work experience as well as skills and abilities.[7] These developments would enable hirers to unlock a broader talent pool and access more skilled workers, thereby increasing labour and career mobility.

2.16 Skills such as software development, systems analysis and data analytics, alongside problem-solving and adaptability, are commonly required for in-demand professions, including technology roles and analytical positions in finance and engineering. These jobs, which involve tasks with high AI potential, will require workers to develop fluency in using AI-enabled tools.

Chart 6: Proportion of Job Vacancies By Reasons For Which Academic Qualifications Were Not The Main Consideration, 2025 (%)



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

Note: Respondents may indicate more than one option.

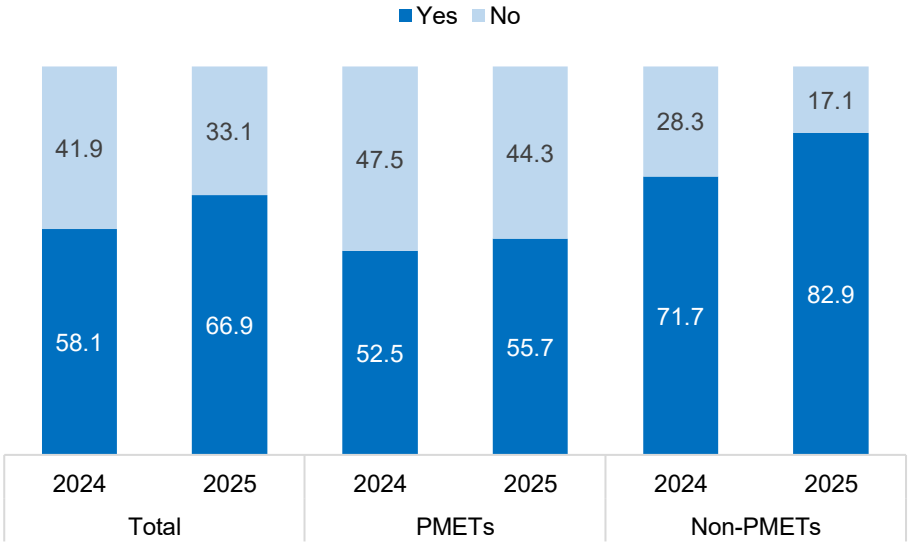
[7] Relevant experience was ranked among the top two factors (70.4% of vacancies) for an organisation's criteria for evaluating applicants, followed by skills and abilities (63.1%).

2.17 Most employers are open to hiring candidates with lower qualifications. For the majority (66.9%) of all vacancies, employers had indicated that they were willing to consider candidates below the stated qualification requirements for the job. This shift reflects a more progressive focus on skills and potential over formal qualifications rather than the traditional plug and play approach, which might constrain labour mobility for workers.

2.18 This flexibility varied by job type and by sector. Employers were more likely to hire candidates who did not meet the minimum qualification for non-PMET (82.9%) compared to PMET vacancies (55.7%) [Chart 7], as non-PMET positions typically require skills that can be quickly learned on the job, while PMET roles often need specialised knowledge, which require more time to master.

2.19 By sector, a higher proportion of PMET vacancies with flexibility on qualification requirements was observed within *Accommodation* (75.9%) and *Food and Beverage Services* (74.6%), as well as *Financial and Insurance Services* (69.0%). For non-PMET vacancies, this proportion was higher in *Construction* (91.2%) and *Manufacturing* (85.2%) sectors.

Chart 7: Proportion of Job Vacancies For Which Employers Will Consider Hiring Candidates Whose Education Level Were Below The Minimum Qualification Listed (%)



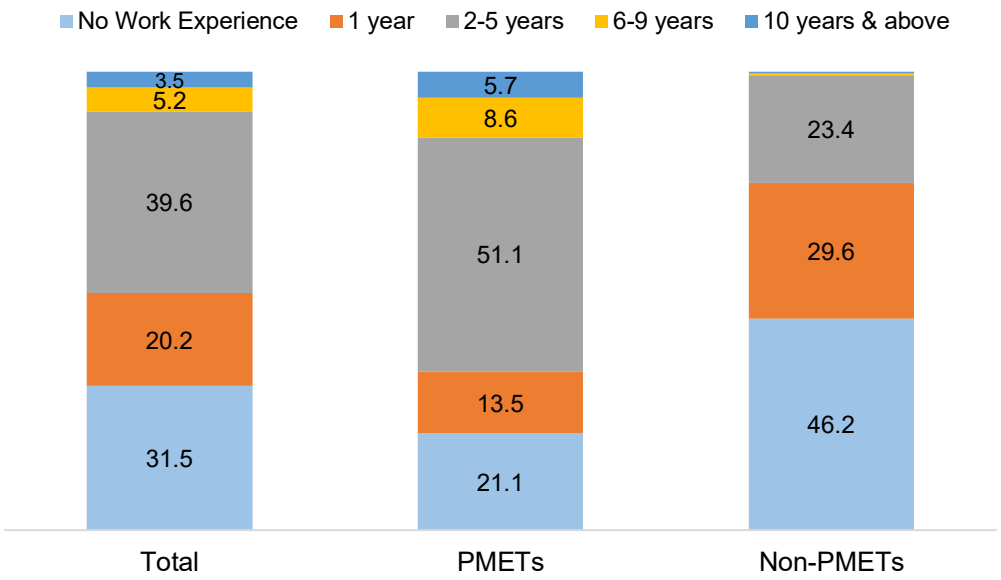
Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

Job opportunities remain available across levels of work experience, though the experience bar was higher within sectors with specialised or technical functions

2.20 Most vacancies were suitable for candidates with limited to moderate prior experience. Overall, 31.5% of vacancies were for jobs requiring no prior experience, 20.2% required 1 year of experience, and the rest required at least 2 years of working experience [Chart 8]. The lower experience requirement was more pronounced among non-PMET vacancies, where 46.2% of vacancies required no work experience and 29.6% required 1 year of experience.

2.21 Among PMET vacancies, 51.1% required mid-level experience (i.e., 2 to 5 years), compared with 21.1% requiring no work experience, suitable for fresh graduates, and 13.5% requiring 1 year of experience. The higher proportion requiring mid-level experience reflects common practicum and industry training in professional fields including healthcare, accounting, legal, and architecture. This spread of vacancies across levels of experience indicates opportunities for both fresh entrants and mid-career job switchers. Vacancies requiring higher levels of experience or more senior roles (6 to 9 years or 10 years and above) remained a small minority across occupations.

Chart 8: Distribution of Job Vacancies by Minimum Work Experience Required and Occupational Group, 2025 (%)



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

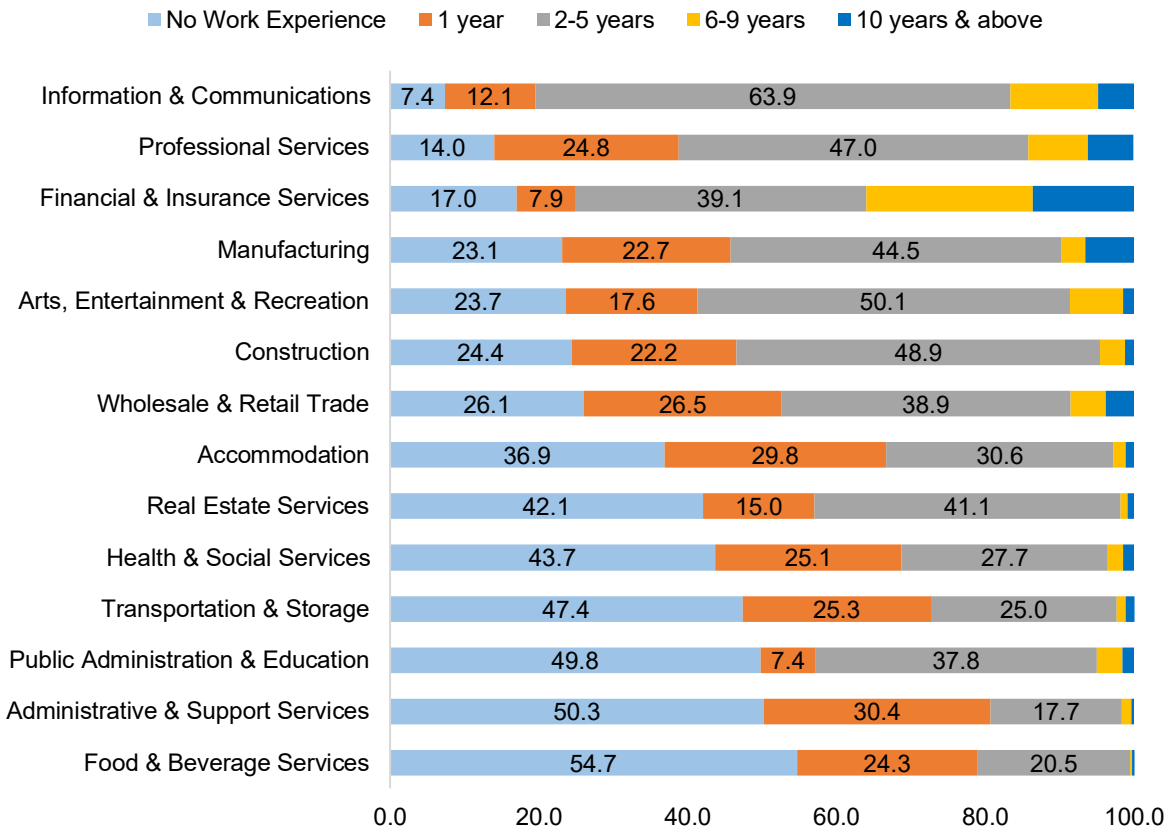
Note: Shares for non-PMET vacancies requiring 6–9 years or 10 years and above of experience were each below 1.0%, and are therefore not shown separately.

2.22 Among PMET vacancies that did not require prior work experience, there were more within roles such as management executives, financial & investment advisor, and commercial & marketing sales executives.

2.23 In comparison, job vacancies with no prior experience were common in sectors such as *Food & Beverage Services* (54.7%) and *Administrative & Support Services* (50.3%), which typically have higher shares of non-PMET vacancies. These industries, which tend to have more operational or service-oriented roles, are more likely to hire with limited experience as they emphasise soft skills and on-the-job learning. Employers in these sectors may also be more open to hiring individuals without extensive prior experience as they tend to be vocational hires and hourly-paid.

2.24 Sectors such as *Information & Communications* and *Financial & Insurance Services* have a higher proportion of vacancies requiring 2 or more years of experience [Chart 9]. While these sectors also hire for jobs with no prior experience (7.4% and 17.0% respectively), they tend to have more openings requiring mid-level experience with some industry or job exposure to ensure that hires can perform complex and high-risk functions such as software development, data engineering and financial risk management.

Chart 9: Distribution of Job Vacancies by Minimum Work Experience Required and Industry, 2025 (%)



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

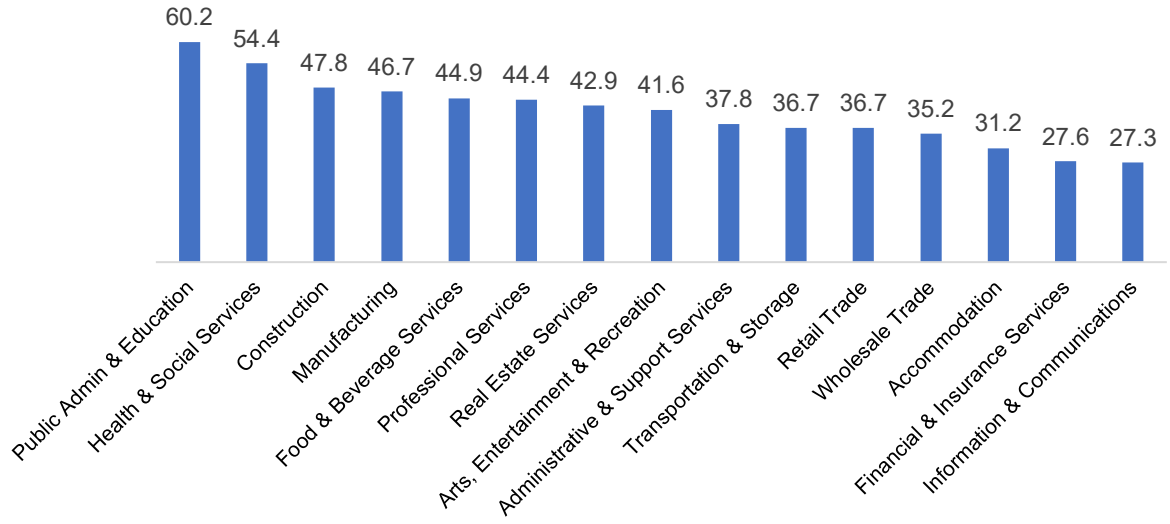
Entry-level PMET job vacancies remained available across most industries

2.25 There remained a robust supply of entry-level PMET job openings, with the share of entry-level vacancies at 42.9% (or 32,500 entry-level vacancies) in December 2025.[8]

2.26 Entry-level PMET job vacancies continued to be available across most industries, indicating that employers remained open to hiring fresh graduates and new entrants into professional roles. In particular, *Health & Social Services* (54.4% of all vacancies within the sector) and *Professional Services* (44.4%) were among sectors with shares of entry-level PMET vacancies that were above the overall average (42.9%) [Chart 10].

2.27 Within *Health & Social Services*, entry-level demand was observed for occupations such as nursing, social work and pre-primary education. In *Professional Services*, demand for entry-level PMETs was evident in roles supporting core business and operational functions, such as auditing and IT support.

Chart 10: Proportion of Entry-Level PMET Job Vacancies By Industry, December 2025 (%)



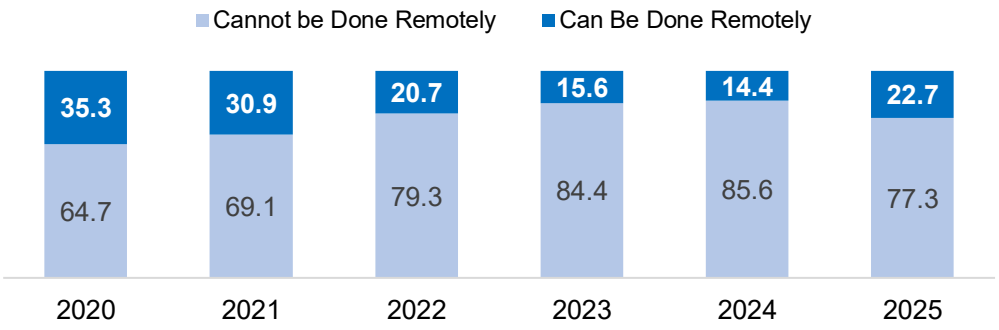
Source: Data on job vacancies is obtained from surveys conducted by Manpower Research and Statistics Department (MOM), job advertisement sites and MyCareersFuture.

[8] Entry-level PMET job vacancies refer to PMET vacancies with a minimum salary within the range of $2,300 and $5,000, which are suitable for fresh graduates and are advertised on job portals to recruit local job seekers. The source for this data differs from that collected through the Job Vacancy Survey, which surveys establishments on the number of job vacancies. The number of entry-level vacancies remained in the 30,000 range (32,500 (December 2025) from 34,600 (December 2024)).

Remote-capable jobs are becoming more common, while overseas recruitment for such roles has declined

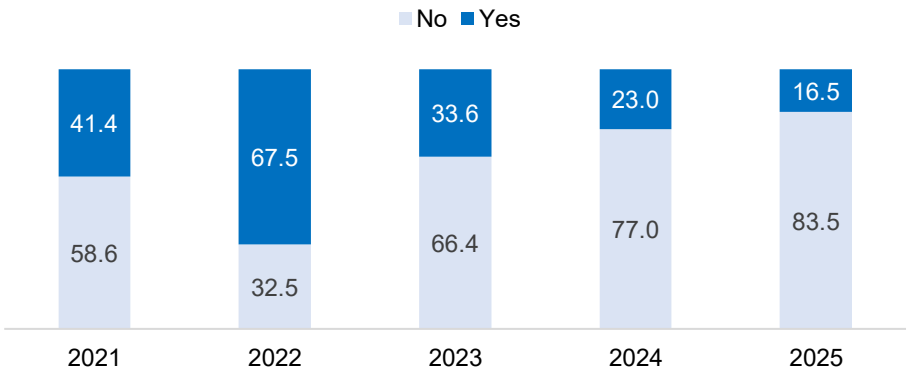
2.28 With increased digitalisation, cross-border hiring for positions that can be done remotely becomes a possibility. While the proportion of vacancies that can be performed remotely increased from 14.4% in 2024 to 22.7% in 2025, the share involving overseas recruitment declined from 23.0% in 2024 to 16.5% in 2025 [Charts 11 and 12].[9] This points to a gradual shift in how some roles can be organised, potentially supporting greater labour force participation among workers who benefit from flexible work arrangements, such as caregivers.

Chart 11: Distribution of Job Vacancies by Whether Work Can Be Done Remotely (%)



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

Chart 12: Distribution of Job Vacancies by Whether Employers Are Actively Recruiting Overseas Applicants to Work Remotely (%)

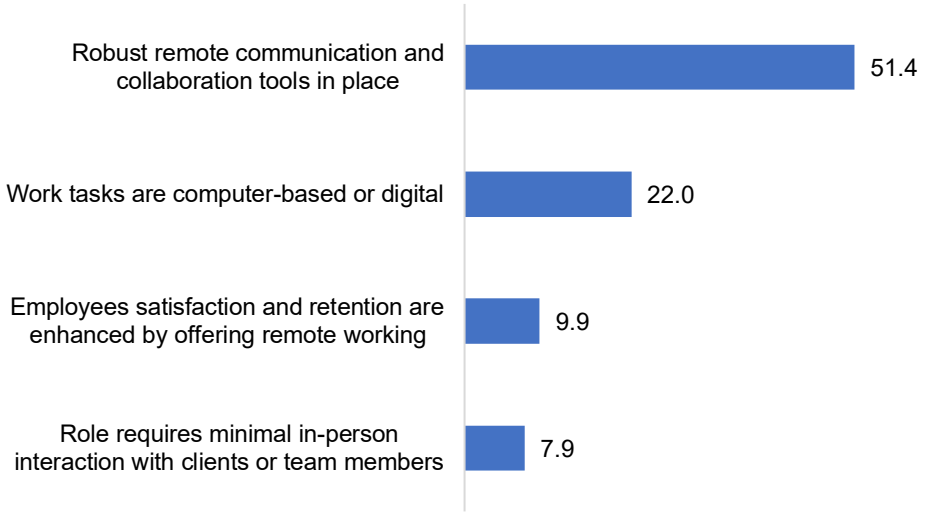


Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

[9] Remote-amenable positions saw a higher-than-usual share of cross-border hiring (67.5%) in 2022 likely due to the post pandemic manpower shortages.

2.29 Remote-amenable positions are primarily enabled by job design and supporting technological infrastructure. For half of the vacancies (51.4%) where work can be done remotely, employers indicated the availability of remote communication and collaboration tools. Additionally, one in five vacancies were suitable for remote work as work tasks involved were computer-based or digital in nature (22.0%) [Chart 13]. Other reasons include enhancing employees' satisfaction and retention (9.9%), as well as the need for minimal in-person interaction (7.9%). For vacancies where work cannot be done remotely, the reasons were typically related to the need for in-person interaction (63.1%), or the use of on-site equipment or machinery (33.7%).

Chart 13: Distribution of Job Vacancies by Reasons For Which Work Can Be Done Remotely, 2025 (%)

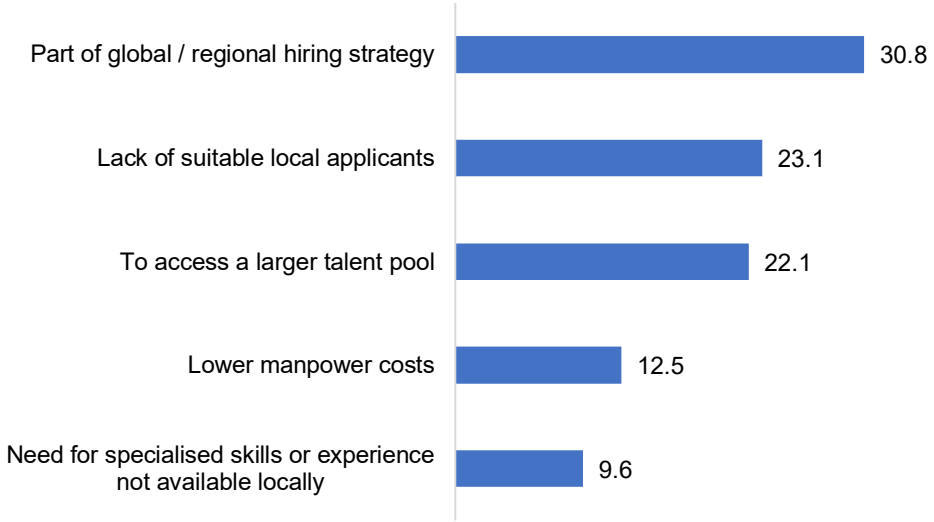


Source: Job Vacancy Survey, Manpower Research & Statistics Department, MOM

Note: Data does not sum up to 100% because the "Others" category is not shown separately.

2.30 Among the remote-amenable positions which are open to overseas applicants, reasons cited include a lack of suitable local applicants (23.1%) and the need to access a larger talent pool (22.1%) [Chart 14]. For these positions, employers may need to review job requirements or work arrangements to better attract and tap on suitable local talent, particularly where specialised skillsets or more demanding job scopes are involved.

Chart 14: Distribution of Job Vacancies by Reasons For Which Employers Are Actively Recruiting Overseas Applicants to Work Remotely, 2025 (%)



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

Note: Data does not sum up to 100% because the "Others" category is not shown separately.

3 Jobs in Demand

Robust and sustained demand for skilled workers in technology and engineering

3.1 Technological developments continued to drive demand for skilled workers. **Software, web, multimedia & game developers and designers** remained one of the most sought-after roles, ranking 3rd among all PMET vacancies in 2025. Demand for **systems analysts** (ranked 9th) and **data scientists** (which formed the 2nd highest share of all job vacancies within *Information & Communications*, and ranked 15th among PMET vacancies) also remained robust. **Applications and systems programmers** (which accounted for the 4th highest share of vacancies within *Information & Communications,* including roles such as artificial intelligence/machine learning engineers) continued to be in demand, as firms expanded their use of advanced analytics and AI-enabled systems. Even as AI continues to reshape business operations, employers' hiring patterns reflect the sustained need for professionals who can integrate these technologies across organisations. The demand for niche skills thus contributed to the high pay of workers in these jobs compared to other professions.

3.2 Advanced manufacturing and infrastructure projects also sustained demand for engineering professionals including **electronics engineers** (ranked 5th among PMET vacancies), **civil engineers** (6th), and **industrial & production engineers** (7th). Growth in advanced manufacturing[10] supported demand for **electronics engineers** (including semi-conductor engineer – the highest share of vacancies within *Manufacturing)* and **industrial & production engineers** as firms expanded capacity and automated processes. Ongoing infrastructure projects similarly supported the continued hiring of **civil engineers**.

3.3 Similar to 2024, job openings for **teaching & training professionals** (1st) and **commercial & marketing sales executives** (2nd) remained strong, reflecting continued demand for roles supporting skills development, education and business growth

[10] According to the Economic Survey of Singapore 2025 by the Ministry of Trade and Industry, the manufacturing sector grew by 8.7 per cent for the whole of 2025, faster than the 3.8 per cent growth in 2024. The growth was supported by supported by strong electronics and biomedical manufacturing output amid AI-related demand for semiconductors, servers and server-related products and higher production of a key high-value active pharmaceutical ingredient.

3.4 Demand for **financial & investment advisers** (10th) eased compared to 2024, though the occupation remained within the top ten list. This likely reflects improved hiring outcomes, as vacancies for these roles were progressively filled. Demand for **registered nurses** (which formed the highest share of all vacancies within *Health & Social Services* and ranked 24th among all PMET vacancies) also fell from the list of PMET jobs in demand, reflecting successful efforts to recruit and retain nurses.

Table 3: Top 10 PMET Job Vacancies, 2025

Rank, 2025 (2024)	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 (1)	Teaching & Training Professional	2,611 - 8,580	Diploma & Prof Qual	•	Instructing Speaking Learning Strategies	Job Specific
2 (3)	Commerical & Marketing Sales Executive	3,000 - 4,350	Diploma & Prof Qual	•	Persuasion Speaking Coordination	Job Specific
3 (2)	Software, Web, Multimedia & Games Developers & Designers	7,000 - 10,000	Degree		Programming Critical Thinking Complex Problem Solving	Job Specific
4 (14)	Policy & Planning Manager	4,800 - 9,700	Degree	•	Complex Problem Solving Judgment and Decision Making Systems Analysis	Job Specific
5 (20)	Electronics Engineer	5,000 - 8,000	Degree	•	Complex Problem Solving Operations Analysis Systems Evaluation	Job Specific
6 (4)	Civil Engineer	3,500 - 5,500	Degree		Complex Problem Solving Critical Thinking Operations Analysis	Job Specific
7 (6)	Industrial & Production Engineer	4,200 - 6,775	Degree		Reading Comprehension Complex Problem Solving Speaking	Job Specific
8 (10)	Accountant	4,550 - 6,700	Degree	•	Mathematics Critical Thinking Reading Comprehension	Job Specific
9 (12)	Systems Analyst	6,000 - 9,700	Degree		Systems Analysis Systems Evaluation Complex Problem Solving	Job Specific
10 (5)	Financial & Investment Adviser	7,500 - 12,000	Diploma & Prof Qual	•	Judgment and Decision Making Critical Thinking Persuasion	Industry Specific

• Indicates occupations where academic qualifications were not the main consideration for at least 70.7% (PMET average) of vacancies in 2025.

* 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.

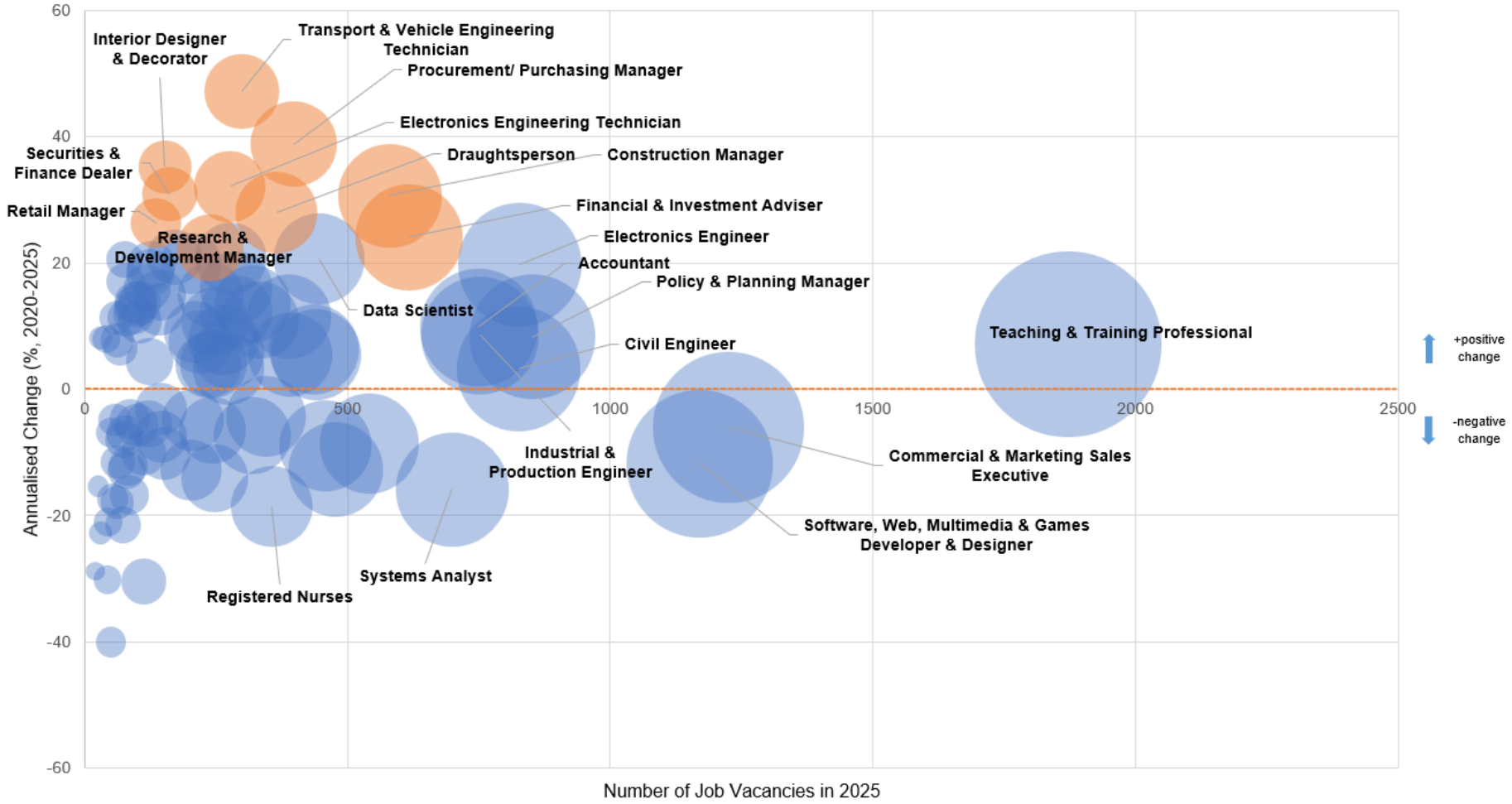
Chart 15: PMET Job Vacancies Which Saw an Increase/ Decrease in Demand During the Period, 2020 to 2025

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 2025

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.

3.6 There was minimal change to the of top ten jobs in demand for non-PMETs in 2025, compared to the year before, though **construction labourers** have seen an increase in demand (1st), supported by an increase in both public sector and private sector construction works.[11] **Waiters**, **shop sales assistants** and **cleaners** remained in the top non-PMET jobs in demand, alongside **receptionists, customer service & information clerks**, **general office clerks**, **security guards** and **heavy truck & lorry drivers** [Table 4].

4 Conclusion

4.1 Taken together, the findings suggest that labour demand in 2025 continued to be supported by business expansion and ongoing investments in digitalisation and infrastructure. While hiring conditions improved overall, shortages persisted in specialised roles, and the increasing share of remote-capable roles points to gradual changes in how some jobs can be organised.

[11] According to the Economic Survey of Singapore 2025 by the Ministry of Trade and Industry, the construction sector expanded by 5.2 per cent for the whole of 2025, after growing by 5.4 per cent in 2024. This was due to expansions in both public and private sector construction output.

Table 4: Top 10 Non-PMET Job Vacancies, 2025

Rank, 2025 (2024)	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 (5)	Construction Labourer	800 - 1,500	Sec & Below	•	Operations Monitoring Coordination Operation and Control	Job Specific
2 (1)	Waiter	2,200 - 2,669	Sec & Below	•	Speaking Service Orientation Social Perceptiveness	No Work Experience
3 (3)	Shop Sales Assistant	2,305 - 2,600	Sec & Below	•	Persuasion Speaking Service Orientation	No Work Experience
4 (2)	Cleaner	1,910 - 2,310	Sec & Below	•	Speaking	No Work Experience
5 (4)	Receptionist, Customer Service & Information Clerk	2,300 - 3,000	Sec & Below		Reading Comprehension Speaking Service Orientation	Job Specific
6 (6)	Security Guard	2,870 - 3,000	Sec & Below		Speaking Monitoring Coordination	No Work Experience
7 (9)	Heavy Truck & Lorry Driver	2,600 - 3,500	Sec & Below	•	Operation and Control Operation Monitoring Monitoring	Job Specific
8 (8)	Material & Freight Handling Worker	1,800 - 2,450	Sec & Below	•	Coordination	No Work Experience
9 (7)	General Office Clerk	2,000 - 3,000	Sec & Below	•	Speaking Writing Reading Comprehension	Job Specific
10 (10)	Kitchen Assistant	2,155 - 2,500	Sec & Below	•	Service Orientation Time Management	No Work Experience

• Indicates occupations where academic qualifications were not the main consideration for at least 92.2% (Non-PMET average) of vacancies in 2025.

* 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.

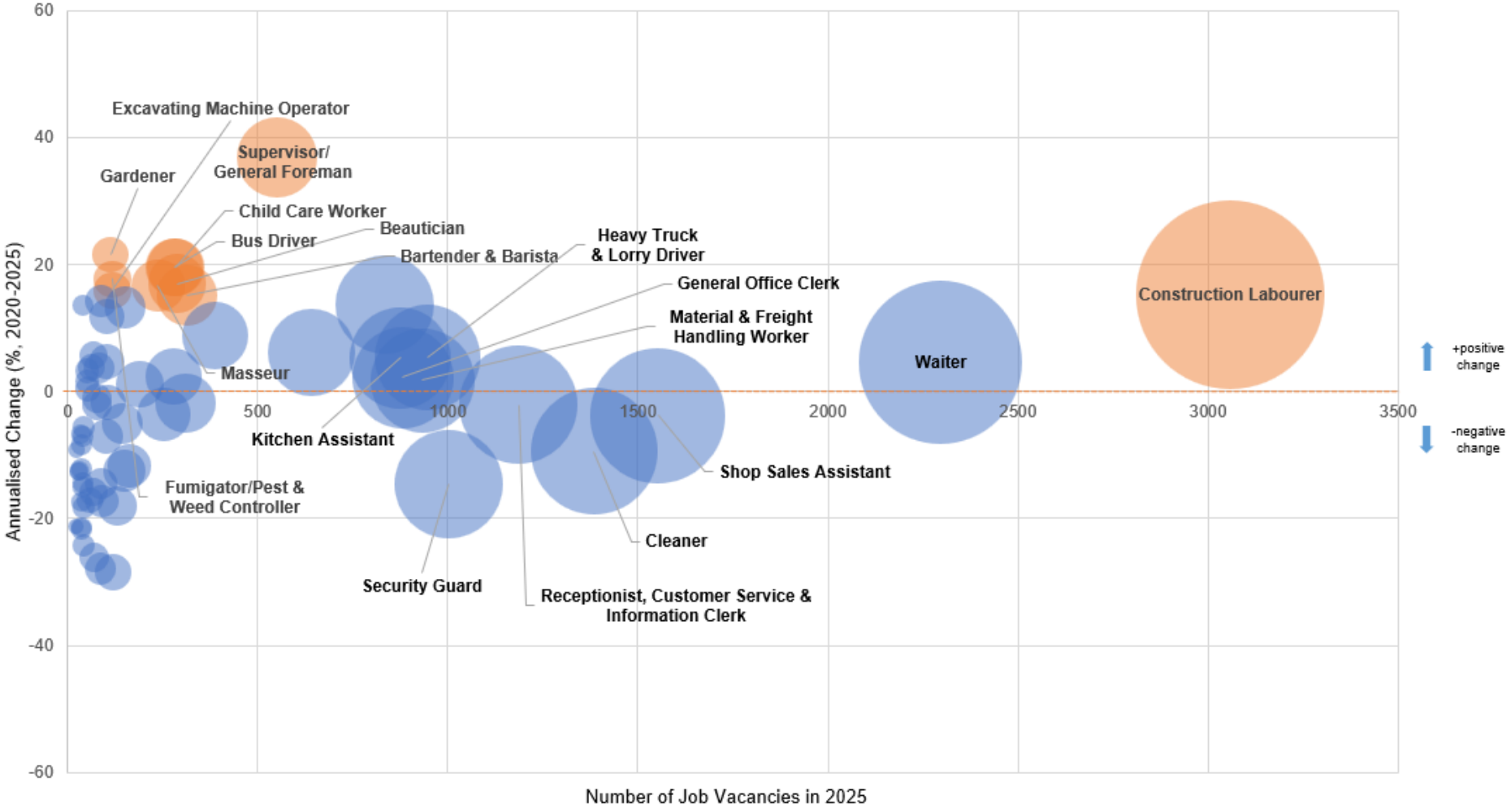
Chart 16: Non-PMET Job Vacancies Which Saw an Increase/ Decrease in Demand During the Period, 2020 to 2025

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 2025

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.

Appendix

SURVEY COVERAGE & METHODOLOGY

Introduction

The *Job Vacancy Survey, 2025* 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 2025 to 19 December 2025.

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; 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 16,910 establishments employing 1,888,600 employees responded to the survey, yielding a response rate of 85.9%.

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 2025.

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 and years of working experience required
- Whether vacancies were unfilled for at least six 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) 2024, 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 is classified into one of the following categories:

Secondary and below includes the following 3 sub-categories: (i) ***Primary & below***, (ii) ***Lower secondary*** and (iii) ***Secondary***.

(i) ***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)).

(ii) ***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).

(iii) ***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.