Job Vacancies 2022



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JOB VACANCIES 2022

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CONTENTS

Page

1 Introduction 1

2 Overall Hiring Trends..……..…2

3 Jobs And Skills In Demand..... 9

Appendix : Survey Coverage And Methodology 15

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

Employers faced less difficulty filling vacancies, as border restrictions were lifted, and it became easier for employers to backfill positions vacated by non-residents during the height of the pandemic. The proportion of vacancies unfilled for at least six months declined to 27% in 2022, from 35% in 2021. This was the lowest so far, with non-PMET vacancies registering a sharper decline than PMET vacancies. Over the longer term, employers are facing fewer challenges in filling non-PMET roles. This reflects continued efforts to redesign non-PMET jobs to make them more attractive to resident job seekers.

The proportion of vacancies which involved work that can be done remotely has fallen from 31% in 2021 to 21% in 2022. This reflects a normalisation of remote work trends as more workplace activities resumed on-site when pandemic-related restrictions eased in 2022.

In 2022, the share of newly created positions fell from 44% in 2021 to 39% of all job vacancies. Conversely, the proportion of replacement vacancies rose. With the lifting of border restrictions and safe management measures in 2022, employers sought to fill positions left vacant during the pandemic. Like the year before, *Information & Communications* (69%) had the highest proportion of vacancies for new positions, demonstrating the restructuring which has taken place and the dynamism of the sector.

PMET vacancies formed the majority of the available vacancies in 2022 (56%), reflecting manpower demand for skilled workers from the growth sectors of *Information & Communications*, *Financial & Insurance Services*, *Professional Services* and *Health & Social Services*.

Technology talents such as *software, web & multimedia developer* and *software & applications manager* continued to be highly sought after as ongoing digitalisation trends has led to sustained demand for technological skills. Managers and executives in business development and sales have continued to remain in demand as well. The rise in healthcare needs and demands has also led to stronger demand for healthcare professionals such as *registered nurses*.

Job Vacancies 2022

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. When related to the number of unemployed persons, it also offers a sense of how easy or hard it is to find employment at any given time.

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 improve job matches.

1.3 The findings from the report are based on a comprehensive survey carried out in September of each year. In the 2022 survey, a total of 15,500 establishments employing 2,070,700 employees responded to the survey, yielding a response rate of 85%.

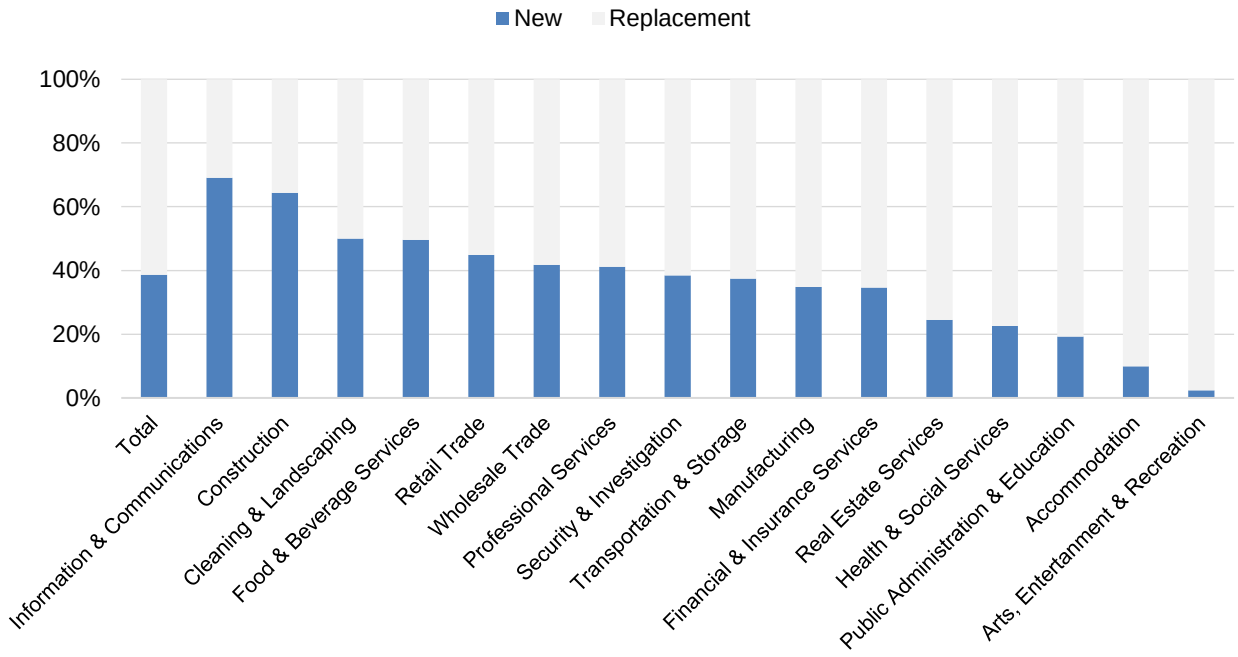
2 Overall Hiring Trends In 2022

Employers continue to hire for new positions

2.1 In 2022, newly created positions[1] made up 39% of all job vacancies, a decline from 44% observed in 2021. On the other hand, the proportion of replacement vacancies rose. With the lifting of border restrictions and safe management measures in 2022, employers were actively looking to fill positions left vacant during the pandemic.

2.2 Like the year before, *Information & Communications* had the highest proportion of vacancies for new positions. This reflects the industry's dynamism in innovating and restructuring to keep pace with rapid technological changes. *Food & Beverage Services*, *Retail Trade* and *Cleaning & Landscaping* also saw higher shares of vacancies for new positions, as firms redesign jobs and adopt new business models to cater to changing consumer patterns[2].

Chart 1: Distribution of Job Vacancies By Type Of Vacancy



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

[1] 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.

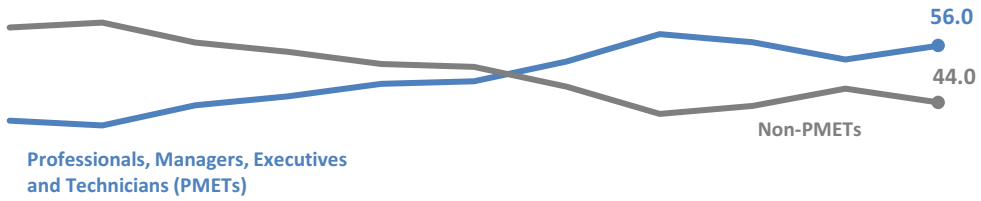
[2] The pandemic has accelerated secular trends such as the shift toward hybrid work arrangements and online spending. It led to a substantial shift in spending from physical to online channels, and a redistribution of food & beverage spending toward the heartlands. Source: Trends in the recovery of retail and food & beverage spending in Singapore, Economic Survey of Singapore, Ministry of Trade & Industry.

PMET share of job vacancies rose, reflecting firm demand from growth sectors

2.3 The proportion of PMET vacancies increased (from 53% in 2021 to 56% in 2022), a continuation of the broad uptrend observed pre-COVID. The increase in PMET share of job vacancies reflects firm manpower demand from the growth sectors of *Information & Communications*, *Financial & Insurance Services*, *Professional Services* and *Health & Social Services*.[3]

2.4 Correspondingly, there was a decline in non-PMET share of vacancies (from 47% in 2021 to 44% in 2022) after a brief increase during the pandemic years when border restrictions temporarily restricted the inflow of migrant workers usually hired to fill such roles. The non-PMET share of vacancies, however, remained slightly higher than the pre-pandemic share in 2019 (42%) as employers have not fully backfilled all positions previously held by migrant workers.[4]

Chart 2: Distribution (%) of Job Vacancies By Broad Occupational Groups



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
PMETs	40.2	39.2	43.4	45.4	47.9	48.5	52.7	58.4	56.7	53.0	56.0
Non-PMETs	59.8	60.8	56.6	54.6	52.1	51.5	47.3	41.6	43.3	47.0	44.0

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

Note: Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

[3] These sectors accounted for 51% of all PMET job vacancies in 2022.

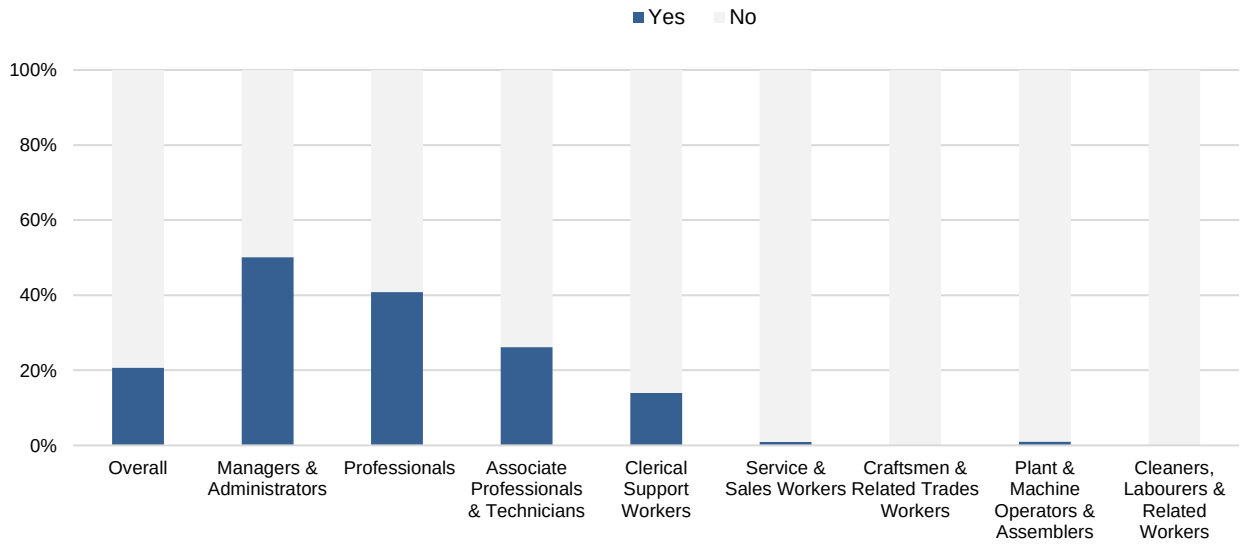
[4] Non-resident employment level in December 2022 is still 99.2% of its pre-COVID level (December 2019). Source: Labour Market Report, Fourth Quarter 2022, Manpower Research & Statistics Department, MOM.

Fewer vacancies for jobs that can be done remotely as more workplace activities resumed on-site

2.5 The proportion of vacancies which involved work that can be done remotely has fallen from 31% in 2021 to 21% in 2022.[5] This reflects a normalisation of remote work trends as more workplace activities resumed on-site when pandemic-related restrictions eased in 2022.[6]

2.6 The possibility of remote working remained higher for PMET positions than non-PMETs. In 2022, 37% of PMET vacancies could be done remotely, and for non-PMET vacancies, the share was much lower at 3% as physical presence was required for most or all functions. There were some sectors where remote work was not prevalent across occupations due to the nature of work in the industry. For example, in *Construction*, less than 10% of vacancies were for jobs that can be done remotely, including those seeking PMETs, as the work commonly requires onsite operation and maintenance.

Chart 3: Distribution of Job Vacancies By Whether Work Can Be Done Remotely



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

[5] In 2020 when the data was first available, the percentage of job vacancies which involved work that can be done remotely was 35%.

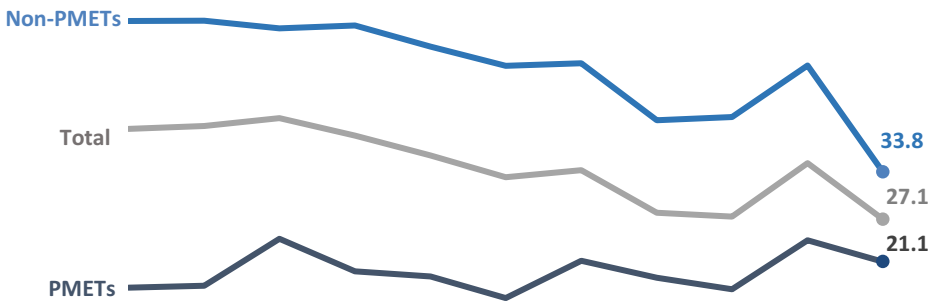
[6] From 26 April 2022, all workers were allowed to return to the workplace. Community safe management measures also gradually eased in 2022. These include the lifting of capacity limit on dining-in patrons at food & beverage establishments and the resumption of larger-scale social and commercial events.

Proportion of vacancies unfilled for six months or more fell as border restrictions were lifted

2.7 The proportion of job vacancies unfilled for six months or more fell from 35% in 2021 to 27% in 2022 as a result of the active backfilling of non-PMET vacancies[7] in *Manufacturing* and *Construction* when border restrictions were lifted.[8] The tight labour market also spurred employers to raise wages[9] to improve the attractiveness of some of the jobs on offer, leading to an increase in job take up rates. However, the decline in the share of vacancies unfilled for at least six months was not broad-based across all sectors. Certain sectors continue to experience a higher share of vacancies unfilled for at least six months in 2022. These include *Transportation & Storage* (44%) and *Accommodation & Food Services* (38%).

2.8 Over the longer term, the difficulty in filling non-PMET vacancies has eased from 55% in 2012 to 34% in 2022. This improvement was observed in *Cleaning & Landscaping*, *Security & Investigation*, *Food & Beverage Services* and *Wholesale & Retail Trade*, reflecting efforts to redesign jobs to make them more attractive to resident jobseekers.

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



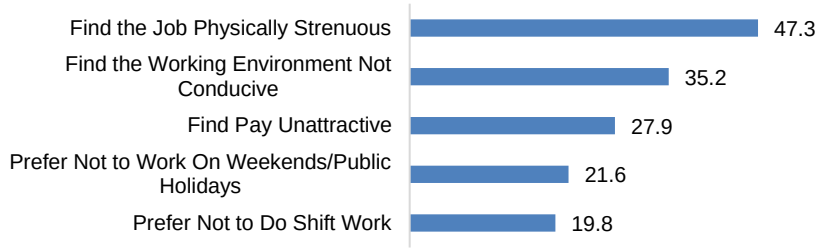
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Total	39.9	40.3	41.4	39.0	36.2	33.0	34.1	28.0	27.5	35.0	27.1
PMETs	17.4	17.7	24.3	19.7	19.0	15.9	21.2	18.8	17.2	24.1	21.1
Non-PMETs	55.2	55.2	54.2	54.6	51.6	48.8	49.2	41.2	41.6	48.9	33.8

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

[7] The annual average monthly recruitment rate of clerical, sales & service workers in 2022 (3.5%) was the highest since 2015. For *production & transport operators, cleaners & labourers*, it was the highest since 1998 when comparable series started.
[8] 26% of the non-PMET positions that were unfilled for at least 6 months were in *Manufacturing* and *Construction*, a reduction from 35% in 2021 as migrant worker inflow restrictions have eased.
[9] Employers were offering higher wages for *shop sales assistant, receptionist, customer service and information clerk* and *heavy truck and lorry driver.*

2.9 The majority (67%) of non-PMET positions that remained unfilled after six months were in *Manufacturing*, *Construction*, *Food & Beverage Services*, *Transportation & Storage* and *Wholesale & Retail Trade*.[10] *Waiters*, *construction labourers*, *bus drivers, cleaners* and *shop sales assistants* were the top non-PMET jobs that were unfilled for at least six months. For non-PMET positions that were unfilled for extended periods, employers commonly indicated reasons such as a physically strenuous job nature, non-conductive work environment, and unattractive pay. Employers who face these 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 Being Hard-to-fill by Residents (%)

Top Jobs	Top Reasons
1. Waiter 2. Construction Labourer 3. Bus Driver 4. Cleaner 5. Shop Sales Assistant	

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

2.10 In general, employers experienced fewer difficulties in filling PMET vacancies. PMET vacancies unfilled for six months or longer made up 21% of all PMET vacancies, compared to 34% for non-PMET vacancies. Growth sectors of *Information & Communications*, *Financial & Insurance Services*, *Professional Services,* and *Health & Social Services* collectively accounted for 46% of the PMET positions unfilled for at least six months in 2022[11]. For employers who face challenges filling them, they commonly cited unattractive pay, as well as a lack of necessary skills and work experience, particularly for positions which require specialised technical knowledge (e.g., *software, web & multimedia developer*).

[10] Top industries' share of non-PMET vacancies unfilled for six months or more in 2022: 16% from *Food & Beverage Services*, 15% from *Transportation & Storage*, 15% from *Construction*, 11% from *Manufacturing*, and 10% from *Wholesale & Retail Trade*.
[11] Share of PMET vacancies unfilled for six months in 2022: 19% from *Professional Services*, 17% from *Health & Social Services*, 6% from *Information & Communications*, and 5% from *Financial & Insurance Services*. The remaining vacancies were distributed across several industries.

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

Top Jobs	Top Reasons
1. Commercial & Marketing Sales Executive 2. Enrolled/ Assistant Nurse 3. Registered Nurse and Other Nursing Professional 4. Software, Web & Multimedia Developer 5. Mechanical Engineering Technician	

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

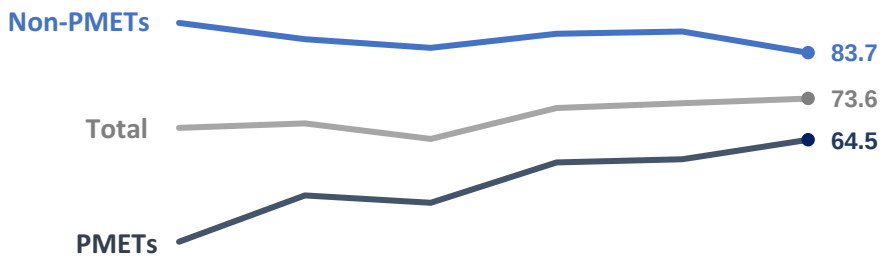
For most positions, hiring decisions were not solely based on academic qualification

2.11 For 74% of vacancies in 2022, academic qualification was not the main determinant in hiring. The proportion has increased from 67% in 2017, driven by PMET jobs.

2.12 For PMET vacancies where academic qualification was not the main determinant, skills and work attitude of the job applicant were the key considerations. As long as candidates possess the minimum required qualification, their skills and work attitude will take precedent when assessing their suitability for jobs. Hence, having a higher qualification does not mean a candidate is automatically ranked ahead of their counterpart with a lower qualification.

2.13 For non-PMET occupations, academic qualification was expectedly not the main consideration. Instead, relevant work experience and skills were more crucial to employers when recruiting for non-PMET vacancies.

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



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

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

Note: Data are available from 2017 onwards.

3 Jobs And Skills In Demand

Robust demand for skilled workers in tech, business, and healthcare

3.1 Technology talents continue to be sought after. ***Software, web & multimedia developer*** (2nd among top PMET job vacancies), ***software & applications manager*** (6th) and ***systems analyst*** (8th) rank among the top PMET vacancies in 2022 (Table 3). There was also a rise in demand for network infrastructure and support roles such as ***IT support technician*** (29th) and ***IT infrastructure specialist*** (43rd). Employers were on average willing to pay more to fill these positions[12] due to the shortage of such specialised skills. These positions typically require applicants to possess strong technical skills such as knowledge of programming languages (Java, C++, Python), and some experience or knowledge of the work processes involved.

3.2 There was a stable and large pool of job openings for business development and sales positions, such as ***management executive*** (1st), ***commercial & marketing sales executive*** (3rd) and ***business development manager*** (9th). These jobs have remained in the top ten PMET vacancies since 2020. They remain crucial in supporting businesses in their venture to new growth areas.

3.3 With the steady rise in healthcare needs, there was also strong demand for ***registered nurse*** (7th). Recent efforts to improve remuneration and maintain a professional work environment for nurses will help to draw candidates with the relevant skills and credentials into the healthcare industry.

[12] For example, employers were prepared to offer at least $4,200 for *software, web & multimedia developer* and $5,000 for *systems analyst* and $4,000 for *IT infrastructure specialist* in 2022.

Table 3: Top Ten PMET Job Vacancies, 2022

Rank, 2022	OCCUPATION	RANGE OF WAGES ESTABLISHMENTS ARE PREPARED TO OFFER ($)	COMMON MIN QUAL	ACAD QUAL NOT THE MAIN CONSIDERATION	TOP SKILLS REQUIRED*	KNOWLEDGE*	COMMON WORKING EXPERIENCE
1	Management Executive	2,200 - 5,300	Degree	•	Reading Comprehension Speaking Writing	Administrative Customer and Personal Service Computer and Electronics	General Working Experience
2	Software, Web & Multimedia Developer	4,200 - 8,500	Degree	•	Programming Reading Comprehension Complex Problem Solving	Computer and Electronics Design Communications and Media	Job Specific
3	Commerical & Marketing Sales Executive	3,500 - 5,500	Degree	•	Persuasion Speaking Social Perceptiveness	Sales and Marketing Customer and Personal Service Communications and Media	Job Specific
4	Teaching & Training Professional	3,200 - 7,800	Diploma & Prof Qual		Reading Comprehension Speaking Instructing	Education and Training Communications and Media	Industry Specific
5	Administration Manager	2,810 - 6,000	Degree	•	Reading Comprehension Time Management Speaking	Customer and Personal Service Administration and Management Administrative	No Working Experience
6	Software & Applications Manager	13,000 - 15,000	Diploma & Prof Qual		Reading Comprehension Coordination Time Management	Customer and Personal Service Computer and Electronics Administration and Management	Job Specific
7	Registered Nurse & Other Nursing Professional	2,500 - 6,360	Diploma & Prof Qual		Social Perceptiveness Service Orientation Coordination	Customer and Personal Service Medicine and Dentistry Psychology	Job Specific
8	Systems Analyst	5,000 - 8,000	Degree		Reading Comprehension Systems Analysis Speaking	Computer and Electronics Customer and Personal Service Mathematics	Job Specific
9	Business Development Manager	4,500 - 9,400	Degree		Monitoring Persuasion Judgement and Decision Making	Sales and Marketing Adminstration and Management Customer and Personal Service	Job Specific
10	Mechanical Engineer	3,586 - 6,000	Degree		Reading Comprehension Mathematics Science	Engineering and Technology Mathematics Design	Job Specific

• Indicates occupations where academic qualifications were not the main consideration for at least 64.5% (PMET average) of vacancies in 2022.

* 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

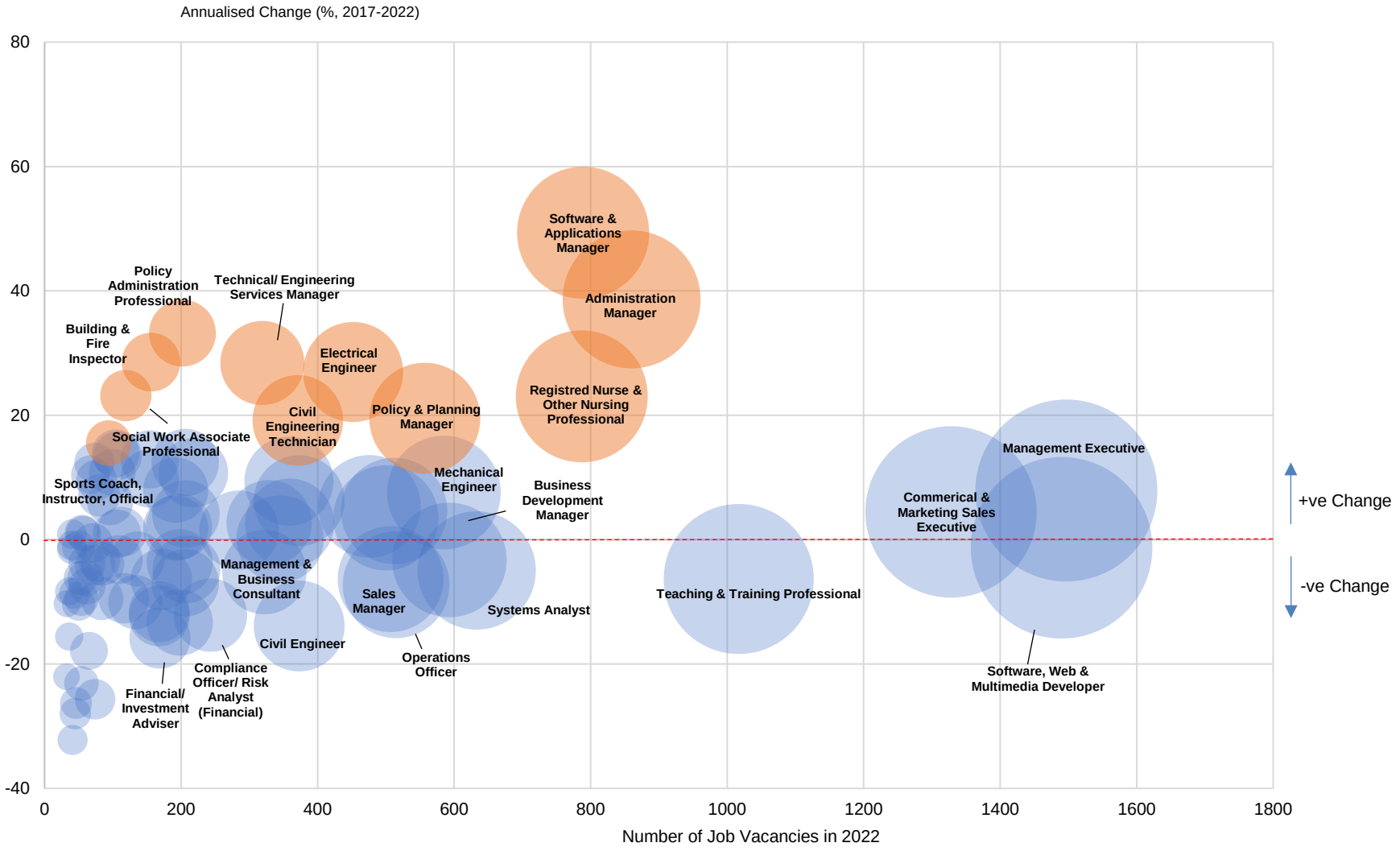
Chart 6: PMET Job Vacancies Which Saw An Increase/ Decrease In Demand During The Period 2017 To 2022

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 2022

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

3.4 Among non-PMET job openings, ***construction labourer*** (1st) continued to be the top job in demand in 2022. Like the year before, there were also sizeable vacancies for ***cleaner*** (5th) and ***security guard*** (6th). Consumer-facing roles such as ***shop sales assistant*** (4th), ***waiter*** (3rd) and **waiter supervisor** (23rd) also remained highly in demand as consumer demand picked up in 2022. Demand for these occupations has also increased in the last five years (Chart 7). The expansion of the sectoral Progressive Wages (PWs) this year is expected to transform jobs and uplift the wages of employees in retail, food services and waste management, sectors which typically possess higher vacancies.

3.5 As more consumers are using e-commerce platforms and services, vacancies in transport-related occupations remained high, such as ***car, taxi, van & light goods vehicle driver*** (9th), ***heavy truck & lorry driver*** (10th), and ***transport clerk*** (35th). In the longer run, these jobs are expected to draw more applicants when wages improve under the new occupational progressive wage (OPW) for drivers and those in administrative roles.

3.6 There was also an increase in openings for positions in the craftsmen and related trades workers occupational group, such as ***welder & flame cutter*** (11th), ***supervisor/ general foreman*** (16th) and ***pipe fitter*** (25th). Efforts to professionalise these skill trades will help to redesign these jobs, making them more attractive in wage and career prospects to resident job seekers.

Table 4: Top Ten Non-PMET Job Vacancies, 2022

Rank, 2022	OCCUPATION	RANGE OF WAGES ESTABLISHMENTS ARE PREPARED TO OFFER ($)	COMMON MIN QUAL	ACAD QUAL NOT THE MAIN CONSIDERATION	TOP SKILLS REQUIRED*	KNOWLEDGE*	COMMON WORKING EXPERIENCE
1	Construction Labourer	800 – 1,600	Pri & Below	•	Speaking Coordination Operations and Control	Building and Construction Public Safety and Security Mechanical	Industry Specific
2	General Office Clerk	2,200 – 4,000	Sec		Reading Comprehension Speaking Writing	Administrative Customer and Personal Service Administration and Management	Job Specific
3	Waiter	1,700 – 2,400	Pri & Below	•	Speaking Service Orientation Social Perceptiveness	Customer and Personal Service Sales and Marketing Food Production	No Work Experience
4	Shop Sales Assistant	1,850 – 2,400	Pri & Below	•	Persuasion Speaking Service Orientation	Sales and Marketing Customer and Personal Service Administration and Management	No Work Experience
5	Cleaner	1,400 – 1,800	Pri & Below	•	Service Orientation Coordination Operation and Control	Customer and Personal Service Public Safety and Security Transportation	No Work Experience
6	Security Guard	2,400 – 3,000	Pri & Below	•	Speaking Monitoring Reading Comprehension	Public Safety and Security Customer and Personal Service	No Work Experience
7	Receptionist, Customer Service & Information Clerk	2,000 – 3,000	Sec		Speaking Service Orientation Reading Comprehension	Administrative Customer and Personal Service Computers and Electronics	General Working Experience
8	Bus Driver	1,600 – 2,000	Sec		Operation and Control Operation Monitoring Service Orientation	Transportation Customer and Personal Service Public Safety and Security	Job Specific
9	Car, Taxi, Van & Light Goods Vehicle Driver	2,500 – 3,200	Pri & Below	•	Critical Thinking Service Orientation Operation and Control	Customer and Personal Service Public Safety and Security Transportation	Job Specific
10	Heavy Truck & Lorry Driver	2,600 – 3,500	Pri & Below	•	Operation and Control Operation Monitoring Monitoring	Transportation Public Safety and Security Customer and Personal Service	Job Specific

• Indicates occupations where academic qualifications were not the main consideration for at least 83.7% (Non-PMET average) of vacancies in 2022.

* 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

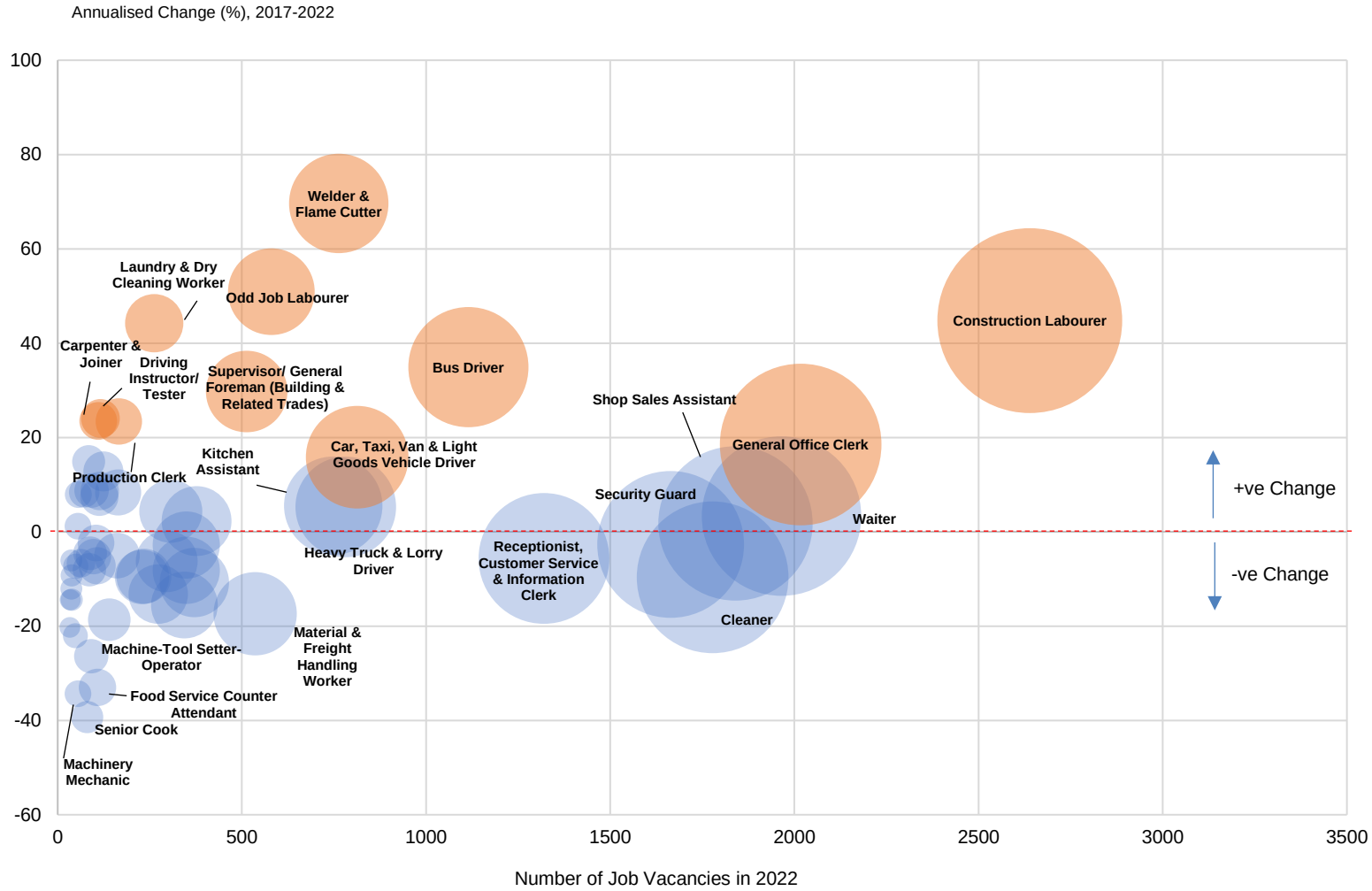
Chart 7: Non-PMET Job Vacancies Which Saw An Increase/ Decrease In Demand During The Period 2017 To 2022

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 2022

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, 2022* was conducted by the Manpower Research and Statistics Department of the Ministry of Manpower under the Statistics Act (Chapter 317). The survey was conducted from 7 October 2022 to 22 December 2022.

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) the requirement of skills, 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 15,530 establishments employing 2,070,700 employees responded to the survey, yielding a response rate of 85.0%.

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 2022.

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 the position could be done remotely
- Whether academic qualifications were the main consideration in selecting candidates
- Whether working experience was 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.

OTHER RELEASES





UPCOMING ...

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Report On Wage Practices 2022	25-31 May 2023*
Labour Market Report First Quarter 2023	12-16 Jun 2023*
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Labour Market Advance Release 2022	31 Jan 2023
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