

IBM Singapore Skills and Education Study

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November 2 – 28, 2022

SINGAPORE KEY FINDINGS

STEM Jobs:

- *Job Seekers* report the highest levels of familiarity with STEM jobs, with more than three-in-five saying they're very or somewhat familiar with these types of jobs. As compared to *Job Seekers* in the other 12 surveyed countries, *Job Seekers* in Singapore report the highest levels of familiarity with STEM jobs.
- While most of each audience does not currently work in a STEM job, majorities say they're interested in doing so.
- More than 70% of *Students* in Singapore agree that career opportunities in STEM will increase over the next 10 years.
- Respondents across audiences agree most that they're worried about finding a job that pays enough to support themselves and their families, and that they're not qualified to work in STEM due to a lack of the right skills and academic degrees.

Digital Credential Programs

- Nearly two-thirds of *Job Seekers* are familiar with digital credential programs, compared to nearly half of *Students* and *Career Changers*. The vast majority of those that have earned a digital credential agree that it was helpful in achieving their career goals.
- The most important factor for all audiences to consider when thinking about developing their skills and earning a digital credential is the cost of the program.

GLOBAL KEY FINDINGS

1. Awareness of STEM jobs is low, and many are concerned these careers won't pay enough.

- 50% of *Students*, *Job Seekers*, and *Career Changers* are interested in pursuing a STEM-related job.
- 64% of *Career Changers* are not familiar with STEM jobs.
- Many respondents are unsure of which careers are considered to be a STEM job.
- 62% share concerns that they won't be able to find a STEM job that pays enough to support themselves or their family.

2. With misconceptions that STEM training is expensive, many learners say they don't know where to start and that they don't know enough about digital credentials.

- 61% think they are not qualified to work in a STEM job because they don't have the right academic degrees.
- 40% of *Students* say the greatest barrier to professional or technical skill development is that they don't know where to start.
- 60% of respondents worry that digital credentials may be costly to obtain.
- 27% of *Job Seekers* and *Career Changers* say that affordability is the single most important consideration when pursuing digital credentials and training for STEM jobs.
- Being able to continue to work while earning a credential is particularly important to *Career Changers*.

GLOBAL KEY FINDINGS

3. Respondents are optimistic that jobs in STEM fields will increase in the future, and that digital credentials are a good way to supplement traditional education and increase career opportunities.

- 66% of all respondents are of the opinion that STEM jobs across industries will increase over the next decade.
- 47% of *Students*, *Job Seekers*, and *Career Changers* are familiar with digital credential programs.
- 86% of those who have earned a digital credential agree that it helped them achieve career goals.
- 75% of all respondents agree that digital credentials are a good way to supplement traditional education
- Increased career opportunities and qualifications were top reasons why respondents across the globe said they wanted to earn digital credentials.

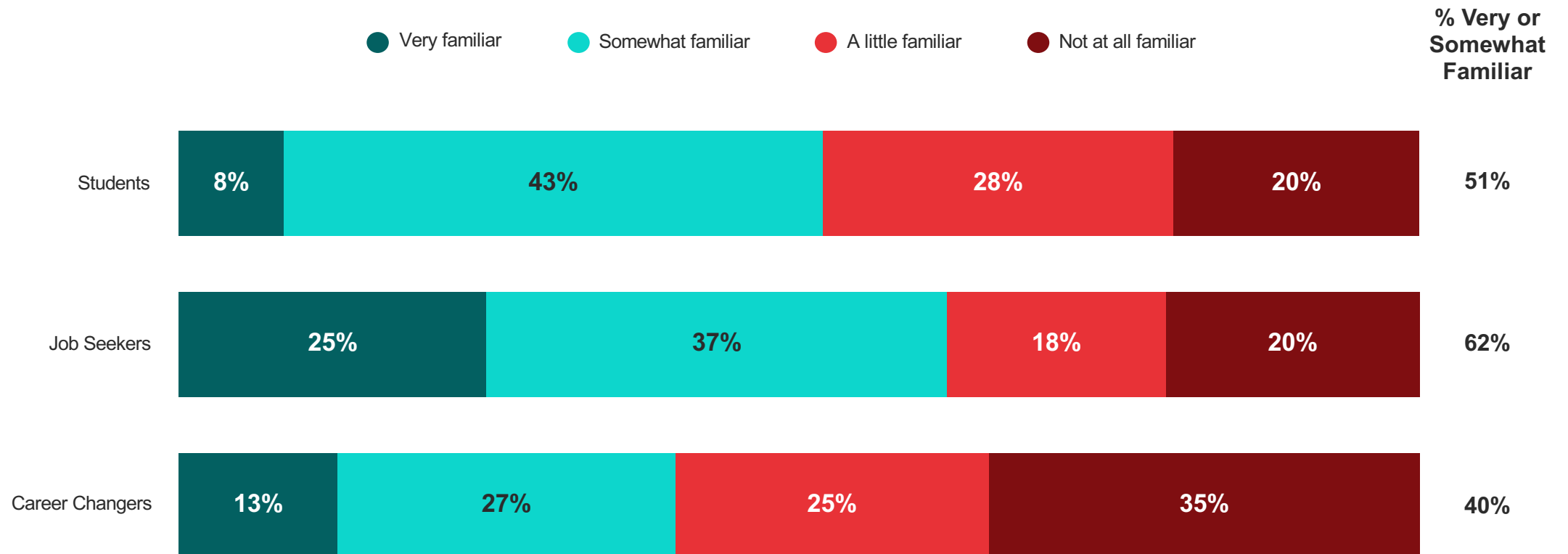
4. Learners and workers around the world are planning to make a change, with many looking for a new job in the next 12 months.

- 61% of *Students* and *Career Changers* are actively looking for a new job now or plan to within the next year.
- More than 80% of all respondents have plans to build their skills in the next two years.
- At least 90% are confident they can develop skills or learn something new from an online program.
- 25% of all respondents say they plan to complete online coursework in the next two years.

Job Seekers (62%) report the highest levels of familiarity with STEM jobs; More than one-third of Career Changers (35%) say they're “not at all familiar” with STEM jobs

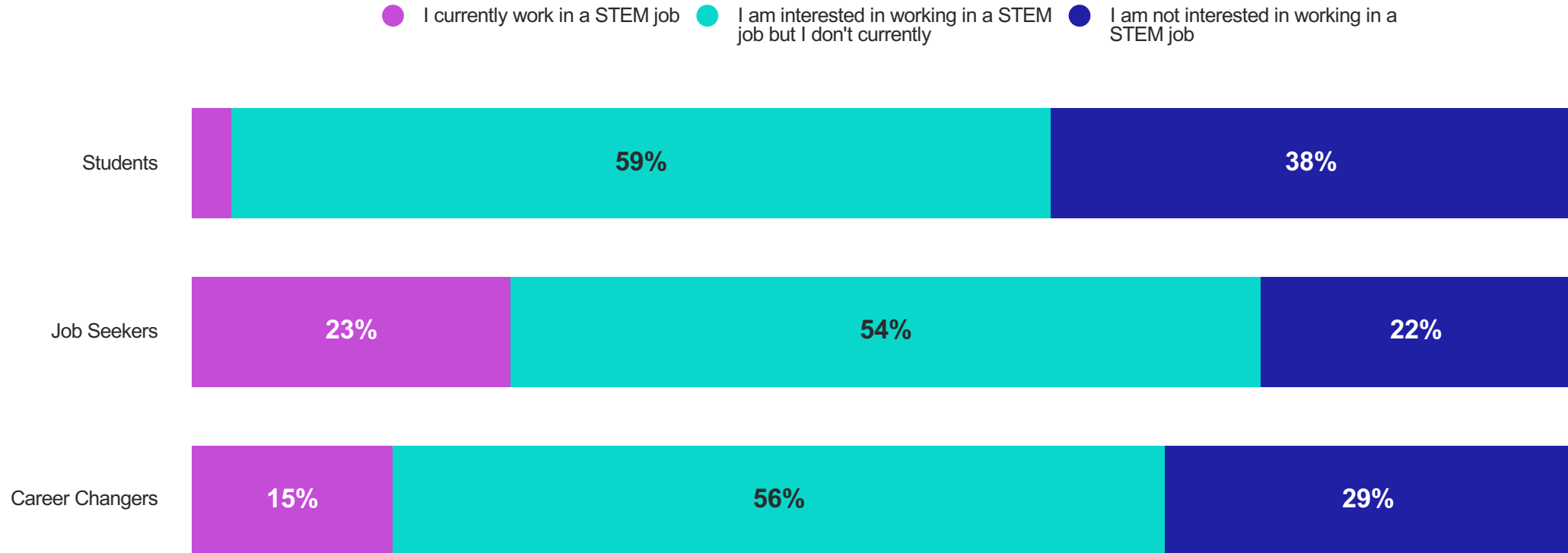
How familiar would you say you are with the idea of STEM jobs?

“STEM stands for Science, Technology, Engineering, Math and a STEM job is one that relies on any of those fields.”



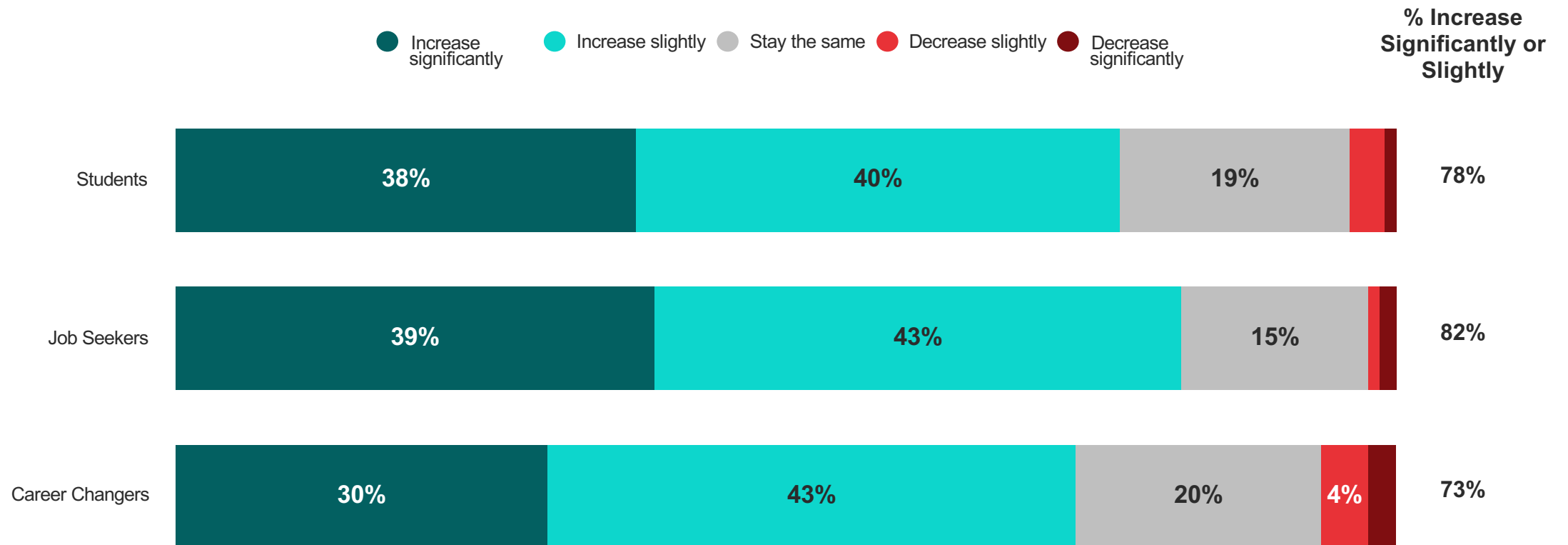
While most of each audience does not currently work in a STEM job, majorities say they're interested in doing so

Which of the following would you say describes you?



More than seven-in-ten in all audiences think that career opportunities in STEM jobs will increase over the next 10 years

Over the next 10 years, do you think career opportunities in STEM jobs will:



Data analyst careers are selected as STEM jobs by the highest share of each audience

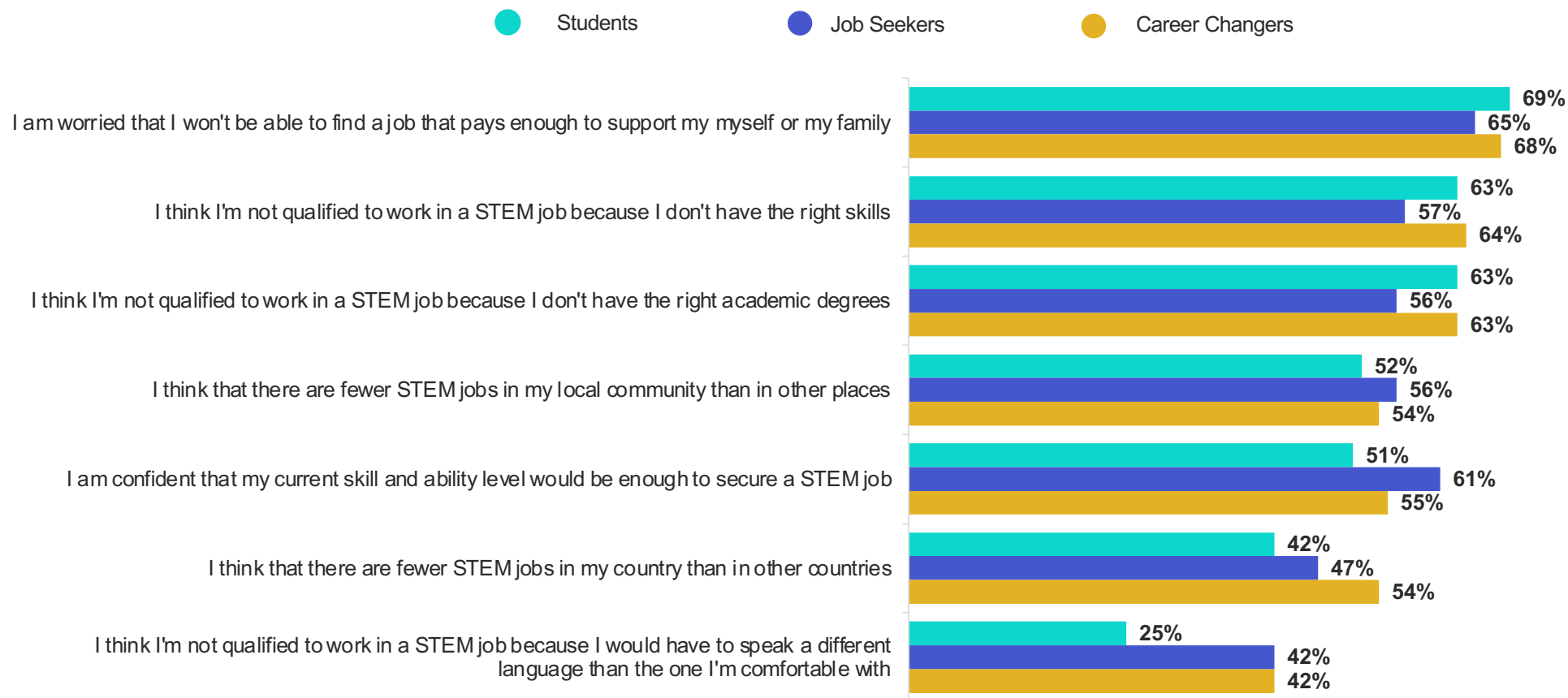
Which of the following careers would you consider to be a STEM job? Please select all that apply.

	Students	Job Seekers	Career Changers
Data analyst	66%	45%	50%
Life scientist (biologist, chemist, etc)	58%	42%	37%
Mechanical Engineer	58%	33%	29%
Cybersecurity analyst	58%	39%	42%
Software Developer	55%	34%	39%
Social scientist (psychologist, sociologist etc)	49%	36%	26%
Website programmer	49%	28%	36%
Database administrator	48%	41%	33%
IT help desk	30%	21%	23%
Project manager	15%	21%	23%
Customer service representative	10%	18%	15%
None of the above	9%	11%	11%

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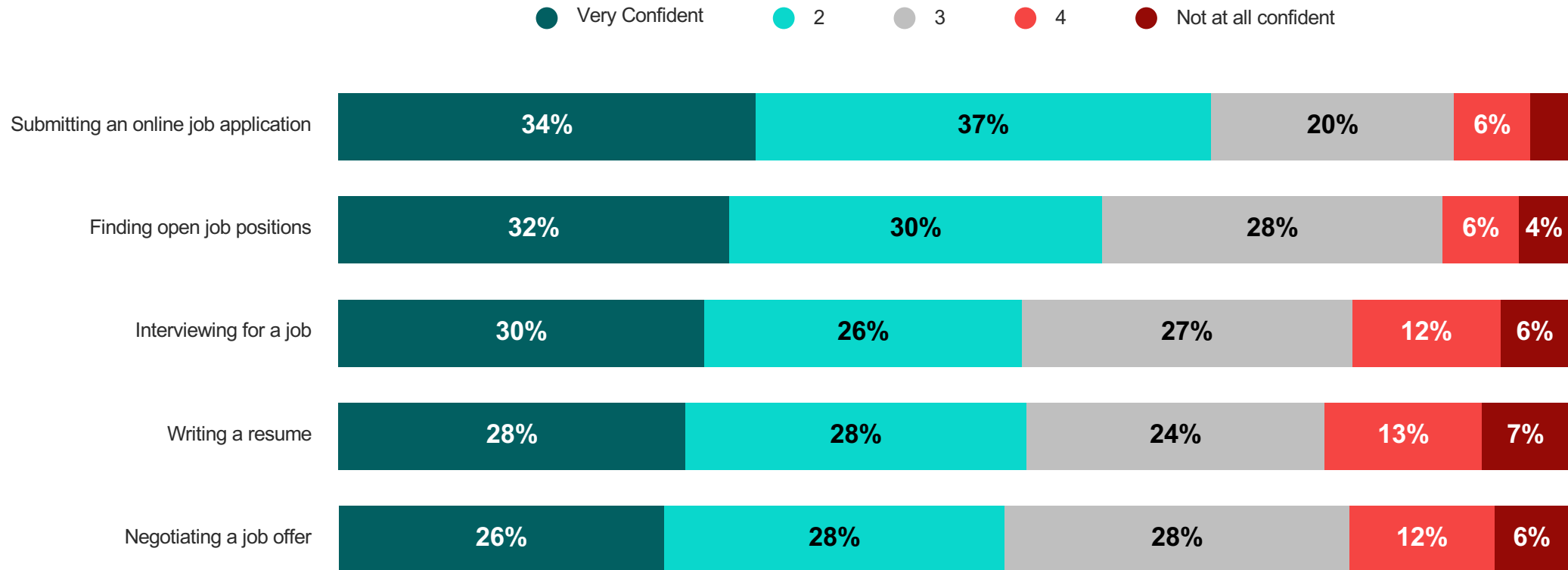
Respondents agree most that they're worried about finding a job that pays enough to support themselves and their families, and that they're not qualified to work in STEM due to a lack of the right skills and academic degrees

If you were searching for a STEM job for your next position, to what extent do you agree or disagree with the following? [Showing % Strongly + Somewhat Agree]



Job Seekers are most confident in submitting online job applications and finding open job positions, and are least confident negotiating job offers

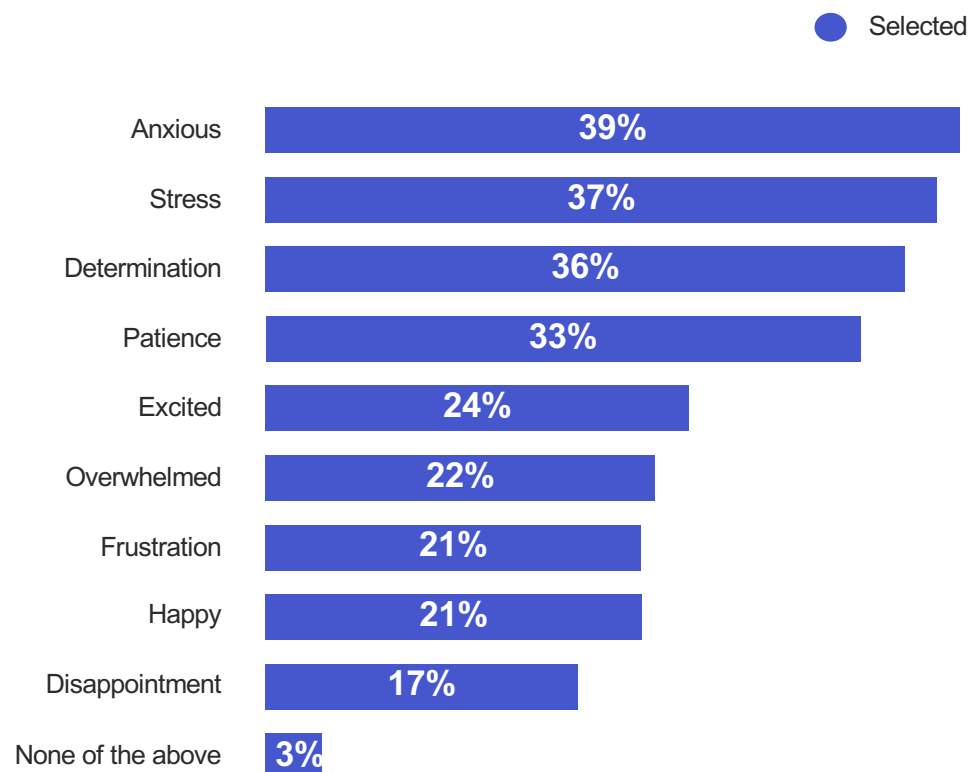
How confident are you with each of the following? [Showing for Job Seekers]



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Nearly four-in-ten Job Seekers report feeling negative emotions such as anxiety (39%) and stress (37%) during the job search process; However, around the same amount also report feeling determined (36%) while looking for jobs

Which emotions do you feel during the job search? Please select all that apply. **[Showing for Job Seekers]**



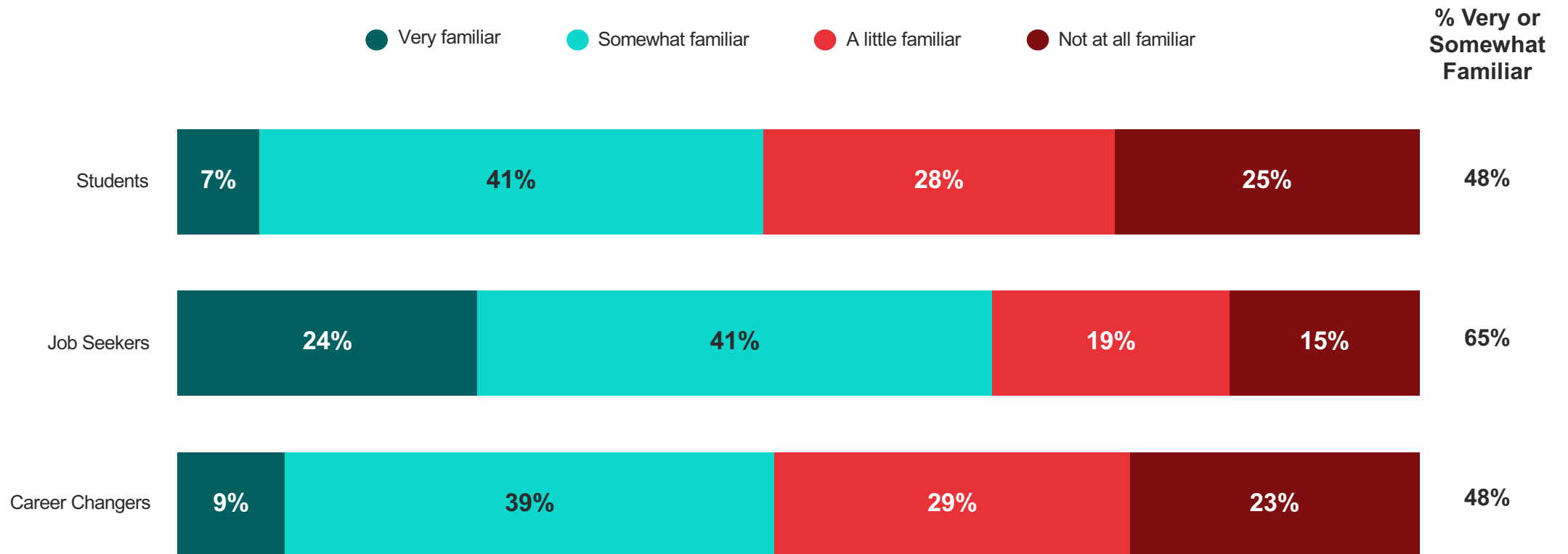
A safe work environment, as well as competitive pay, are consistently important aspects across all audiences when looking for employment

On a scale of zero to ten where zero is not important at all and ten is very important, how important are each of the following to you if you were looking for employment? The company/organization... [Showing % Top Two Box]

	Students	Job Seekers	Career Changers
Offers a safe work environment	70%	63%	54%
Offers competitive pay/salary	59%	58%	55%
Supports work-life balance (is respectful of personal time/time off work)	59%	54%	52%
Offers good vacation/paid time off (PTO) benefits	57%	52%	38%
Offers a clear path to mobility in the job/company (ability to be promoted)	49%	47%	34%
Offers the health care benefits I need/want	44%	51%	46%
Adjusts workplace policies based on COVID-19 safety guidelines	43%	46%	33%
Offers a fun work environment	42%	51%	33%
Believes in the importance of diversity, equity, and inclusion	38%	46%	34%
Offers continued learning and professional development opportunities	36%	43%	30%
Offers remote working options within my country	35%	40%	29%
Offers remote working options internationally (I can live and work in a different country)	28%	31%	24%
Offers educational benefits such as tuition assistance	26%	35%	24%
Acts in the interests of their own political, cultural, and/or social beliefs and values	19%	29%	13%

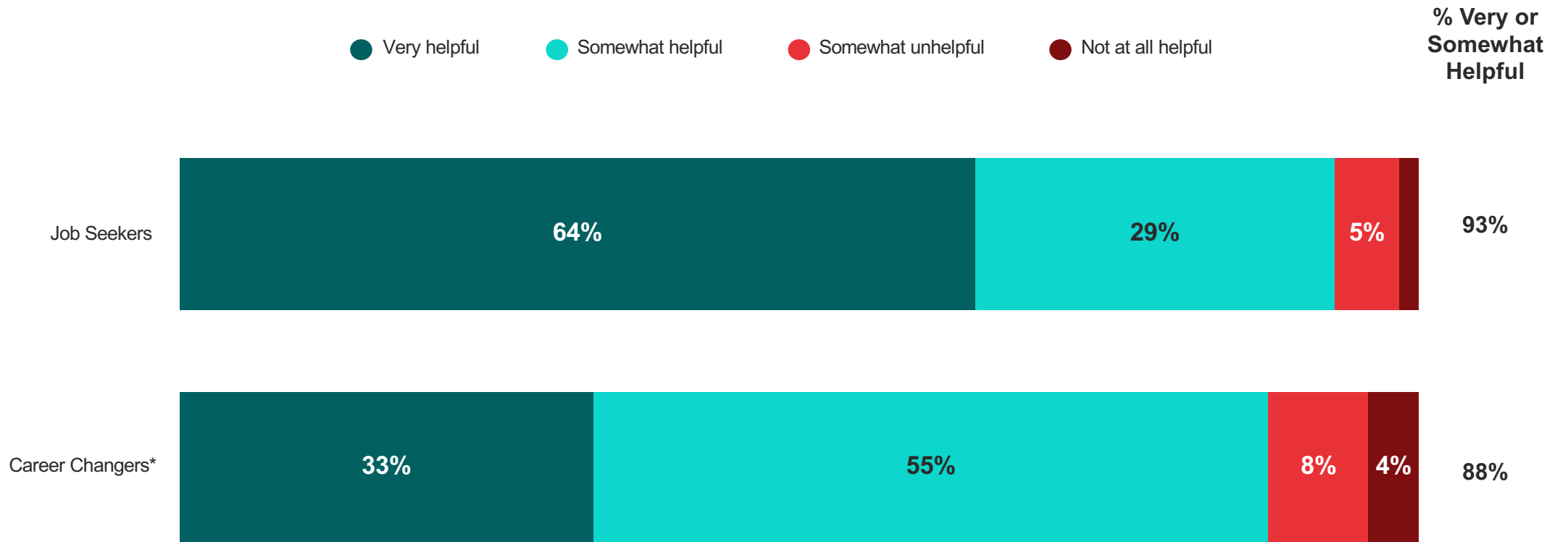
Nearly two-thirds of Job Seekers (65%) are familiar with digital credential programs, compared to nearly half of Students (48%) and Career Changers (48%)

How familiar are you with digital credentials programs (These are online programs for professional or technical skill development where you can earn a credential for completion of the program).



The vast majority of respondents that have earned a digital credential agree that it was helpful in achieving their career goals

How helpful do you think your digital credential(s) were in helping you achieve your career goals?

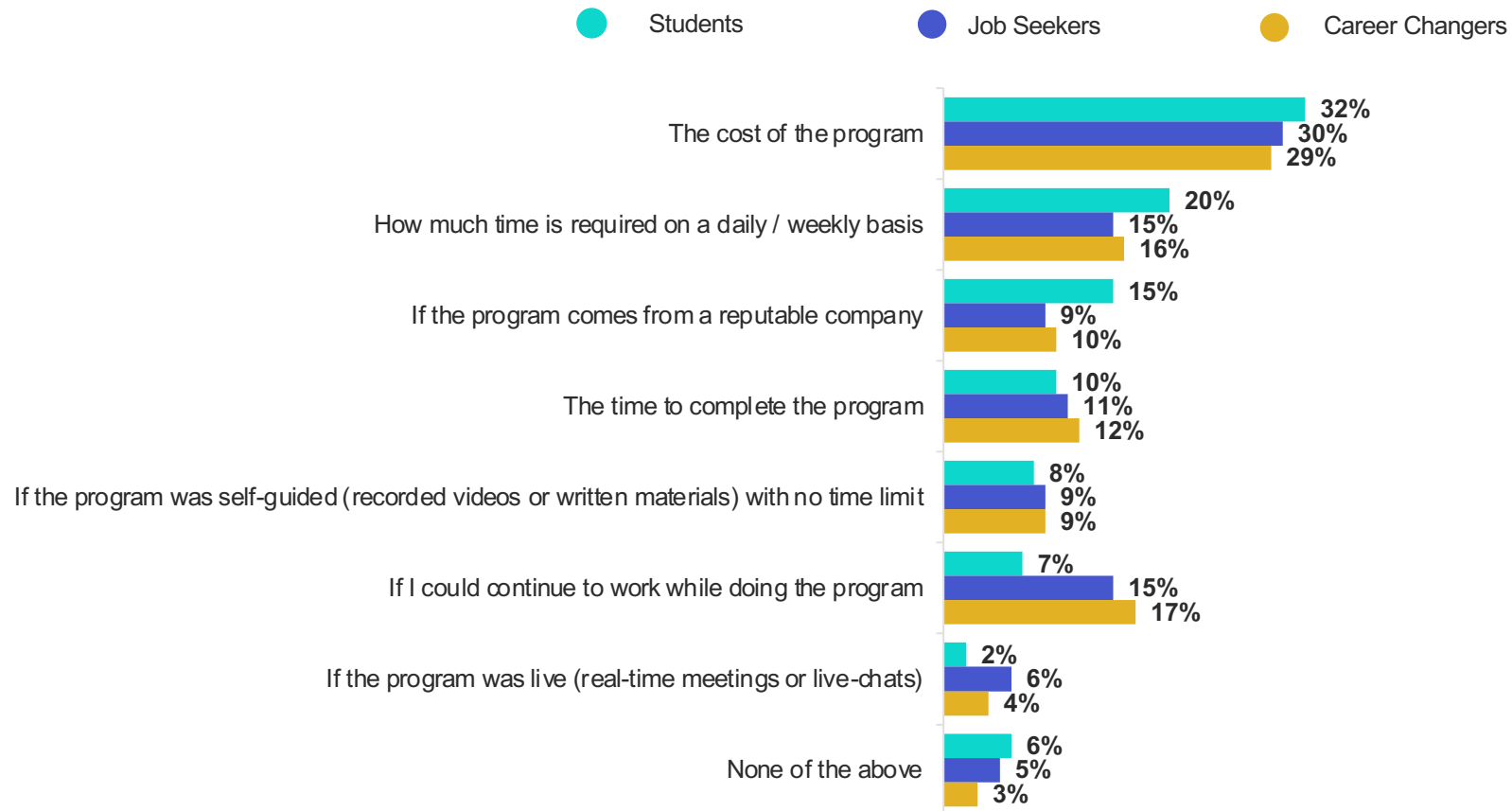


Among respondents that have earned a digital credential. Student data not shown due to low sample size.

*Sample size less than 100

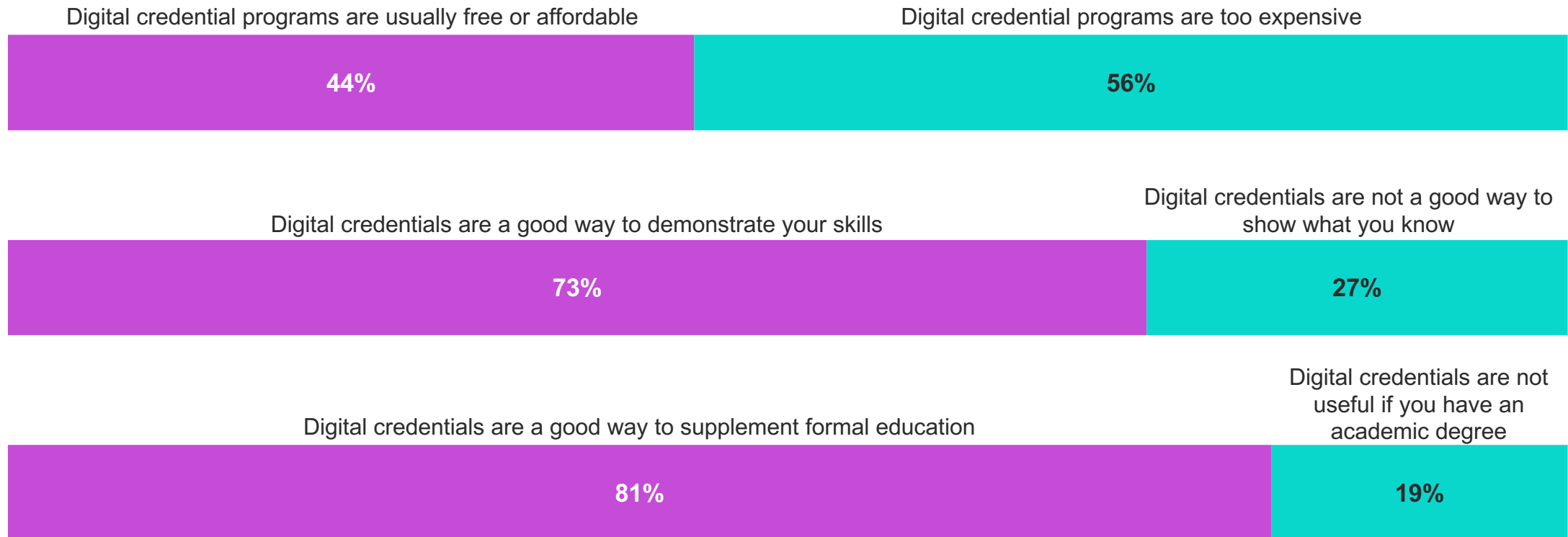
The most important factor for all audiences to consider when thinking about developing their skills and earning a digital credential is the cost of the program

If you wanted to develop your skills and earn a digital credential, which of the following would be the most important factor for you to consider? Please choose the most important.



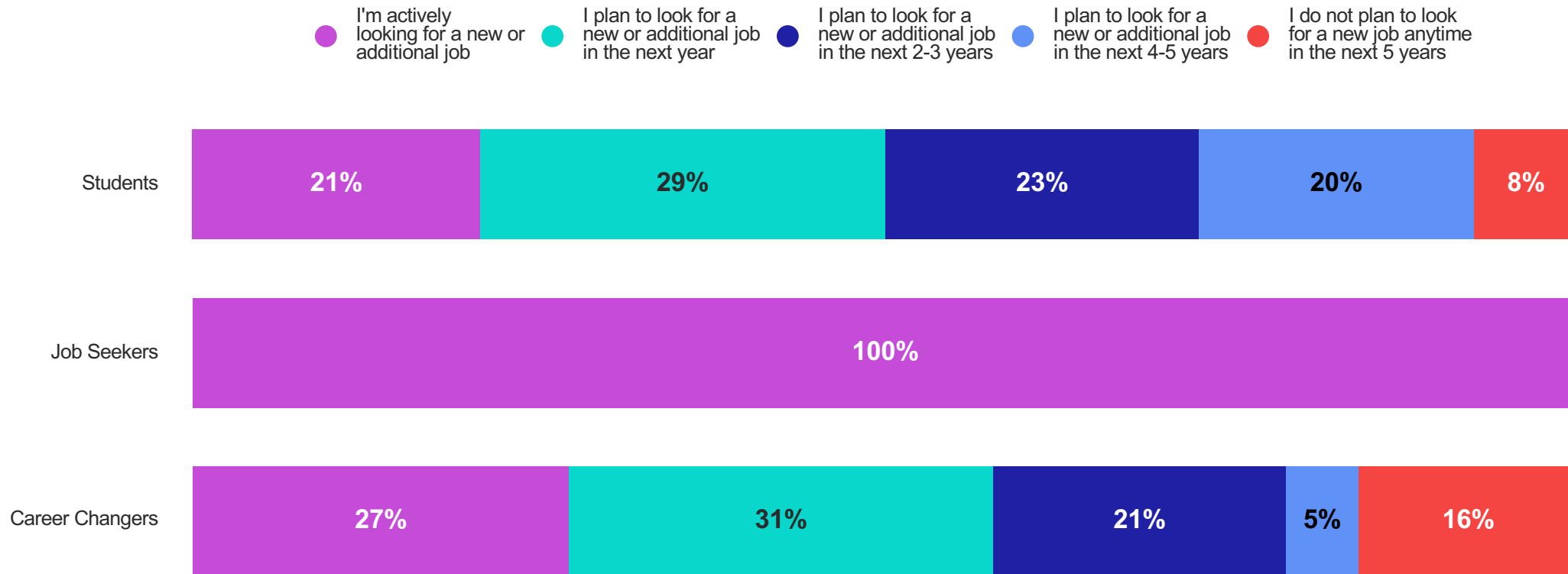
56% think that digital credential programs are too expensive; 81% think that digital credentials are a good way to supplement formal education

Based on what you know about digital credential programs, which of the following statements do you agree with most, even if neither one is exactly right?
[Showing Across Students, Job Seekers, and Career Changers]



21% of Students and 27% of Career Changers say they are actively looking for a new or additional job

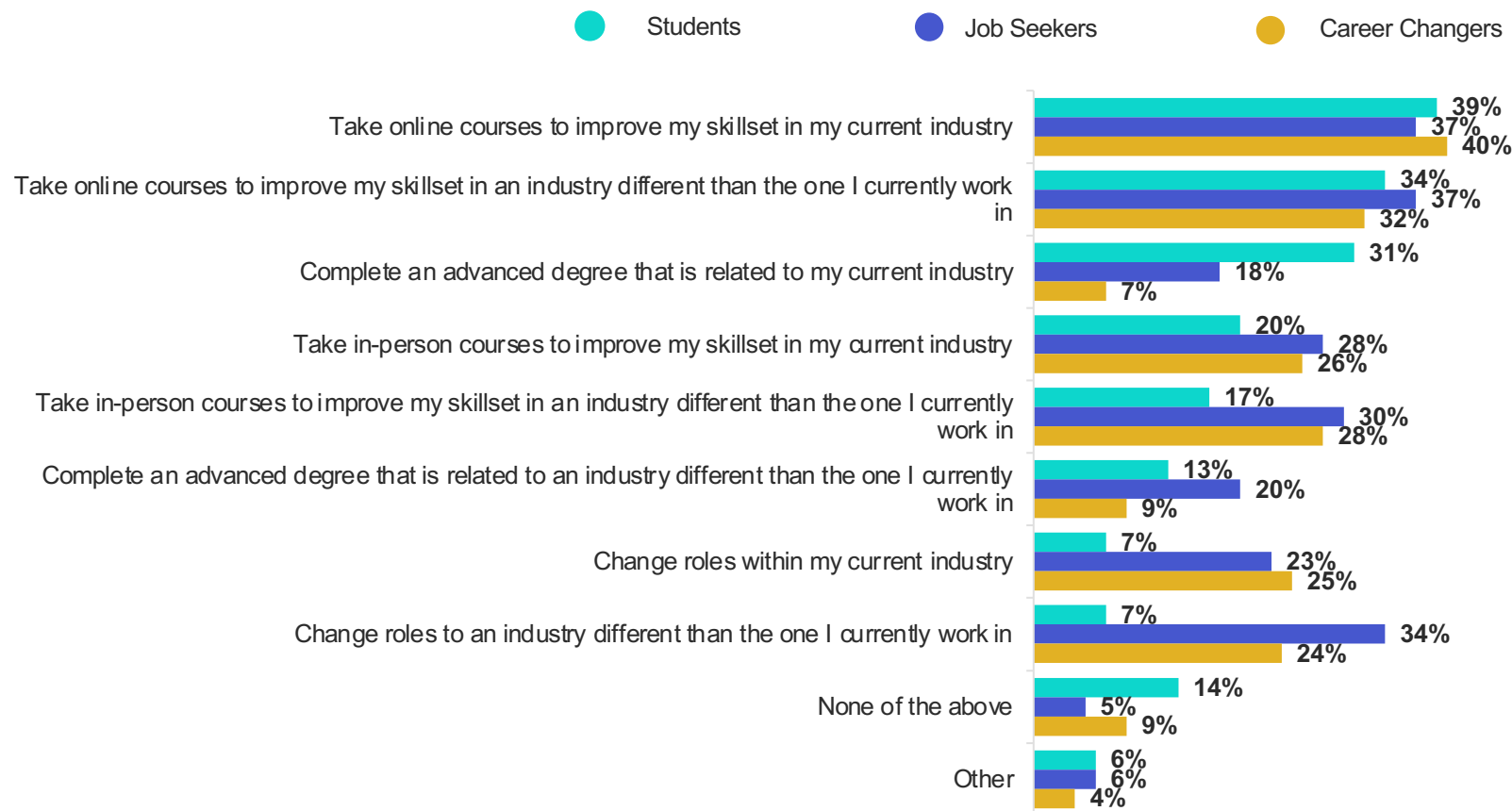
Which best describes your current situation?



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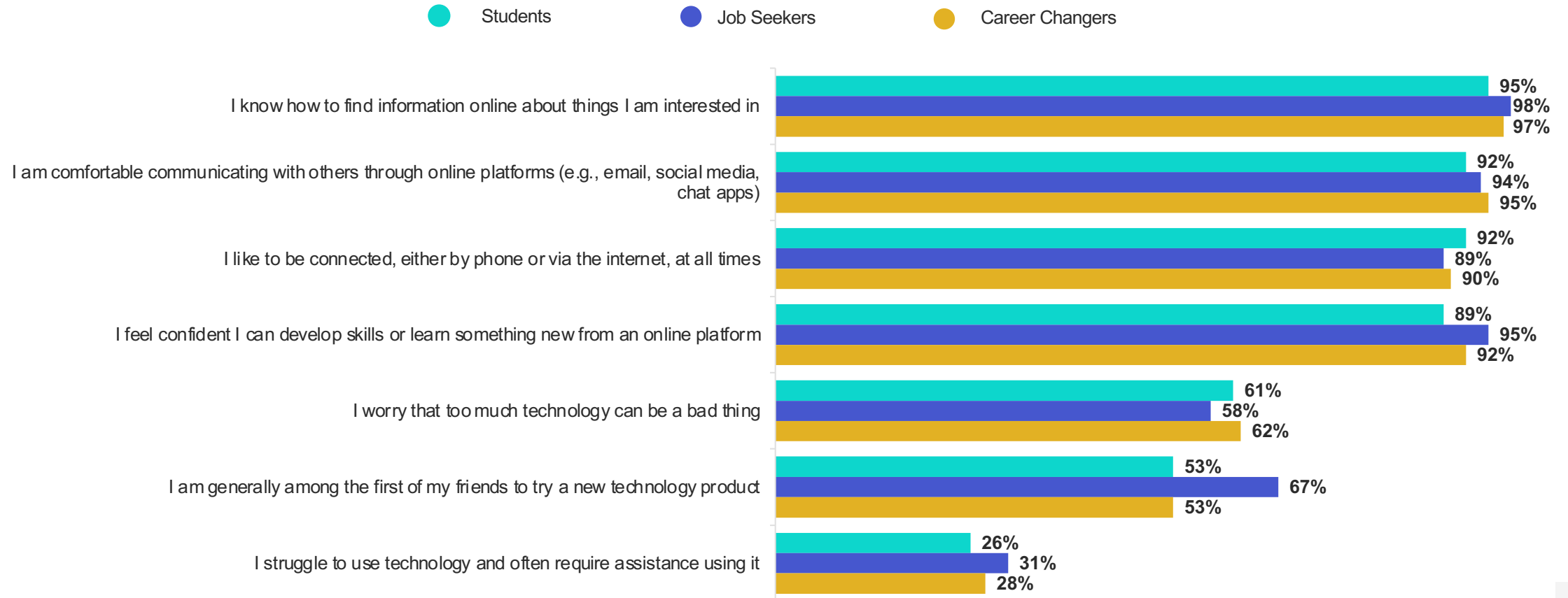
In the next 2 years, nearly two-in-five in all audiences say they plan to take online courses to improve their skillset in their current industry, and around one-third of all audiences say they plan to take online courses to improve their skillset in a different industry

Do you plan to do any of the following in the next 2 years? Please select all that apply.



89% of Students, 95% of Job Seekers, and 92% of Career Changers feel confident that they can develop skills or learn something new from an online platform

To what extent do you agree with the following statements? [Showing % Strongly + Somewhat Agree]





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