SKILLS-FIRST: WHAT DOES IT MEAN FOR ME?

▸ Barriers individuals face in accessing learning and upskilling

Situational barriers
External work/life constraints

Informational barriers
Lack of access to authoritative labour market information

Societal barriers
Language differences, discrimination and stigma that limit participation

Psychological barriers
Internal attitudes, beliefs and behaviours that constrain participation

▸ Key desired behaviours to guide individuals in developing career self-management capacity and suggested interventions to enable and sustain them

Identify the skills I need for work
- Build self-awareness and confidence
- Provide mind space to explore interests and career goals
- Change culture to accept 'fail fast, fail safe"
- Empower senior and line management to "walk the talk"
- Engage in NTUC ecosystem of career coaches, career mentors and virtual/AI coaches

Develop and execute my career-skills-learning plan
- Support individuals' ownership
- Employers offer structured support for personalised career-skills-learning planning
- Enable cultural paradigm shift in career self-management
- Educate all stakeholders in an inclusive manner

Engage with my employers/HR on my career-skills-learning needs
- Set up in-house skills office with fractional or volunteer career coaches
- Help employees find the language and channels to demonstrate their value-add to employers
- Design real-life projects as part of learning through work
- Leverage technology for career coaching
- Cultivate skills-literacy upstream for T-shaped skill development

Demonstrate my skills and capability to prospective employers
- Adopt common skills language
- Provide required infrastructure, e.g. Careers & Skills Passport, skills profiling, job adjacency analysis
- Help individuals weave a narrative/story of their skills
- Provide internships/joint projects
- Employers articulate clearly skills needs

▸ Translating ideas into action

An additional desired behaviour:
Take stock of career aspirations at key intervals
Periodic reflection creates intentional mind-space and checkpoints—through career conversations, guided self-assessment tools, and a common skills language—to keep development purposeful.

Foster an integrated ecosystem of shared responsibility
Where individuals, employers, and wider communities collectively enable sustained career development for individuals.

- Common Language
- Community & Peer Support
- Employer/ Organisation Culture
- Individual Mindset, Career Development, & Storytelling

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