

### Project Summary for IAL Website

The following information is for publication on the IAL website. Please be reminded not to include any confidential information.

<b>Project Title:</b>	Empowering Singaporean Workers to Transition, and Map Careers Better in the Future of Work through Open Loop Careers
<b>Project Number:</b>	GA19-03
<b>Year of Approval:</b>	2021
<b>Funding Source:</b>	WDARF
<b>Objectives and intended outcomes of the project:</b>	<p>The main objective is to develop understanding of the following:</p> <ol style="list-style-type: none"> <li>(1) whether theoretical concepts that allude to flexible regular transitions between education and careers/jobs, such as boundaryless and flexible protean careers and freelancing, can actually be implemented, particularly in the Singaporean context,</li> <li>(2) how workers respond, learn and behave as they transition between careers/jobs and education regularly,</li> <li>(3) what are the appropriate levels of support and scaffolding from other individuals and entities (state, company, etc.), and,</li> <li>(4) the need for a multi-level perspective solution.</li> </ol> <p>The intended outcomes are: (1) knowledge products, such as articles, reports and conference presentations aimed at sharing applied information with relevant stakeholders; (2) recommendations and strategies to help Singaporean workers build successful Open Loop Careers.</p>
<b>Project Team</b>	
<b>Principal Investigator (PI):</b>	POON King Wang
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<b>Team members:</b>	MUSSAGULOVA Assel GOH Zi An Galvyn TANG Cheryl JAYASEKARA Dinithi
<b>Summary of Project (up to 300 words)</b>	
<p>The project comprises three work packages. The first work package (WP) involves a longitudinal study of 1000 Singaporean workers aimed at measuring changes in career circumstances and attitudes over time (12 months), as well as qualitative interviews with select individuals out of 1000 survey respondents in order to glean deeper insights on their personal experiences.</p> <p>The second WP is secondary data analysis using the employment data of graduates from ITE and polytechnics intended to compare and understand their career pathways.</p>	

The third WP focuses on recommendations and strategies to help Singaporean workers and students prepare for and build successful Open Loop Careers, based on the results of a review of existing schemes, initiatives and policies and the findings from WPs 1 and 2.