



2018
Manpower Survey Results
(Singapore)



Over the past few years, the Ministry of Manpower (MOM) has continued to adapt its policies related to manpower in an effort to increase productivity and build a future ready workforce. In light of this, AmCham recently conducted our sixth annual Manpower Survey to gather feedback from the membership on the impact of recent manpower policies.

The Manpower Survey is an annual survey sent to AmCham's membership to gauge perceptions of challenges and opportunities facing companies when it comes to issues around manpower and foreign talent. The survey was open from October 16 – November 26, 2017.

PROFILE OF RESPONDENTS

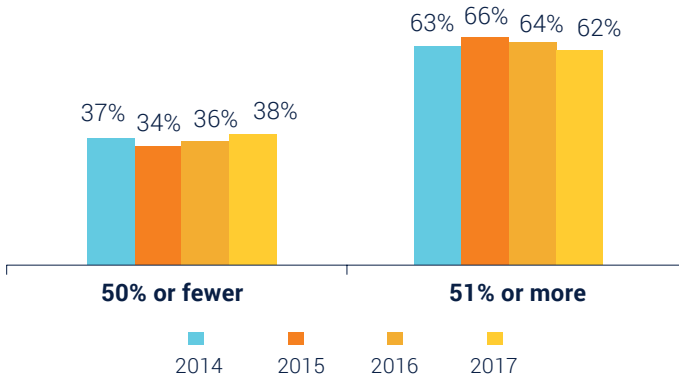
For the first time, the survey was bifurcated into two versions, to better communicate with each group of respondents with questions targeted to their expertise. A selected group of C-Suite executives received one version of the survey, with a second survey sent to the remaining AmCham membership. 41 C-Suite executives responded to the survey, while 336 members responded to the second survey. Unless specifically stated, all information presented here refers to results from the survey sent to the general AmCham membership. Both MNCs and SMEs are represented in the survey, with the majority of respondents from the services sector¹.

¹ Respondents were able to select multiple sectors in either the services or manufacturing industries.

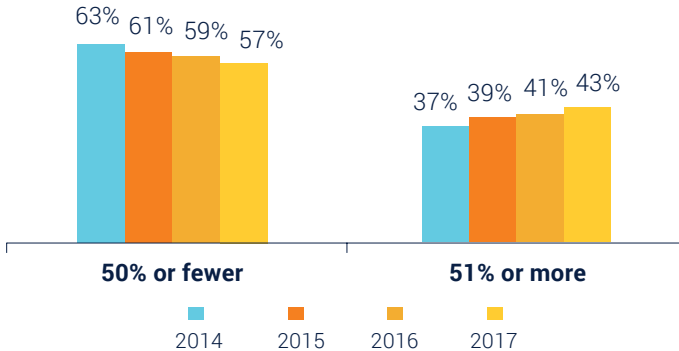
WORKFORCE COMPOSITION

Since 2014, the percentage of companies with senior level workforces (manager or above) that are predominately Singaporean has steadily increased, with a 6% increase between 2014 and 2017. This would indicate that American companies are increasingly hiring or promoting Singaporeans to C-Suite level roles.

% of Total Workforce Comprised of Singapore Citizens (excluding PRs)



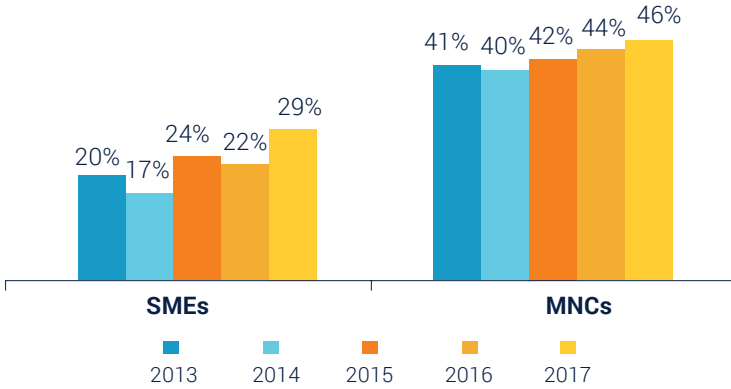
% of Total Senior Level (Manager or Above) Singapore Workforce Comprised of Singapore Citizens (excluding PRs)



Among MNCs, two-thirds report their total workforce is more than half Singaporean. Among SMEs, that number is just under half (44%). The percentages of SMEs and MNCs with senior level workforces that are more than half Singaporean are 29% and 46%, respectively.

Since 2013, both SMEs and MNCs are increasingly hiring or promoting Singaporeans in senior level roles.

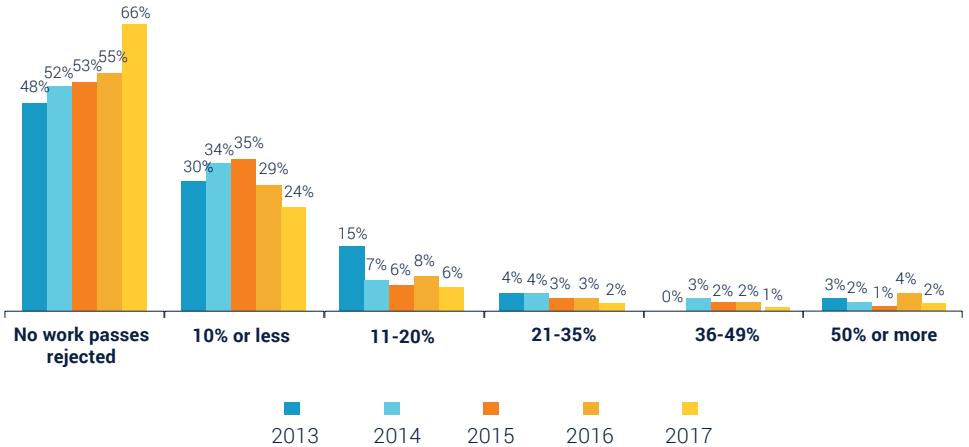
Percentage of companies whose current senior level (manager or above) Singapore workforce is predominately Singapore citizens (excluding PRs)



WORK PASS CHALLENGES

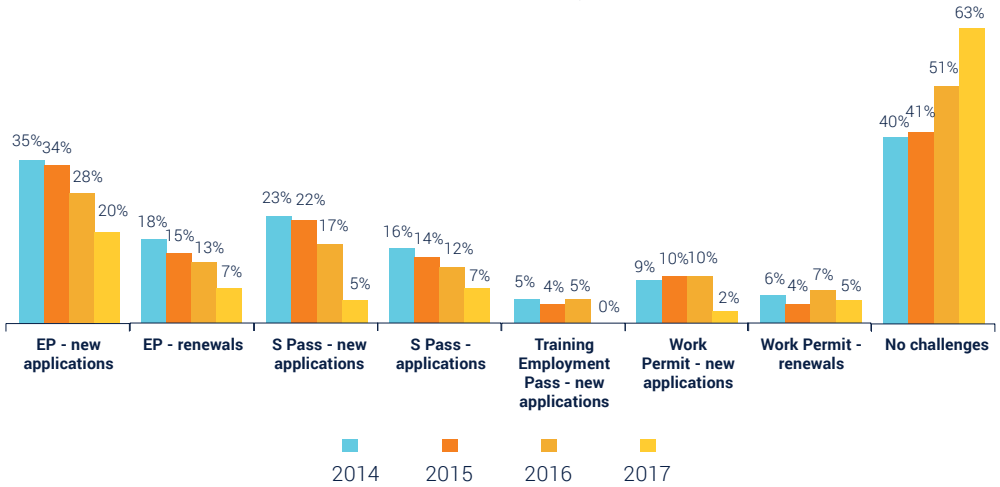
Nearly two-thirds of respondents indicated that they had no challenges with work passes in 2017, a number that has steadily increased since 2013.

What percentage of your submitted work pass applications have been rejected in the previous calendar year?



Across companies of all sizes and industries, companies are facing fewer challenges around work pass applications and renewals.

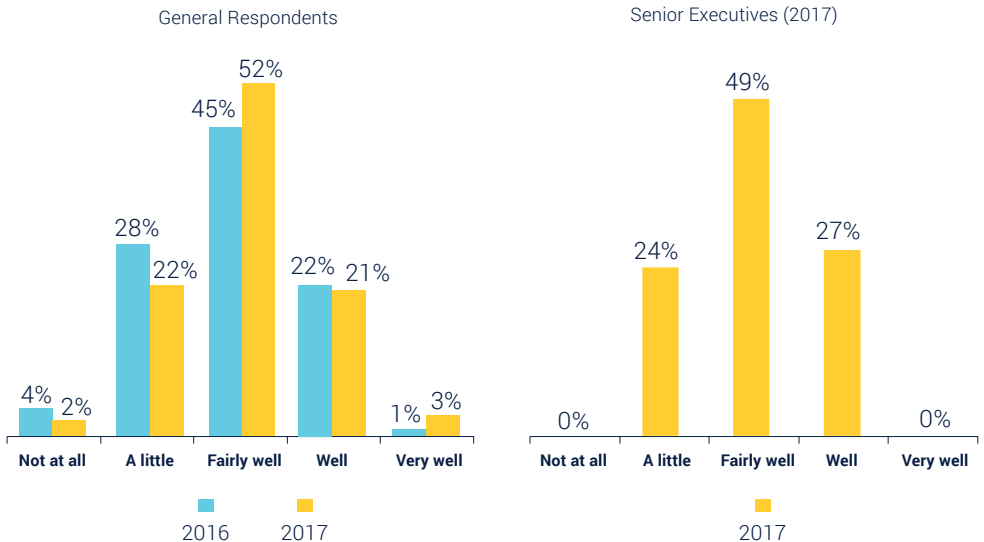
Which classifications of work pass applications have presented challenges this year?
Choose all that apply.



RECRUITMENT

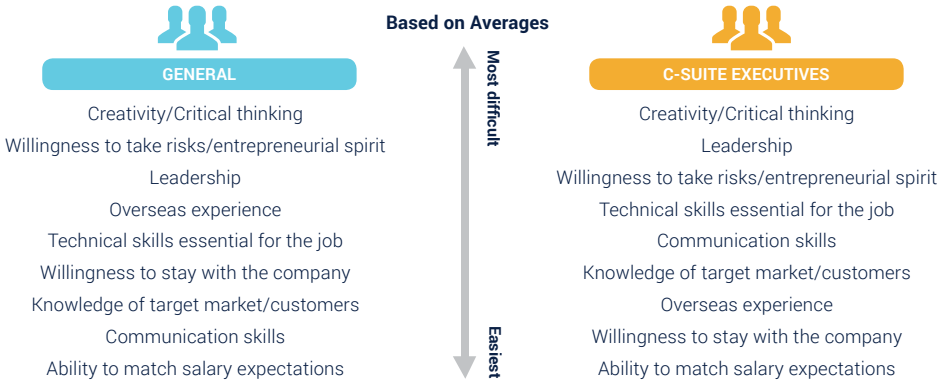
Respondents are more positive about the extent to which Singaporean universities prepare graduates for the workplace.

Please indicate the extent to which you think Singaporean universities prepare fresh graduates (i.e., those who graduated not more than a year ago) adequately for work.



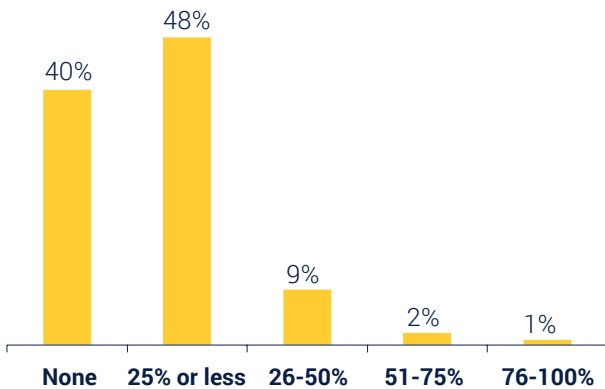
When asked to rank skillsets that are difficult to find among recent graduates in Singapore, both C-Suite executives and respondents to the general survey identified creativity/critical thinking, willingness to take risks/entrepreneurial spirit, and leadership at the top of the list. Notably, in comparison to respondents to the general survey, executives ranked communication skills much higher in terms of difficulty in finding among recent graduates.

What are the skillsets/attributes that are difficult to find among Singaporean graduates/professionals that result in your company's needing to hire foreigners for graduate-level or professional roles?
 Rank the following from 1 (most difficult to find) to 9 (easiest to find). You can only choose each number once.



Just under half of respondents indicate that no positions have remained vacant for six months or more.

How many positions in your company have remained vacant for 6 months or more and why?





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