Country Report

10th International Symposium on Career Development and Public Policy, Auckland, New Zealand, November 2026

Country name

Singapore

This country report has been prepared for discussion and information purposes in connection with the 10th International Symposium on Career Development and Public Policy. It draws on an online questionnaire on the Symposium themes, which national teams were invited to complete in advance.

ICCDPP: Navigating new horizons - Country perspectives survey

Introduction

Q1. Do you agree to participate in this survey?

Yes

Q2. I confirm that I am providing a response on behalf of my country.

Yes

Q3. I confirm that I am happy for the responses to this survey to be shared publicly.

Yes

Q4. Is your country going to participate in the 2026 ICCDPP symposium in New Zealand?

No

Q5. Who have you consulted with before completing this survey?

NIL, as there are no interests currently in Singapore. I am trying to revive the interest in career development policy.

About you

Q6. What is your name?

Jeremiah Wong

Q7. What organisation do you work for?

Singapore University of Social Sciences (SUSS) and AVODAH People Solutions Pte Ltd

Q8. What is your job title?

Associate Lecturer (designing a new Master degree programme in career development)

Q9. What is your email address?

ccwong014@suss.edu.sg

Q10. Are you happy for your contact details to be published on the ICCDPP website/ relevant documents as part of the publication of this data?

Yes

About your country

Q11. What is the name of your country?

Singapore

Q12. Which groups can access career development services in your country?

	Accessible and free to everyone	Accessible and free to some groups	Accessible to those who can pay	Not accessible
Indigenous people		X		
Young people in schools		X		
Young people in Technical and Vocational Education and Training (TVET)		X		
Young people in university or higher education		X		
Young people not in education or work (e.g. NEETs)		X		
Adults in education		X		
Adults in work		X		
Adults not in education or work (e.g. unemployed workers and the economic inactive)		X		
Migrants			X	
People in the criminal justice system		X		
Employers/businesses		X		

Q13. Are there any other groups in your country, not listed in Question 12 above, that can access career development services?

NIL.

About your country

Q14. How far do you agree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
The career development policies, programmes and services in my country are meeting the career needs of the population.				X	
School leavers in my country are well prepared for successful transitions to work or further learning.				X	

Q14. How far do you agree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
The career development policies, programmes and services in my country are meeting the career needs of the population.				X	
There is a strong evidence base to support the provision of career development services in my country.			X		
AI is having a major impact on the education system in my country.		X			
AI is having a major impact on labour market in my country.		X			
AI is having a major impact on the provision of career development services in my country.			X		

Q15. Are indigenous groups involved in the design of career development services in your country?

Yes, to some extent

About your country

Q16. Please provide a short summary of your country's career development system. [Up to 300 words]

Our current trend and state of national career development system in is largely industrial, and come July 2026 - will be even more industrial given the announcement of our Manpower Minister Dr Tan See Leng in Parliament in April and May 2026.

While Secondary schools, Institute of Technical Education and Polytechnics continue to have mandatory Education and Career Guidance, while the university's carer guidance are job search and job placement focused (non-psychosocial of career).

Our workforce's career development services and system are similar though Workforce Singapore (WSG) had just rolled out its first , delivered by career coaches with some level of coaching and career development training. However, it unknown what happens when an individuals' is presenting with psychosocial issues to career and employment.

Separately, WSG has also started shifting their focus on the "broad middle" 1.5 years ago for employed people, but we haven't see their framework, structure, interventions (named Polaris) could addresses the length, breadth and depth depicted by the literature's known career needs and barriers yet. Polaris is positioned as a structured career guidance through 3 structured session.

As part of the current 'Career Health' movement started by the government of Singapore, it encourages workers to reflect on their career health though it unsure what constitutes career health beyond skills and jobs, which doesn't seem to cover nor integrate evidence-based career practice yet.

The de facto mode of employment services for job placement through WSG, NTUC Employment & Employability and appointed career-matching providers (or CMPs) who can also be Career Guidance Service Provider (CGSP) remains, which has been around since the 1990s.

Q17. Please provide links to any key reports, articles or websites that provide insights into your country's career development policies and systems. [Up to 300 words]

Career Development Framework and Credentials: https://www.wsg.gov.sg/home/career-practitioners/credentialing

Career Health and Skills Movement: https://www.mom.gov.sg/-/media/mom/documents/budget2025/cos-2025-factsheet-on-career-health.pdf

Investing in Career Health is Indispensable to Business Success: https://www.mom.gov.sg/newsroom/press-releases/2025/0710-career-health-summit-2025

Employers - Career Health and Skills: https://www.wsg.gov.sg/home/campaigns/career-health-employers

Q18. Do you have any other comments that you would like to make about the way in which your country organises its career development services? [Up to 300 words]

Our country has yet to see the importance of psychosocial aspect of career development for all individuals. The strength and fortitude of our nation comes from many decades of successful industrialisation and skilling, given our nations precarious founding days and development as a 'Asian Developmental State' or ADM.

However, the past 8 years has reflected stagnation of career development here with hyper-industrial and environment and demand-sided skilling policies and initatives, leaving the psychosocial aspects unattended to.

Both SkillsFuture Singapore Agency & Workforce Singapore Agency is merging again, since its split in September 2016. It is uncertain if holistic career development will be considered as the Bill for Skills & Workforce Development (SWDA) failed to mentioned the career well-being or per what evidence-based research, practice and theories shown.

https://www.mom.gov.sg/newsroom/speeches/2026/0505-2r-swda-bill

Productivity and the inclusive economy

Q19. To what extent do policies for education, training, and employment in your country reflect the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Career development services contribute to economic growth.			X		
Career development services contribute to workforce productivity.			X		
Career development services deliver a positive return on investment on public spending.			X		
Career development services support entrepreneurialism.				X	
Career development services help to address employers' skills and labour needs.				X	
Career development services can be accessed by small and medium sized businesses (SMEs).			X		

Q19. To what extent do policies for education, training, and employment in your country reflect the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Career development services contribute to economic growth.			X		
Career development services improve levels of job satisfaction.				X	
Career development services contribute to decent work (jobs with access to training, a living wage and other benefits).			X		
Career development services support equality of access to learning and work opportunities.			X		
Career development services contribute to the green transition.			X		

Productivity and the inclusive economy

Q20. Provide further information about the way in which policies and practices for career development services in your country support productivity. [Up to 300 words]

NIL at the moment. There has been very low amount of studies mounted on career development to productivity. It is often focused on skills in context of employers.

Q21. Provide further information about the way in which policies and practices for career development services in your country support an inclusive economy. [Up to 300 words]

NIL at the moment. We have had SGEnable, which has been around since 2010s. However, they are not exactly 'career development' based form of support as part of their overall service offering, more leaning towards job placement schemes first.

https://www.sgenable.sg/

Q22. Please provide links to any key reports, articles or websites that provide further insights into the relationship in your country between policies for career development, and policies for productivity and the inclusive economy. [Up to 300 words]

Singapore does not have any Career Development-specific reports yet. The following below are the Asia Pacific Career Development Journal (APCDJ) on Singapore progress.

https://asiapacificcda.org/Resources/APCDJ/A0006_1_03.pdf (It Takes a Village: Meet the Singapore Career Development Tribe)

https://asiapacificcda.org/a0008_1_01/ (Assessing the Impact of Career Development Practitioner Skill Policies, Training, and Practice in Singapore: A Qualitative Analysis)

Enhancing skills and developing technical and vocational education and training (TVET)

Q23. To what extent do policies for education, training, and employment in your country reflect the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Career development services support people to develop skills		X			
Career development services support people to access training		X			
Career development services support the uptake of TVET pathways		X			
Career development services support lifelong learning		X			

Q24. What are the biggest challenges for participation in the technical and vocational education and training (TVET) system in your country? [Please tick all that apply.]

School leavers do not see TVET pathways as attractive
Parents do not see TVET pathways as attractive for their children

Enhancing skills and developing technical and vocational education and training (TVET)

Q25. At what age do young people generally move onto a TVET pathway if that is the path they take?

In Singapore, it is structured and predetermined towards the end of a 16 years old education journey, where they will decide between between vocational education options and academic pathways.

https://www.researchgate.net/figure/The-Singapore-education-journey-different-pathways-to-work-and-life-Ministry-of_fig7_306007480

Q26. Does the age of pathway selection cause challenges for your TVET system?

No

Q27. Is there anything else that you would like to say about the age of pathway selection? [Up to 300 words]

NIL.

Q28. Provide further information on the ways in which policies for career development services in your country enhance policies for skills development, TVET, and lifelong learning. [Up to 300 words]

NIL. All information have been provided here in this link: https://www.moe.gov.sg/education-in-sg/our-programmes/education-and-career-guidance/overview

Q29. Please provide links to any key reports, articles or websites that provide further insights about how career development services can enhance skills and support TVET. [Up to 300 words]

NIL. There hasn't been any studies or known studies published publicly.

Ensuring disadvantaged and vulnerable groups can thrive

Q30. To what extent do policies for education, training, and employment in your country reflect the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Career development services help vulnerable and disadvantaged groups to thrive.			X		
Vulnerable and disadvantaged groups can access career development services.			X		
Career development services support vulnerable groups to access decent work.			X		
Career development services support vulnerable groups to access the education and training system.			X		
There is adequate funding for career development services targeting vulnerable and disadvantaged groups.				X	
Policies for social inclusion intersect with policies for education, training, and employment.				X	

Q31. Which disadvantaged and vulnerable groups does your government have policies to support and which are provided with bespoke or targeted career development services. [Tick all that apply]

	Government has policies to support	Provided with bespoke or targeted career development services
Indigenous people	X	
Women and girls	X	
Men and boys	X	
Ethnic minorities	X	
Religious minorities	X	
Lesbian, gay, bisexual and transgender people	X	
People from low-socio-economic backgrounds	X	
People with low skill levels	X	
Migrants	X	
People with disabilities	X	
People with health and mental health challenges	X	
Younger people	X	

Q31. Which disadvantaged and vulnerable groups does your government have policies to support and which are provided with bespoke or targeted career development services. [Tick all that apply]

Older people	X
Other	

Ensuring disadvantaged and vulnerable groups can thrive

Q32. Can you provide any further information about the way in which policies for career development in your country support vulnerable and disadvantaged people? [Up to 300 words]

NIL. It is limited to, and mainly broad career advisory, job placement and skills training funding at the moment. No bespoke career guidance per evidence-based practice.

Q33. Please provide links to any key reports, articles or websites that provide further insights into the way that your country's career development system supports vulnerable and disadvantaged people. [Up to 300 words]

NIL at the moment.


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