

Unlocking Insights: Equipping Training Providers with Analytical Dashboards for Strategic Decision-Making

Dr Albert Liao
Head Analyst
Institute for Adult Learning

Ms Cassandra Wong
Jobs-Skills Analyst
SkillsFuture Singapore

With Ms Jessy Yau and Ms Sharon Lim
Singapore Polytechnic



Why Training Providers Need Better Labour Market Insights

Training providers face pressure to stay relevant amidst a rapidly evolving labour market



- Keep pace with industry demand and emerging skills;
- Align course offerings, curriculum with real-world job-skills needs.



The right insights can power better planning, curriculum development, and impact.

Create customised jobs-skills insights for your needs

The one stop platform for your jobs-skills data and insights



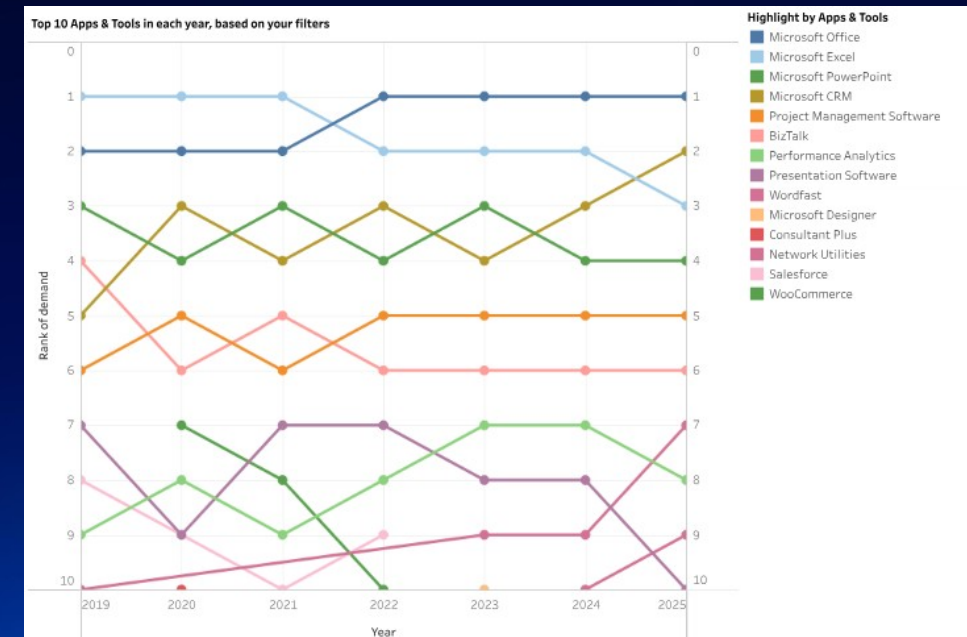
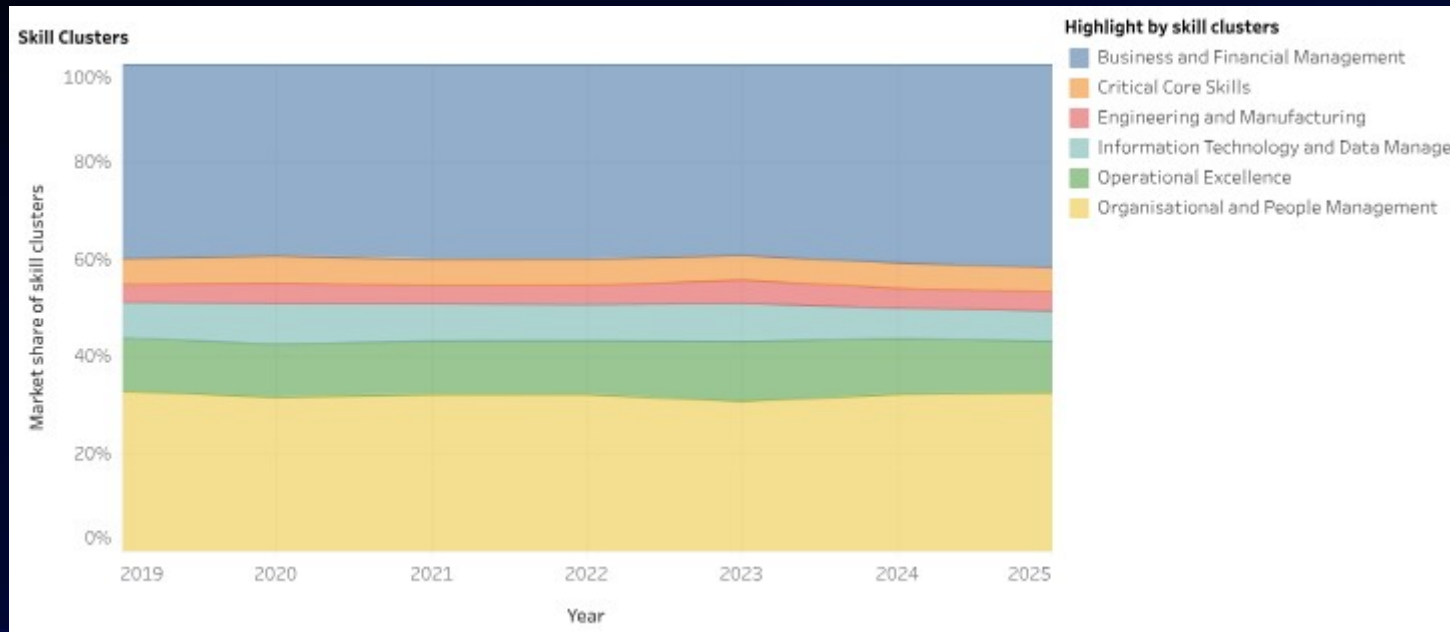
The screenshot shows the Jobs-SkillsPortal website. At the top, the logo reads "Jobs-SkillsPortal | SKILLSfuture SG". Below the logo is a navigation bar with the following items: Home, Insights (with a dropdown arrow), Frameworks (with a dropdown arrow), Data and Tools (with an upward arrow), Engage Us (with a dropdown arrow), and About Us. The "Data and Tools" section is expanded, showing a list of items: Dashboards (highlighted with a blue bar and a right-pointing arrow), and Methodology (with a right-pointing arrow). To the right of this list is a "Dashboards" sub-menu, also highlighted with a blue bar. This sub-menu contains a list of dashboard options: Job Requirements Dashboard (with a blue arrow pointing right), Priority Skills Dashboard (with a blue arrow pointing right), Skills and Job Mobility Dashboard (with a blue arrow pointing right), Jobs-Skills Dashboard, List of Skills Dashboard, and Apps and Tools Dashboard. The first three dashboard options are highlighted with a yellow border.

Job Roles

Skills

Job Transitions

Allows users to choose specific job role and see the skills and Apps & Tools required by that job

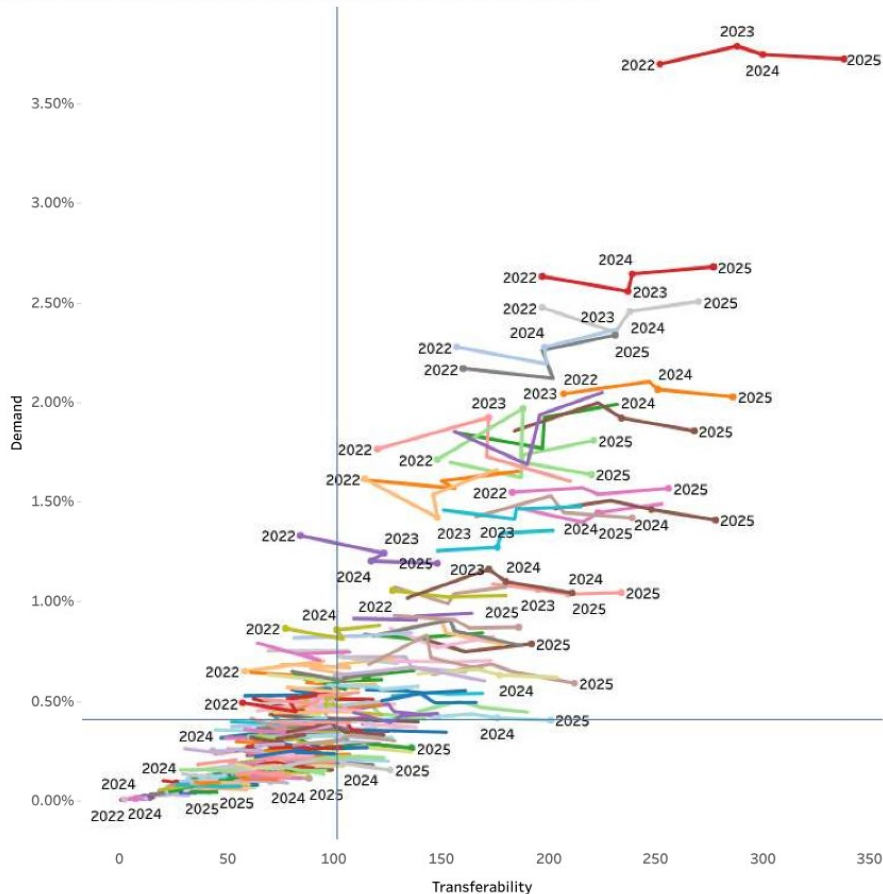


TPs can use the insights to guide the development of training programmes for specific job roles

Which skills have consistently high demand and should be incorporated into training programmes targeted at specific job roles?

Allows users to visualise movement of priority skills over time, in terms of demand and transferability within the Care, Digital, and Green economy over the years

Movement of priority skills in the Digital Economy from 2022-2025



Skills Matrix



TPs can also use the insights on forecasted skills to catch the needs by providing courses in these areas.

What skills should we develop training programmes in, to future-proof the workforce?

Allows users to explore the job roles with good growth and potential for career mobility while considering skills needed for such transitions

Feeder Job Role	Desirable Job Role	Destination Job Role
[33232] Purchasing agent	[33461] Logistics/production planner	[24213] Business and financial project manage...
Salary: \$4,200	Salary: \$4,700	Salary: \$7,100
Job Demand: Mid	Job Demand: High	Job Demand: High
Change in Job Demand: Positive	Change in Job Demand: Positive	Change in Job Demand: Positive
Economy: Other	Economy: Green/14.0	Economy: Digital

Feeder to Desirable Job Role		Desirable to Destination Job Role	
Skills Similarity: High	Historical Transitions: Yes	Skills Similarity: Mid	Historical Transitions: Yes
Difference in Salary: \$500		Difference in Salary: \$2,400	
Both SCTP and CCP available (see Annex)		SCTP available (see Annex)	
Skills required for transition	Course Title	Skills required for transition	Course Title
Construction Project Management	[TGS-2020502165] Essential Managerial Skills	Change Management	[TGS-2020500535] Advanced Skills for Administrative Professionals
Data And Statistical Analysis	[TGS-2020503212] Advanced Pivot Table Techniques in Microsoft Excel	Construction Project Management	[TGS-2020502165] Essential Managerial Skills

TPs can utilise this dashboard to see what skills can facilitate potential job transitions

What are examples of desirable jobs that we can recommend trainees when providing career advice and employment assistance?

Subscribe

**Sign up for updates on the latest jobs and
skills developments**



<https://go.gov.sg/js-portal-subscribe>

Dashboard demo By Singapore Polytechnic

Context

SP would like to propose a new proposed **SkillsFuture Career Transition Programmes (SCTP) Green and Sustainable Data Centre Technologies**

How would SP use the SSG Job-Skills Dashboards to **validate the proposed SCTP** and ensure the course equips participants with **core and in-demand skills** to transit into the target industry sector?

Feature	Train-and-Place
Course Objective	The course aims to equip learners with the skills to plan, design, build, operate, and maintain Data Centres, with a focus on sustainability and energy usage. The course includes knowledge on the Linux operating system, server management, and troubleshooting various devices. It also emphasizes fostering a growth mindset, developing workplace effectiveness strategies, assessing arguments, applying creative thinking techniques, and presenting data-driven insights effectively.
Targeted Job Role	Data Centre Engineer
Target Sector	Information and Communication Technology (ICT)

Job Requirements Dashboard

How does SP use it when **designing and validating the newly proposed** (SCTP) Green and Sustainable Data Centre Technologies?

- Identify **domain Skills Cluster(s)**
- Identify **high demand skills** for that specific job role – Data Centre Engineer
- **Validate the skills and competencies** covered in the new SCTP to prepare participants for the job demand and reduce skill mismatches
- Ensure the **apps and tools** introduced and used in the course are relevant and in high demand

Demo on “Job Requirements Dashboard”

Job Requirements Dashboard

Targeted Job Role:
Data Centre Engineer

Highlight by skills

- Data Centre Facilities Management ✓
- Infrastructure Support ✓
- Communication ✓
- Data And Statistical Analysis ✓
- Facility Maintenance ✓
- Corrective Maintenance Management ✓
- Networking ✓
- Effective Client Communication ✓
- Electrical, Electronic And Control Engineering ✓
- Project Management
- Team Management
- Database Administration ✓
- Security Administration ✓
- Apply Teamwork In The Workplace
- Centre Operations Management ✓
- Equipment Breakdown Repair and Maintenance ✓

SCTP (Green and Sustainable Data Centre Technologies) - Modules:

1. Gear up! Essential Skills for Career Transformation & Professional Growth
2. Understanding Data Centres
3. CompTIA Infrastructure and Core
4. Data Centre Engineering Operations
5. Energy Efficient and Sustainable Data Centres Operations
6. Leap Forward! Essential Skills for Career Transformation & Professional Growth

Conclusion:

- We have used the dashboard to **validate** and confirm the **relevancy** of the SCTP where **13 out of 16 skills (81%)** are covered in the SCTP.
- It is concluded that SCTP is **well-designed** to prepare participants to pivot into Data Centre Engineer role

Next steps:

- To include 3 skills (i.e. Project Management, Team Management and Apply Teamwork in the Workplace) that are **CCS** through **work-based assignment in SCTP or top up with short courses**

Priority Skills Dashboard

How does SP use it when **designing and validating the newly proposed** (SCTP) Green and Sustainable Data Centre Technologies?

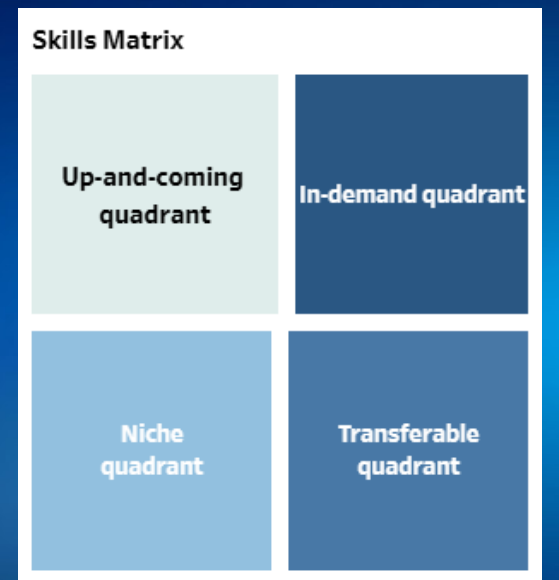
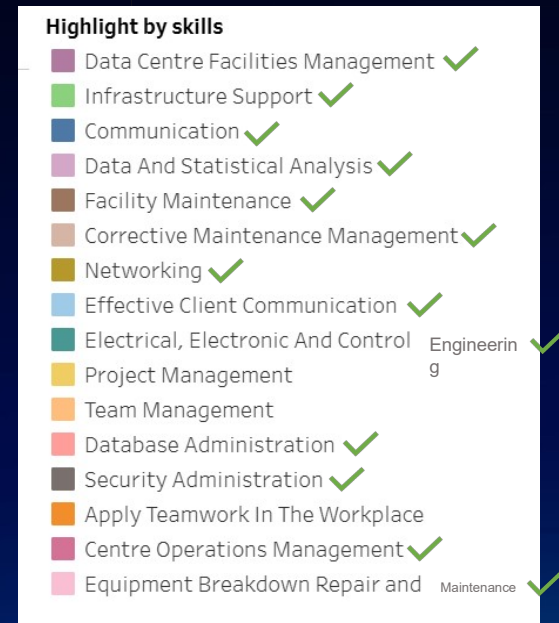
- Observe the **movement** of the specific job role's **identified skills**
- To validate if the skills & competencies covered in the SCTP are **forecasted to change to high demand and high transferability**

Demo on “Priority Skills Dashboard”



Conclusion

- The Job Requirements Dashboard shows that the SP's newly proposed SCTP has **good coverage of skills required** of a Data Centre Engineer
- The Priority Skills Dashboard further validated that the skills covered in the SCTP course are mainly **in good demand and high transferability, at a positive trend.**
- SP as the dashboard users has concluded that the SSG Job-Skills Dashboards are useful to training providers, especially to **validate the course design, e.g. the relevancy and currency of skills** covered in a course.
- SP has also provided some suggestions to SSG, where SSG is now working on some enhanced features of the dashboards for continuously improvement.



From Skills Intelligence to Capability Building

1

2021

SSG launched inaugural Skills Demand for the Future Economy Report, democratising jobs-skills resources and data

2

2022

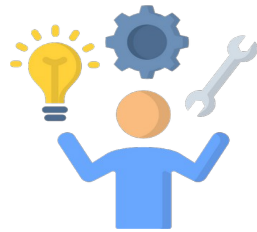
SSG strengthened skills ecosystem with trade associations and professional bodies to enhance skills articulation, aggregation and recognition

3

Now

Advanced jobs-skills analytics needed to support **capability development** and decision-making

Set up to build capability and mindshare of stakeholders to articulate, activate and recognise skills, thereby driving the optimisation of human capital development and effective skills use in Singapore.



Build ecosystem-wide capabilities

Foster adoption of skills-first practices

Mount Continuing Professional Development (CPD) programmes that empower stakeholders to embrace skills-first practices.



Develop analytical methods

Provide insights into skills demand, supply, gaps, practices and solutions

Uncover cutting-edge methods that inform policy & programme design, and provide lead response time to stakeholders.



Champion global strategic convening

Forge global partnerships and catalyse collective action

Collaborate internationally to advance skills-first practices, and convene exchange of insights and solutions.



Needs Analysis

Identify lines of inquiry to inform workforce development / curriculum development

- In-demand jobs and skills
- High-growth jobs and skills
- Transferability of skills
- Other demand indicators

Capability Development

Build capabilities to access, interpret, and apply data insights for decision-making

- Technical data interpretation skills
- Workforce /curriculum planning based on skills

Application

Apply data-informed strategies to transform workforce / training outcomes

- Align courses to job roles
- Skills-powered organisation framework
- Future ready job creation

Module 1:

How Jobs-Skills resources can support your work



Informative Resources

Understand how jobs-skills resources can support training providers in aligning course design and skills coverage with market demand

Module 2:

Navigating Jobs-Skills resources (data, insights, algorithms) on SSG's jobs-skills portal



Skills Analysis

Interpret jobs and skills data, Identify in-demand and emerging market trends, compare skills requirements across roles and skills coverage across courses, design new courses to meet skills gaps

Module 3:

Extracting insights from jobs-skill resources



Practical Application

Apply learned concepts through hands-on exercises and real-world scenarios.

Tailored Dashboards for Training Providers

Co-Development Approach

OSP/IAL and SSG engaged a few training providers to co-develop new dashboards and strengthen their labour market surveillance capabilities.

- Institute of Banking & Finance
- NTUC Learning Hub
- NUS Scale
- Ngee Ann Polytechnic
- Classin

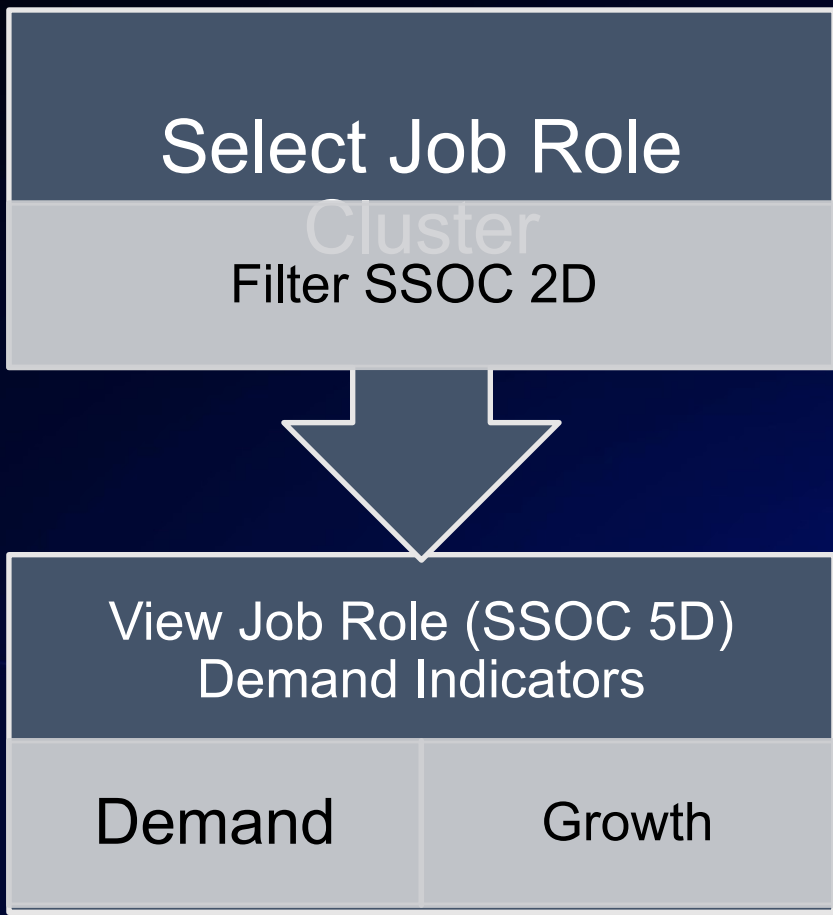
3 Powerful Features tailored to Training Providers

The dashboard is designed to address specific Lines of Inquiry (LOIs) from training providers. It offers key features to support insight generation, including:

- 1. Explore job roles by cluster**
 - with indicators such as Market Share and Growth
- 2. View skills for each job role**
 - with indicators such as Market Share, Growth and Transferability
- 3. Search for job roles based on specific skill requirements**

1. Explore Job Roles by Cluster

Filtering by cluster allows each school/faculty to focus on their domain of interest, making it easier to identify in-demand and high growth jobs without having to sift through all job roles



Hypothetical Example

Business & Administration Professional [24]

Job Roles	Demand	Growth
Accountant	Very Strong	Strong
Biz & Fin PM professional	Strong	Moderate
Biz Valuer	Not Notable	Very Strong
Commodities Trader	Not Notable	Very strong

2. View Skills For Each Job Role

Select Job Role Cluster
Filter SSOC 2D

Select Job Roles
Filter SSOC 5D

View Skills Demand Indicators

Demand	Growth	Transferability
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Business & Administration Professional [24]

Job Role(s)	Demand	Growth
Accountant	Very Strong	Strong

Examples of Top Skills*	Market Share • demand for the skill relative to all other skills	Growth • growth for the skill from 2020 to 2024	Transferability • No. of unique job roles that require a given skill
Fund Accounting	Very Strong	Strong	Very Strong
Financial Reporting	Strong	Very Strong	Moderate
Financial Closing	Not Notable	Very Strong	Not Notable

2. View Skills For Each Job Role

Hypothetical example

Cluster: Business & Administration Professionals

Job Role: Accountant

Examples of Top Skills*	Market Share • demand for the skill relative to all other skills	Growth • growth for the skill from 2020 to 2024	Transferability • No. of unique job roles that require a given skill
Fund Accounting	Very Strong	Strong	Very Strong
Financial Reporting	Strong	Very Strong	Moderate
Financial Closing	Not Notable	Very Strong	Not Notable

*These are skills that are relatively unique to a given job role



Shows skills most in-demand by employers in the job market



Flags emerging skills that signal future relevance



Identifies skills that are mobile and portable across job roles

3. Search for job roles based on specific skill requirements

The indicators can help Training Providers in **promoting the courses** to the target audience

Select Skills
Input skills covered in course



View Job Roles
See which roles need these skills

Hypothetical Illustration:

<i>Selected Skills</i>
Fund Accounting
Financial Reporting
Financial Closing



Job Roles	Demand	Growth
Accountant	Very Strong	Strong
Admin Manager	Very Strong	Very Strong
Audit Manager	Not Notable	Moderate

Bringing Supply into the Picture

Demand data is only one side of the story — pairing it with course supply insights helps reveal market saturation.

We're working with SSG to integrate this info into the dashboard — stay tuned!

Excited but unsure how to navigate these dashboards?

Fret not — join our upcoming online programme to learn how to use them confidently and plan your work smarter.

**Launching Q4 2025.
Register now — it's
free for a limited
time!**

