
Singapore Job Seeker Playbook 2026

Proven Tips for Fresh Grads, Mid-Career Professionals,
Blue-Collar Workers, Part-Timers & Interns

By sgCareers — Your Singapore Job Portal

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01

2026 Market Overview

Understanding the forces shaping Singapore's job market this year

Cautious Hiring Amid Global Uncertainty

74.4%

Full-Time Employment Rate 2025
Down from 87.5% in 2022

92.2%

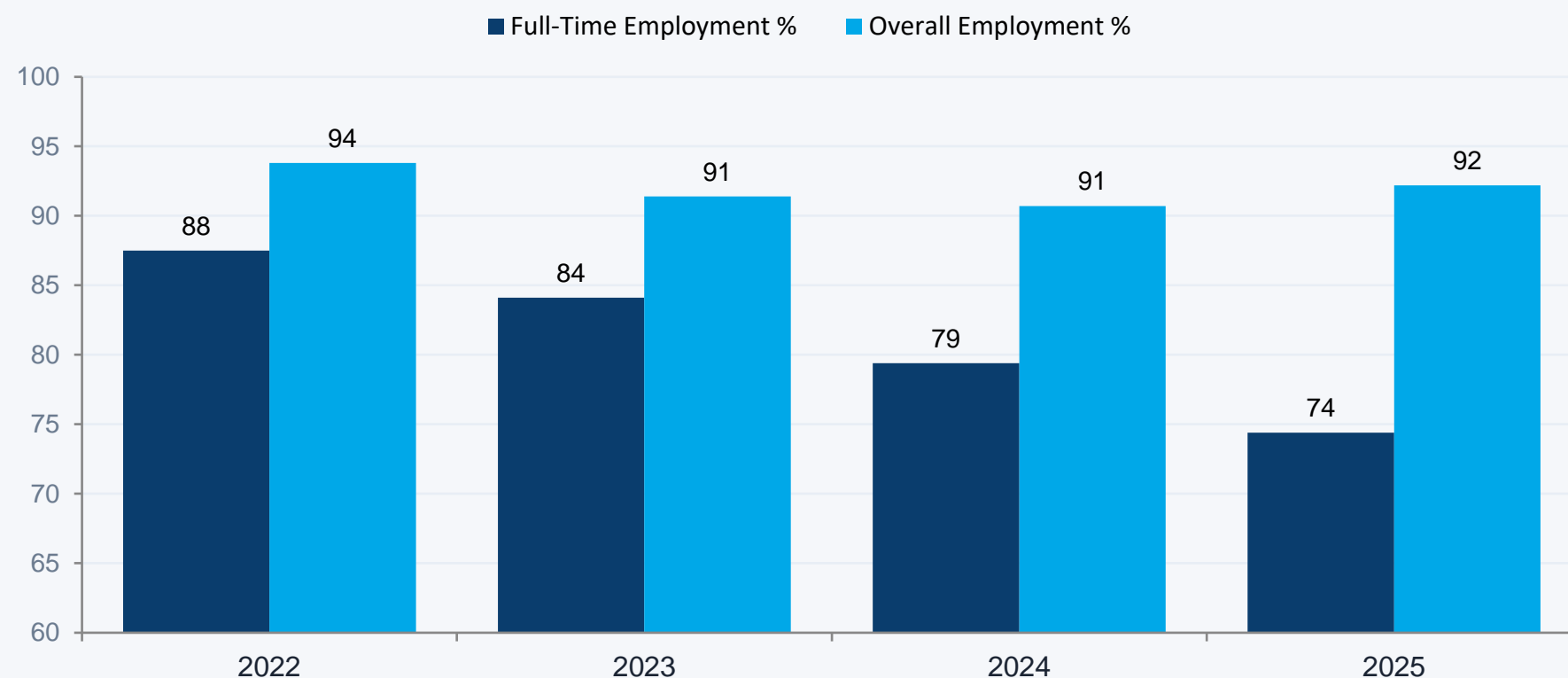
Overall Employment Rate 2025
Including part-time & freelance

S\$3,000

Polytechnic Median Salary
Up from S\$2,600 in 2022

39,000

Entry-Level Vacancies (Sep 2025)
Up from 26,000 a year earlier



Key Insights

5 percentage point drop in full-time roles is "not insignificant" per OCBC chief economist Selena Ling

10.5% of graduates were unemployed and actively searching – nearly triple the 3.6% in 2022

4 in 10 vacancies are in growth sectors: financial services, professional services, and info & communications

The "fresh grad job" is now a **"third-year job"** – start preparing early

AI, Skills-Based Hiring & Growth Sectors

AI Impact on the Workforce

2x+

Increase in AI skills demand over 4 years

24%

Of work tasks have high AI automation potential

Sector	FT Employment	Median Pay
Health Sciences	78 – 89%	S\$5,000+
Info & Digital Tech	78 – 85%	S\$5,500
Built Environment	80 – 87%	S\$4,200+
Business & Admin	70 – 78%	S\$4,000+
Sales & Customer Service	65 – 72%	S\$3,500+

Growth vs. Contracting Sectors



Growing

Financial Services – Risk, compliance, digital banking

Healthcare – Nurses, therapists, aged care

Cybersecurity – S\$5,500–10,500/month

AI / ML Engineering – S\$6,500–12,500/month

Logistics & Supply Chain – E-commerce boom



Contracting

Sales & Customer Service – Entry-level vacancies dropping

Legal Services – Junior roles declining

General Administration – 24% of tasks automatable by AI

Traditional Retail – Shift to e-commerce



Tip: Junior roles now require data analysis, AI tool literacy, and client management skills – competencies once expected only of experienced hires.

02

Fresh Graduate Tips

Landing your first role in a tougher market




Start Building Experience Before Graduation


Action	What to Do	When to Start
Internships	Complete 2+ before graduation. SMU 2024 cohort averaged 2.8 internships.	Year 2 of study
Work-Study	Enrol in WSDip/Work-Study Degree. Enrolment surged 500 to 1,300.	Year 2–3
Competitions	Join case competitions and industry projects to build portfolio.	Ongoing
Certifications	Google Analytics, AWS Cloud, AI tools – many free for students.	Year 3



Internship postings on Indeed doubled
from 2022 to 2025



Average grad completes 2 internships
before graduation (all autonomous universities)



Target growth sectors
Health Sciences, Built Environment, Info & Digital Tech record highest FT rates

Leverage Free Career Support

Every polytechnic and university offers **dedicated career counselling, career fairs, and active job matching**. Tap **Workforce Singapore (WSG)** and **NTUC's e2i** – 26 career centres islandwide providing free coaching, skills advisory, and direct job matching.

Check out **GRIT and GRIT@Gov programmes** for hands-on industry traineeships with no prior experience required.

03

Mid-Career Professionals

Switching gears with government-backed support



SkillsFuture Level-Up & Career Conversion Programmes

90%
Course fee subsidy for Singapore Citizens 40+

S\$4K
SkillsFuture Credit (Mid-Career) for selected courses

S\$3K
Monthly training allowance (full-time), capped

6x
SCTP enrolment surge following Level-Up launch

SkillsFuture Level-Up Programme (Age 40+)

Support Pillar	What You Get	Key Detail
Fee Subsidy	Up to 90% course fee subsidy	Singapore Citizens 40+
Credit	S\$4,000 SkillsFuture Credit	For selected courses
FT Allowance	50% of avg monthly income, capped at S\$3,000/mo	Up to 24 months lifetime
PT Allowance	Flat S\$300/month while working	From 1 Mar 2026

Career Conversion Programme (CCP)

3 modes: Place-and-Train, Attach-and-Train, Job Redesign Reskilling

Eligibility: Singapore Citizens or PRs, aged 21+, completed NS (2+ years)

Sectors covered: Social Work, Allied Health, Wholesale Trade, Early Childhood Education, and more

Full course fee funding + monthly allowance

Key Insight: Don't undervalue your existing experience. A decade of team management, deadline delivery, and stakeholder navigation is immensely valuable — even in a new industry.

04

Blue-Collar Workers

Upskilling for higher pay through PWM and WSQ



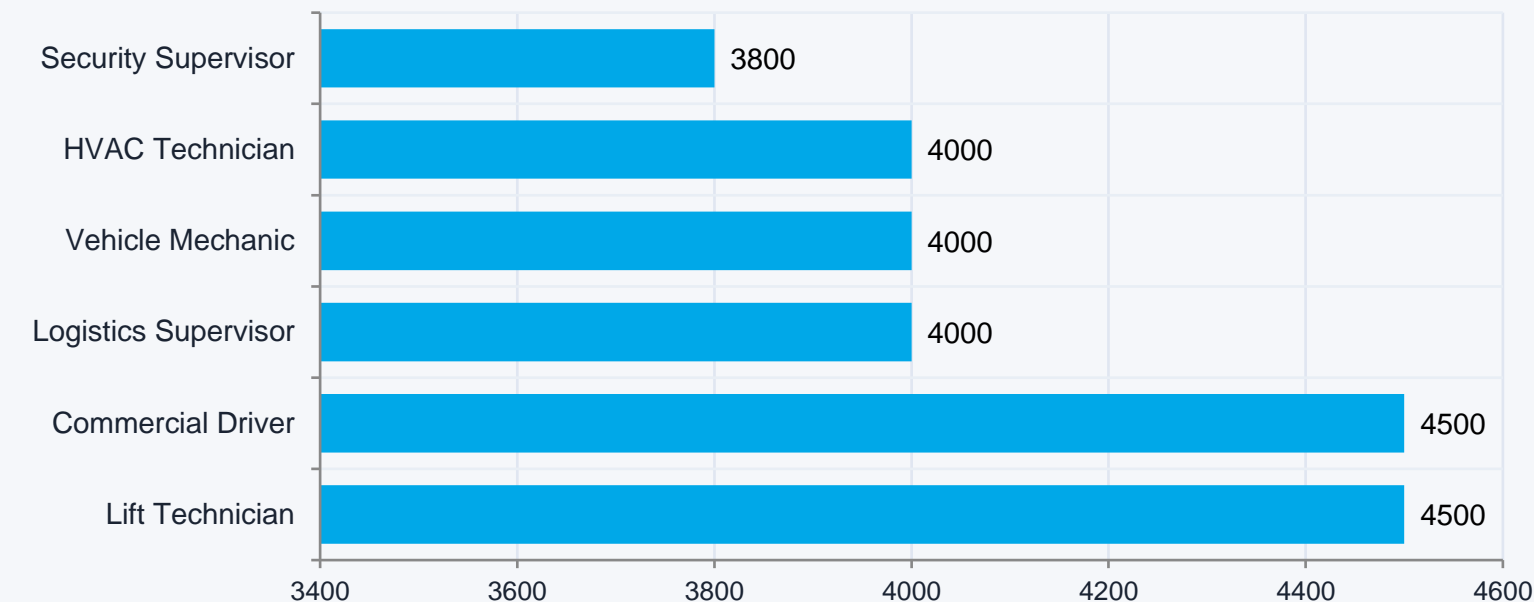
Progressive Wage Model & High-Paying Trades

PWM Wage Benchmarks (2026)

Covers 234,000 workers across 7 sectors. Wages linked to skills upgrading.

Sector	Entry Wage (2026)	Career Pathway
Food Services	S\$2,220/mo	Assistant to Supervisor
Retail	S\$2,435/mo	Assistant to Supervisor
Cleaning	S\$1,910–2,080	Cleaner to Supervisor
Security	Grade-based	Officer to Supervisor
Lift & Escalator	BCA-registered tiers	Technician to Specialist

Blue-Collar Roles Paying S\$3,000+



Get Certified: WSQ & SkillsFuture

The **Workforce Skills Qualifications (WSQ)** framework provides credentials tied to PWM wage increases. Employers must ensure workers achieve at least one WSQ certification to progress.

Workfare Skills Support subsidises training costs. ITE now offers a **Work-Study Diploma in Vertical Transportation** for lift technicians – graduates recognised as "T" technical personnel for BCA registration.

05

Part-Timers & Interns

Flexible work and internship-to-career pathways



Flexible Work Options & Internship Success

Part-Time & Gig Work Options

Role	Typical Pay	Best For
Event Crew	S\$8–12/hr	Students, short-term
Retail Promoter	S\$8–12/hr	Weekends, festive
F&B Service	S\$1.6–2.4K/mo	Peak-hour shifts
Warehouse/Packing	S\$1.6–2.4K/mo	Quick deployment
Delivery/Logistics	S\$2–3.5K/mo	Own transport, flexible
Freelance	S\$10–50/hr	Skilled professionals

Internship-to-Full-Time Checklist

- ✓ **Treat it as an extended interview** – punctuality and reliability build trust fast
- ✓ **Take initiative beyond assigned tasks** – volunteer for extra projects
- ✓ **Document your achievements** – keep a running list with measurable results
- ✓ **Build relationships across teams** – expand your internal network
- ✓ **Have "the conversation"** – ask about full-time roles 3–4 weeks before ending



Smart Part-Timer Strategies

Set non-negotiable personal time before choosing shifts. Group shifts by location to reduce commute stress. Track hours and income weekly. Use part-time work as a **stepping stone to permanent employment** – many employers convert reliable part-timers to full-time.

06

Universal Essentials

Resume, interview, and LinkedIn tips for everyone



Resume & Interview Mastery

Craft a Singapore-Ready Resume

1-2 pages for fresh grads and most professionals

Reverse chronological order for experience

Measurable outcomes – not "managed accounts" but "Managed S\$2M enterprise accounts"

Tailor for each job – mirror keywords from the job description

ATS-compatible – standard fonts, no graphics in the main body

Include certifications – WSQ, SkillsFuture, industry-recognised credentials

DO NOT include age, religion, marital status, or photo (unless requested)

Ace the Singapore Interview

STAR method for behavioural questions (Situation, Task, Action, Result)

Arrive 10-15 min early – punctuality is non-negotiable in Singapore

70% of employers now evaluate AI fluency during interviews

Balance confidence with humility – use "I" while crediting your team

Never badmouth previous employers – harmony is valued

Dress formal side of smart casual – finance = tie; tech = neat and groomed

Send thank-you emails after every interview



LinkedIn is essential: Singapore ranks 3rd globally in connectivity. 32% found their last job through networking. Update your headline to reflect your target role, turn on "Open to Work," and engage regularly.

Government Support at Your Fingertips



WSG Careers Connect

Career coaching, workshops, recruitment events at Lifelong Learning Institute



NTUC e2i (26 Centres)

Personalised career coaching, skills advisory, job matching. Call **6474 0606**



MyCareersFuture.gov.sg

AI-powered job matching, skills-to-jobs mapping. Free for all job seekers.



SkillsFuture Credit

All Singapore Citizens 25+. S\$4,000 Mid-Career Credit for 40+ on selected courses.



Career Conversion Programme

Full course fee funding + monthly allowance. Social work, allied health, wholesale trade.



Workfare Skills Support

For lower-wage PWM workers. S\$6/hr training allowance + commitment awards up to S\$1,000.



Need personalised help? Visit [MyCareersFuture.gov.sg](https://mycareersfuture.gov.sg) or call NTUC e2i at **6474 0606**. All services are free for Singapore job seekers.

Your 30-Day Job Search Action Plan



Pro Tip: Repeat this cycle monthly. The average job search in Singapore takes 2–4 months – consistency and iteration are key to success.



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