Country Experience: Singapore

Contributor: Singapore National Employers Federation (SNEF)

Background

As Singapore's population continues to age, the demand for caregiving services is increasing across the care continuum, from early childhood care to eldercare.

Key Challenges

* Attracting more local workers to join the care sector.
* Supporting mid-career workers in transitioning into care-related occupations.
* Enhancing the attractiveness of careers in the care economy.
* Many employers in the care sector have limited resources and cannot address these challenges independently.

Good Practices

Singapore has introduced several initiatives to strengthen the care workforce, including:

* Career Conversion Programmes to facilitate mid-career transitions into care-related occupations.
* Collaboration among government agencies, employers, industry associations, trade unions, and training providers to:
  * develop Skills Frameworks for the care sector;
  * establish structured career development pathways; and
  * improve the attractiveness of careers in the care economy.

Key Takeaway

A sustainable care economy requires a whole-of-society approach. Close collaboration among governments, employers, industry associations, trade unions, and training providers is essential to develop a skilled workforce and strengthen the long-term sustainability of the care sector.

Source: Contribution from Singapore National Employers Federation (SNEF), June 2026.