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# Press Release

## “The Changing Face of The Singapore Job Seeker”

As Q1 2009 ends, Adecco takes an in-depth look at the Singapore Job Seeker and how their profile has changed in the first three months of the year.

**Singapore, 1<sup>st</sup> April 2009:** *As the first quarter of 2009 ends, Adecco, Singapore’s leading human resource and staffing solutions company, takes a look at the Singapore job seeker and how their expectations and approach to finding a job have changed since the beginning of the year. These findings are based on comment from Adecco Office Managers and from applicants that have registered with Adecco.*

With a reduction in full time hiring across Singapore and an increase in downsizing and retrenchment, Singapore job seekers, like their counterparts in many other countries, have had to adjust to a more demanding and discerning job market. And adjust they have. Job Seekers have become:

- **More flexible in how they are approaching their job search.** They are considering other options, for example temporary and contract positions, as a stepping-stone to the right full-time position or as a means of gaining additional skills and experience. Applicants are asking more questions about different ways of working and what could be the right solution for them.
- **More accepting that higher salaries and large bonuses may not be attainable right now.** There is a definite job seeker understanding that salary packages may be reduced as companies focus on restructuring and streamlining their workforces. Whilst acceptance in this area was minimal in January, by the end of Q1 the majority of job seekers have now come to terms with it.

- **Strong networkers.** Job Seekers are exploring more avenues to find the right position and to develop their careers in the long-term. They are networking to a much greater extent and being far more pro-active in their job search activities. This extends to the added attention to detail that applicants are applying to their resumes – ensuring that this ‘personal selling tool’ stands out and ‘positions’ them at the right level. This attention to detail also includes time spent researching an industry, company or role, before a job interview and ensuring adequate preparation for the interview opportunity.
- **More prepared to consider re-training or re-skilling.** As the Singapore Government continues to respond to the changing employment landscape by offering courses and training that can help individuals re-train and re-skill, job seekers are thinking to a far greater extent about how they can personally prepare for long-term career change. This desire to consider re-training comes at a time of far greater public awareness of the type of courses on offer and what job opportunities these can lead to.
- **Less choosy about distance to travel to work and workplace location.** There is a general understanding that locality and distance to travel to work is less important than identifying and moving into the right position. This acceptance is timely as more companies are considering how to produce products or provide services from more cost-effective locations.

Lynne Ng is Regional Director for Adecco South East Asia. “The half-hearted job seeker is something from the past. The Singapore job seeker of today is focused, well researched and most definitely investing in their future. They understand the current job market situation and for the most part are aware of the work options open to them. They are prepared to go that extra length to find the right position and there is an extra level of flexibility that is refreshing to see”.

Cillia Yow is a Singapore Job Seeker who recently secured a full-time position (through Adecco) with a leading US commercial information company “I knew that I would be up against strong competition in the interview process and had to be at my sharpest – not just in terms of demonstrating my skills and experience – but also in proving why I would be a better fit than the next interviewee...or the one after that. I researched extensively the company I was interviewing with and believe that I was able to better understand the role because I fully understood the company and the environment they operate in”.

Jocelyn Chew is another Singaporean job seeker who recently joined a world-leading manufacturer of renewable food and industrial ingredients “As I met with recruitment specialists during my job search – I considered them as ‘mentors’ and tried to learn as much as I could from them. It’s not always about what you can get from someone, but also what you can learn that puts you in a stronger position during the job search process”.

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**A Bio for Lynne Ng (Regional Director, Adecco South East Asia) is available at:**

[www.adecco-asia.com/singapore/newspress\\_biographies.asp](http://www.adecco-asia.com/singapore/newspress_biographies.asp)

**About Adecco**

Adecco S.A. is a Fortune Global 500 company and the global leader in HR services. Established in Singapore in 1985, Adecco Singapore offers a comprehensive range of services that includes temporary & contract staffing, permanent recruitment, outsourcing, executive search, leadership development, career management and outplacement. Services are delivered through a network of 17 offices and specialist divisions.

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