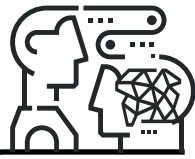
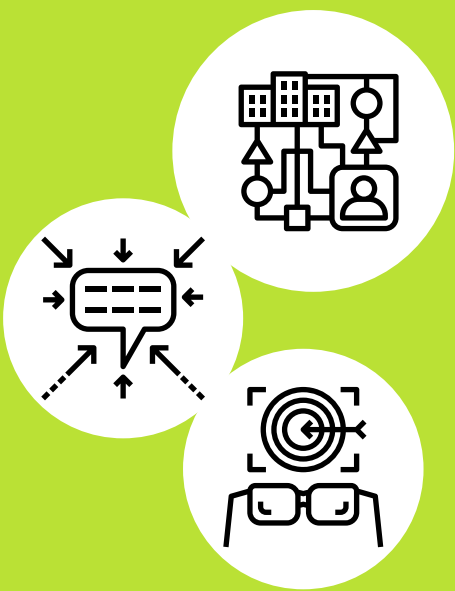


## INTEGRATED SERVICE PROVIDER FOR SKILLS TRAINING, CAREER ADVISORY AND JOBS MATCHING

### Creating Opportunities

Conduct employment outlook survey to enable IBF to pre-emptively engage and collaborate with financial institutions.



### Workforce Transformation



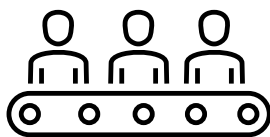
Current efforts

Secured commitment to reskill and redeploy 5,300<sup>1</sup> employees impacted by digitalisation and automation.



Expanded efforts

Use survey retrenchment data to support financial institutions through pre-emptive reskilling and redeployment of employees.



### Talent Pipeline Building

Current efforts

Developed Attach-and-Train programmes in key technology growth areas<sup>2</sup> under the Technology in Finance Immersion Programme (TFIP).

Strong interest in 2020, with 21 financial institutions offering over 190 trainee places.

Expanded efforts

Use survey hiring data to develop new training and attachment programmes to include other in-demand areas.



### Career Advisory and Facilitation Services

Current efforts

Assisted 1,500 individuals through IBF Careers Connect since 2018.

Supported 1,400 jobseekers at the inaugural Financial Services Virtual Careers Fair in August 2020.

Expanded efforts



Enhance career advisory services through Adjunct Coaches with deep industry experience and knowledge.



Conduct targeted career fairs bringing hiring and traineeship opportunities for jobseekers.

<sup>1</sup> 1,700 redeployed, 2,100 in training, 1,400 to commence in the next 18 months <sup>2</sup> Areas include artificial intelligence, cloud computing, cybersecurity, data analytics and full stack development

(Numbers rounded up to the nearest hundred)