

2025 Cohort Theme | Unlocking Opportunities and Breaking Down Barriers to Employment

Digitalisation as cross-cutting across the employment and upskilling/reskilling ecosystem



01 Skills Building and Developing Early Career Pathways

Many workers, including young people, face limited access to industries with long-term growth, with mismatch in skills and employers' expectations holding them back. Targeted upskilling, early exposure, and strong industry partnerships are key to future-proof jobs.



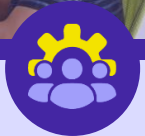
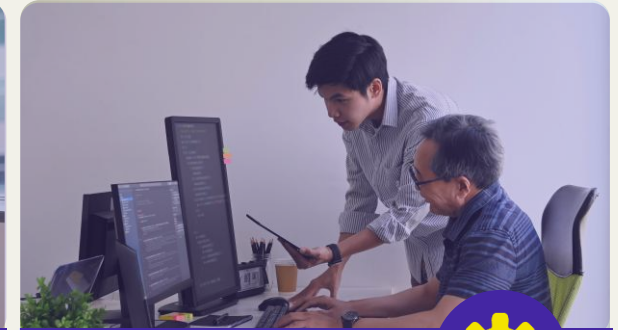
02 Inclusive and Equitable Employment

Marginalised groups face barriers to meaningful work, and are often stuck in low-paying, unstable jobs. Removing these barriers and creating clear career progression opportunities ensures more equitable access to long-term employment for all communities.



03 Fair Recruitment and Job Seeker Support

Data disparities and biased hiring practices result in unequal access to quality opportunities. Ethical platforms that promote transparency, fair recruitment, and equal opportunity help remove barriers and create a level playing field for all.



04 Workforce Adaptation and Resilience

Industries are rapidly evolving due to technological and market shifts, putting many jobs at risk. Supporting continuous reskilling, lifelong learning and career transitions enables workers to adapt to changing demands and maintain long-term employment.

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01 Skills Building and Developing Early Career Pathways



- Vocational training with job placement opportunities
- Skills development and career readiness for youths
- Micro-credentialing platforms linked to employer demand, tracking career outcomes
- Entrepreneurship programmes and startup incubation for youths

02 Inclusive and Equitable Employment



- Employing people with disabilities, migrant workers, and other marginalised communities
- Upskilling / entrepreneurship opportunities for marginalised communities
- Platforms matching underserved communities to fair-wage employment
- Targeted interventions for those with intersecting vulnerabilities (e.g., youth, women, minorities)
- Ethical gig work platforms promoting fair wages and worker protection

03 Fair Recruitment and Job Seeker Support



- Transparent recruitment marketplaces and solutions that prevent unethical recruitment
- Skills and job-matching platforms that reduce bias, and improve efficiencies
- Career coaching and mentorship with long-term employment tracking

04 Workforce Adaptation and Resilience



- Workforce upskilling and reskilling with job placement, including for displaced workers, e.g., digital/AI, sustainability
- Career transition support, e.g., for workers in carbon-intensive industries
- Training and job placement programmes for sustainability/impact-related jobs

Potential sub-themes (non-exhaustive)

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Qualifying criteria

Alignment to Theme



- Service or product addresses sustainable development challenge that falls under the **relevant impact theme and sub- themes**
- **Committed to creating positive impact**
- Track **job placements and retention** as key KPIs

Geography



- Organisation must have a legal presence in at least one of **Singapore or Hong Kong**

Stage / Maturity



- Evidence of **product market fit**
- **Early deployment** of MVP delivered to an **existing paying customer base**
- Ready with a **strategy to scale** (within local market or expand internationally) within the **next 2 years**

Commerciality



- Organisation has long-term-**ambition to be financially viable and sustainable**
- **Social enterprises and non-profits with commercial activities** are accepted