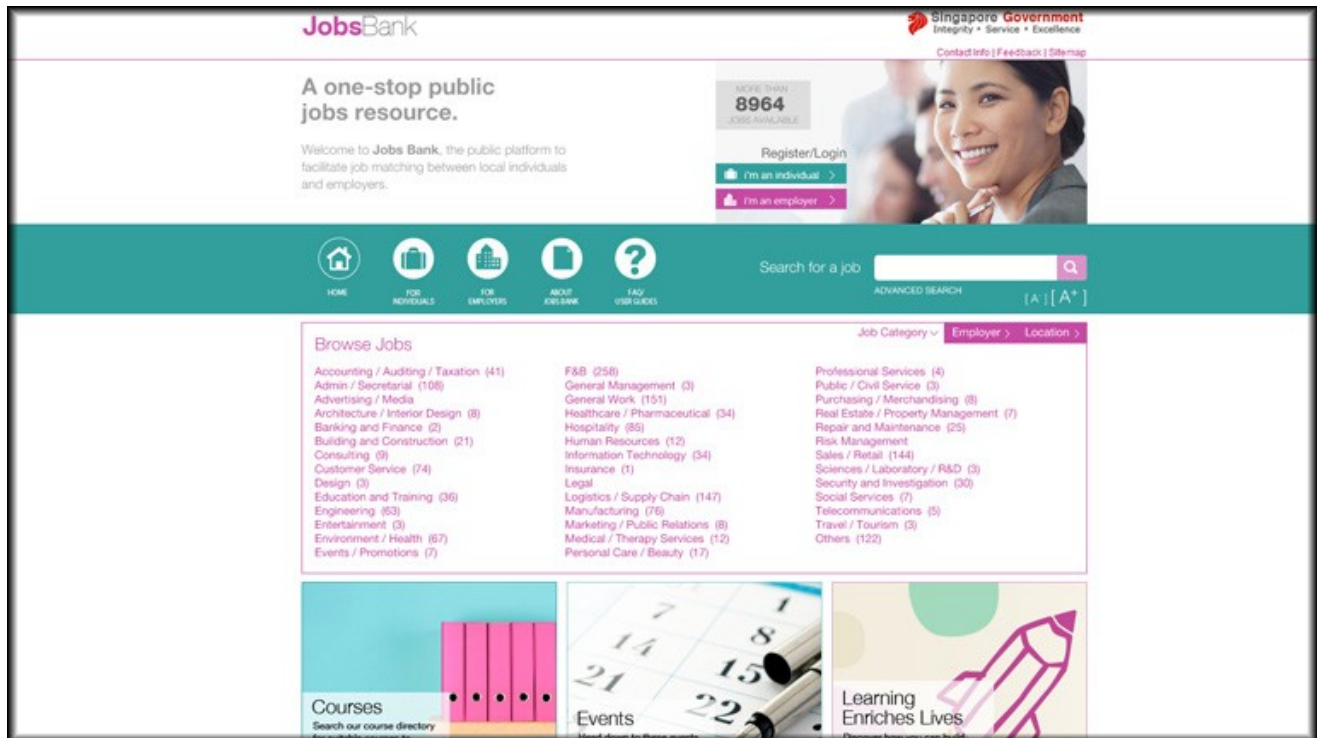


Easier for firms to recruit right talent with Jobs Bank: experts

Human resources experts say the Jobs Bank will provide more opportunities for Singaporeans as well as make it easier for companies to recruit the right talent.

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BY YVONNE CHAN



The National Jobs Bank portal.

SINGAPORE: Human resources experts say the Jobs Bank will provide more opportunities for Singaporeans as well as make it easier for companies to recruit the right talent.

The Jobs Bank, officially launched on July 14, offers a list of available jobs for Singaporeans. Besides bringing down advertising costs, some experts say the free service could also help streamline the recruitment efforts of companies and promote a better job fit.

The online portal, which comes into operation on August 1, helps Singaporeans find jobs. Among other things, companies seeking to employ foreigners with an Employment Pass (EP) must first post vacancies on the Jobs Bank portal for at least 14 calendar days before submitting an EP application to the Manpower Ministry.

The 14-day criteria has made some companies feel the administrative process will become more tedious.

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Erman Tan, president of Singapore Human Resources Institute, said: "Probably due to a lack of understanding, some employers may feel that it may take more time to recruit talent and they are concerned those talent might not wait for them and just move on. That's due to a lack of understanding.

"From the employer's perspective, it helps them think strategically. It helps them to think what sort of talent I need in the long run so that they can plan ahead. It can help connect right talent with right opportunities."

Some HR experts say the Jobs Bank is not only a useful tool for Singaporeans but also for foreign talent, as the jobs specifications are clearly highlighted in the portal, and this also enables companies to have more focused recruitment efforts.

Besides attracting the right talent, some say the Jobs Bank will also help develop a strong Singaporean core.

Annie Koh, Associate Professor and vice president of Business Development and External Relations at Singapore Management University, said: "For me, it's really effective if you have this strong intent on trying to groom Singaporean talent and to try and grow the business with Singapore talent.

"If you're serious about growing the Singapore core, you need to give Singaporeans the leadership opportunities, the global exposure opportunities and give them the investment on developing them on the right career path. That will take a longer time."

For the Jobs Bank to be a success, industry watchers say there must also be qualified applicants for the right jobs.

- CNA/nd