



Tripartite Alliance for
Fair & Progressive Employment Practices

Human Capital Partnership (HCP) Programme

Human Capital Development is essential



For Singapore to maintain its global competitiveness as an economy



For employers to attract and retain talent, and grow



ADAPT & GROW
Better Jobs | Better Careers

For workers to have good jobs, good salaries and good careers

Objectives of the HCP Programme

Stronger complementarity between local and foreign employees (*1/3 complementing 2/3 instead of 1/3 competing with 2/3*)

Adopt progressive HC practices

Stronger Singaporean Core by investing in the development of local employees across all levels (*Develop the 2/3*)

Skills transfer from foreign to local employees to enhance capabilities of the local workforce. *Enhance overall competitiveness of the workforce* ($2/3 + 1/3 > 1$)

Support for Human Capital Partners (HCPartners)



Progressive employers recognised as HCPartners enjoy the following “3R” benefits:

Green Lane

Responsiveness

- Dedicated hotline to address queries expediently
- Priority processing for transactions with MOM

HUMAN CAPITAL
PARTNER

Recognition

- HCP Mark to recognise them as employers of choice
- Invited to share best practices on HC development with peers
- Opportunities to be featured in HCP publicity materials

HUMAN CAPITAL
PARTNER

Resources

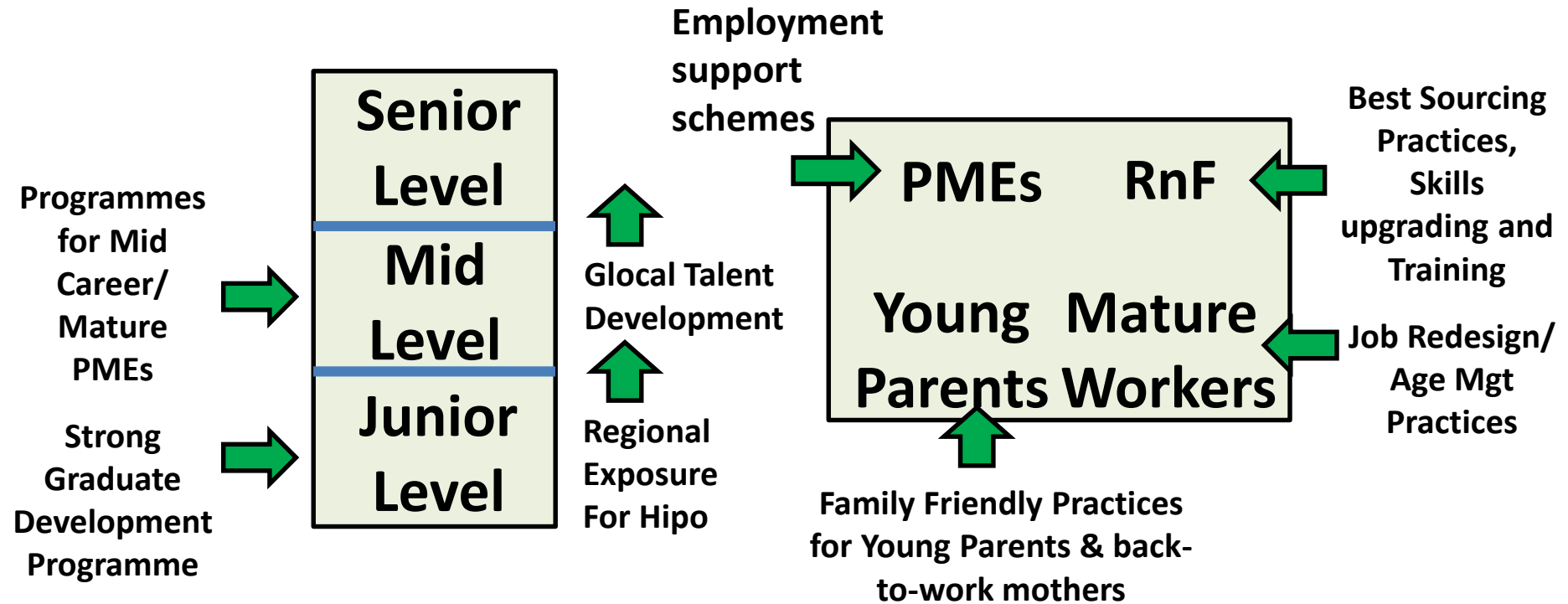
- Access to government support and resources such as Adapt and Grow initiatives, Lean Enterprise Development Scheme, WorkPro, SkillsFuture



Examples of HCP-type Programmes and Practices

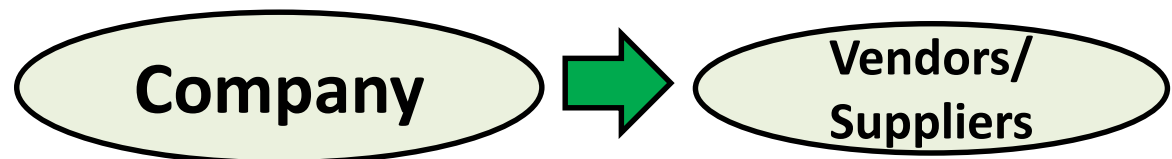
1) Across Career Stages

2) Across Employees Profile



Nudge vendors/suppliers to adopt progressive human capital practices

3) Across Business Networks



How HCP Supports Companies' HC needs



Tripartite Alliance for
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Nurture Young Talent for First Jobs

- SkillsFuture Earn & Learn Programme

Create Family Friendly Workplaces

- Work Pro (Work-Life Grant)

Attract, Develop and Retain Mature Workers

- Work Pro (Job Redesign and Age Management Grants)

Develop Glocal Talent

- SkillsFuture Leadership Development Initiative
- Overseas Market Attachment

Support for Mid-Career PMEs

- Professional Conversion Programme (PCP)
- Career Support Programme (CSP)
- P-Max

Capability Development

- Capability Development Grant (CDG)
- HR Diagnostic Tool
- Business Improvement Fund (BIF)
***Only for companies in tourism sector**
- Training Industry Professionals in Tourism (TIP-iT)
***Only for companies in tourism sector**

Examples of HCPartners

Nurture Young Talent for their First Jobs



Introduced a two year graduate development programme in 2014 for **young talent** to grow through **overseas postings** and **rotations** across different corporate functions

Develop Glocal Talent



Internal mobility programme provides **high potentials** with **regional assignments** to gain breadth and depth in understanding operations in different markets

Strengthen Local-Foreign Complementarity



Deliberate in **bringing in foreign employees** with vast international experience and extensive global networks, to **accelerate learning** by local employees

Skills and Capability Development



Pairs new and **younger employees with experienced employees** for them to benefit from the **expertise and perspectives** of their more senior team members

HCP CEO Breakfast Event (17 Feb 2017)



Turnout

- Close to **160** representatives from pioneer HCPartners, aspiring firms, tripartite partners and agencies

Highlights



Minister gave the welcome speech



Presentation of HCP certificates to pioneer HCPartners



Group photo of pioneer HCPartners



Panel discussion with HCPartners sharing their HC philosophy and practices

HCP Publicity



Tripartite Alliance for Fair & Progressive Employment Practices

Straits Times Editorial Series

Business Times Supplement

SPONSORED CONTENT

The Human Capital Conversation: Developing local talent through skills transfer

In the second of a five-part series where leaders from the Human Capital Partnership Programme share their thoughts on developing talent for a strong core, 3M managing director Yukio Nakahira speaks to Xin Yun about the transfer of capabilities between foreign and local employees.



Insights by HUMAN CAPITAL PARTNERSHIP

THE PROGRAMME
The Human Capital Partnership Programme is a series of five-part editorial series where leaders from the Human Capital Partnership Programme share their thoughts on developing talent for a strong core. The programme is a series of five-part editorial series where leaders from the Human Capital Partnership Programme share their thoughts on developing talent for a strong core.

In the spotlight

When the 3M Managing Director Yukio Nakahira spoke to Xin Yun about the transfer of capabilities between foreign and local employees, he shared his thoughts on the importance of skills transfer and the role of the Human Capital Partnership Programme in this regard.

The Human Capital Conversation: Developing people the ExxonMobil way

In the first of a five-part series where leaders from the firms of the Human Capital Partnership Programme share their thoughts on what it means to develop talent for a strong core, ExxonMobil's Gan Sew Kee speaks to Xin Yun about its strategy in preparing employees for a global workplace.



Mr Gan Sew Kee, ExxonMobil's Managing Director, speaks at a podium during the Human Capital Partnership Programme event.

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Insights by HUMAN CAPITAL PARTNERSHIP

ExxonMobil's strategy in preparing employees for a global workplace involves a focus on developing local talent through skills transfer and providing opportunities for cross-cultural collaboration.

In the spotlight

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Transforming Workplaces with A Focus on Human Capital

While much has been said about tapping on technologies (such as artificial intelligence and mechanisation) to increase productivity, it is important that employers do not lose sight of the human side of their business.

Employers today face great pressure to innovate and transform the way business is conducted. Smart manufacturing, digitalisation, automation and increasing regulatory environments mean that real changes are needed if businesses want to survive and thrive.

While much has been said about tapping on technologies such as artificial intelligence and mechanisation to increase productivity, it is important that employers do not lose sight of the human side of their business.

People continue to be the backbone of business. Innovation, ideas in thinking and entrepreneurship are the result of human ingenuity, skills and creativity. Developing and tapping on the significant human potential should be a core priority for employers.

No workers would like to be viewed as expendable resources whose skills, energy, interests and career aspirations are given little or no regard in such situations, or even feel the extent of being disregarded.

The capabilities and most enlightened view would be to focus instead on a company's "human capital". This includes having a long-term view, using employees as precious assets. It means recognising that the development of human capital cannot be done through short-term measures and must be a company's business, and not a cost.

Just what is "human capital"? It refers to the collective attitudes, knowledge, skills and experience of a company's workforce. It is the human capital that is the backbone of a company's business that is well-trained, highly motivated and committed to the company's strategic objectives.

So how does a company begin investing in and growing its human capital?

As organisations today are pushed to do more with less, it is important that they do not lose sight of the human side of their business. Investing in human capital is not just a cost, but a strategic investment that can drive long-term growth and success.

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Ms Catherine Yeo, TAFEP Director, shares her insights on the importance of human capital in transforming workplaces. She emphasizes the need for employers to invest in their workforce and create a supportive environment for growth and innovation.

“Businesses need to invest in human capital to grow”

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HUMAN CAPITAL PARTNERSHIP

The Human Capital Partnership (HCP) Programme is a tripartite initiative to give a community of members employers focused on staying competitive by investing in human capital development. HCP recognises and supports employers' commitment to invest in their workforce and create a supportive environment for growth and innovation.

For more information, visit www.humancapitalpartnership.gov.sg or call 1800 222 2222.

Mr Lee Choo Khoo, Chief Executive Officer, shares his insights on the importance of human capital in transforming workplaces. He emphasizes the need for employers to invest in their workforce and create a supportive environment for growth and innovation.

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Questions?