

BUILDING A STRONGER HR INDUSTRY



To be a strategic partner and enable workforce transformation

COVID-19 has accelerated the need for companies to transform their workplaces and workforce to be more resilient and agile, in order to manage business disruptions. Companies will have to build up their HR capabilities, and equip HR professionals with the relevant skills and experience.



NAVIGATING SHORT AND LONG-TERM CHALLENGES

- COVID-19 severely impacted businesses. HR professionals expected to:
 - Manage disruptions to workplaces
 - Engage employees and safeguard mental well-being
 - Implement fair and responsible cost-saving measures
 - HR professionals to support longer-term business recovery and transformation:
 - Drive strategic workforce planning to meet new business needs
 - Ensure fair hiring and diversity to build workforce resilience
 - Redesign jobs to complement technology adoption
 - Reskill workforce with emerging and critical skills
- ▲ HR professionals will need to leverage HR technology as a key enabler to manage these challenges.

HR INDUSTRY TRANSFORMATION ADVISORY PANEL (HRTAP)

To help HR professionals play a strategic role in driving business and workforce transformation, the HRTAP recommends two key thrusts.



For Companies

Build HR capabilities that support sector and enterprise transformation

For companies embarking on business transformation:

- Develop sector-specific HR playbooks with curated tools, solutions and use cases.
- Incorporate HR capability building as part of business transformation in enterprise grants and support schemes.
- Provide mentors from Institute for Human Resource Professionals (IHRP) – certified community to guide companies undergoing transformation.

For all companies to self-help:

- Access to company-specific workforce insights via MOM's Employer Data Portal.
- Support workforce planning and progressive HR practices through the Human Capital Diagnostic Tool (HCDT).
- Reduce cost and increase accessibility of HR technology.



For HR Professionals

Uplift HR profession with relevant skills and experience

- Introduce IHRP's development pathway and more skills badges for continuous learning.
- Establish Communities of Practice (CoPs) to share knowledge and HR best practices.
- Identify emerging HR jobs and skills and provide a HR transformation roadmap.

EXAMPLES OF HOW COMPANIES AND HR PROFESSIONALS CAN BENEFIT FROM HRTAP RECOMMENDATIONS

Thrust 1: Build HR capabilities that support sector and enterprise transformation

Scale-up SG: Enhancing HR Capabilities to support growth ambitions



Scale-up SG is a structured growth partnership programme by Enterprise Singapore, to help aspiring, high-growth companies scale rapidly and become local champions. People strategy is embedded into a company's growth strategy discussions. HR teams are involved from the start in working out the human capital support required to drive business strategies and growth plans. This has placed greater attention on identifying and providing close follow-through in addressing critical HR needs.

Quotes from participating companies:



“For a company to scale up effectively and efficiently, the software of the company needs to upgrade concurrently with the hardware. We recognise that it is the heart and mind that drive sustainable growth. Therefore, besides upskilling our people so that they are equip to value-add to their jobs, it is important to cultivate an environment which empowers our people, to encourage them to think beyond the current boundaries, make changes and strive for betterment for the organisation.”

Mr Ang Kiam Meng, Group CEO, Jumbo Group



“Human capital is a fundamental enabler for organization growth. In our journey to scale up, we strive to enable every individual, align them to the same direction and encourage all to be as autonomous as possible.”

Mr Christopher Ng, Group CEO, Rigel Technology

Thrust 2: Uplift HR profession with relevant skills and experience

Communities of Practice (CoP) on HR Technology



This CoP aims to raise HR professionals' awareness of new technologies and understand how to apply them to improve employee experience. Participants have access to a range of resources such as articles, toolkits, case studies, links to grants and funding, and workshops to guide them on their HR technology adoption journey.

An overarching overview of the topics in the HR Tech Community over 22 weeks:



Getting started with HR Tech



Priming the organisation for HR Technology Transformation



Defining the HR Tech Business Case & Strategy

1

2

3

4

5

6



Identifying users' needs and pain points through design thinking



Understanding the HR Tech landscape



HR Technology Case Studies & Application Sharing