

FACTSHEET ON TRIPARTITE WORKGROUP ON HUMAN CAPITAL CAPABILITY DEVELOPMENT (TWG-HC) ANNOUNCEMENT AT COS 2025

The Ministry of Manpower (MOM), together with the National Trades Union Congress (NTUC) and the Singapore National Employers Federation (SNEF), have formed the Tripartite Workgroup on Human Capital Capability Development (TWG-HC) to level up human capital capabilities across the economy to maximise workforce potential and support business growth.

2. With increasing manpower constraints, rapidly evolving skill requirements in a changing business landscape, and new regulatory developments like the upcoming Workplace Fairness Bill, the need to level up human capital capabilities across the economy takes on renewed importance. To support these shifts and build a competitive workforce, the TWG-HC will build on considerable past efforts and explore ways to strengthen foundational HR practices, enhance support for firms and introduce national standards to measure HC outcomes to drive strategic HR.

3. The workgroup is co-chaired by Mr Kenny Tan, Deputy Secretary (Workforce) (MOM), Mr Patrick Tay, Assistant Secretary General (NTUC), and Mr Benjamin Boh, Council Member (SNEF). Senior tripartite leaders, Minister for Manpower Dr Tan See Leng, NTUC Secretary General Mr Ng Chee Meng and SNEF President Mr Tan Hee Teck, will act as the workgroup's advisors.

4. The TWG-HC comprises members from diverse backgrounds including business and HR leaders, representatives from Trade Associations and Chambers, the Institute for Human Resource Professionals (IHRP), NTUC, SNEF and government agencies involved in human capital development. The TWG-HC will also be supported by a panel of domain experts such as the members of local HR institutes, academia and consultants.

5. The TWG-HC convened its first meeting in February 2025 and is expected to run for a year.

ANNEX ON TWG-HC MEMBERS

S/N	Name	Organisation	Designation
Advisors			
1	Dr Tan See Leng	Ministry of Manpower	Minister for Manpower
2	Ng Chee Meng	National Trades Union Congress	Secretary-General
3	Tan Hee Teck	Singapore National Employers Federation	President
Co-Chairs			
1	Kenny Tan	Ministry of Manpower	DS(Workforce)
2	Patrick Tay	National Trades Union Congress	Assistant Secretary General
3	Benjamin Boh	Singapore National Employers Federation	Council Member
Lead Coordinators			
1	Zhuo Gangwei	Ministry of Manpower	Divisional Director, Manpower Planning and Policy Division
2	Bernard Menon	National Trades Union Congress	Director, U PME
3	Musa Fazal	Singapore Business Federation	Chief Policy Officer, Advocacy & Policy Division
4	Edwin Lye	Singapore National Employers Federation	Assistant Chief Executive, Industrial Relations & Membership
Members			
1	Ang Yuit	Association of Small & Medium Enterprises	President (also CEO & Founder of Adventus Consultants)
2	Haslam Preston	British Chamber of Commerce Singapore	President
3	Adeline Sim	HRnetGroup	Board Member & Chief Corporate Officer
4	Karina Kuok	Institute for HR Professionals (IHRP)	Director, Assessment and Insights
5	Yeo Meng Hin (IHRP-MP)	Keppel	Chief Human Resource Officer
6	Jimmy Ler	Logwin Air + Ocean Singapore Pte Ltd	Country Director
7	Wendy Tan	National Trades Union Congress	Senior DD, U PME
8	Lim Zhi Rong (IHRP-MP)	National University of Singapore	HR Director

9	Yap Aye Wee (IHRP-MP)	Overseas-Chinese Banking Corporation	Managing Director, Group Head of Learning and Transformation
10	Genevieve Chua	OVOL Singapore	CEO
11	Low Peck Kem (IHRP-Master Professional (IHRP-MP))	Singapore HR Institute (SHRI)	Council Member (also CHRO and Advisor (Workforce Development) at PSD)
Government Representatives			
1	Rodney Huang	Accounting and Corporate Regulatory Authority	Director, Sustainability Reporting Office
2	Lynn Chua	EnterpriseSG	Director, Industry Human Capital
3	Jessica Shen	Ministry of Manpower	Director, Human Resource Department Vice Dean, MOM Academy
4	Tan Yi Hui	Ministry of Manpower	Director, HR Sector Development Department
5	Jeremy Ang	Ministry of Trade and Industry	Director, Resource Division
6	Yap Zhi Jia	Workforce Singapore	Director Employer Strategy Office and Creative & Professional Services Division
7	Xu Wenshan	Skillsfuture Singapore	Director, Enterprise Engagement Division