

# HR INDUSTRY TRANSFORMATION PLAN



## Building a Stronger HR Industry

### Organisation needs are evolving:

- Digitalisation - embracing technology to drive insights and decisions
- Business and workforce transformation - developing future-ready and agile workforce
- Changing demographics - rethinking talent and work models



## WHAT BUSINESSES AND HR PROFESSIONALS CAN DO TO BENEFIT AND GET READY FOR THE FUTURE OF HR

### For Businesses

#### Wide range of grants and programmes to build HR capabilities



#### Go Digital

##### ✓ Use these to get started:

- **Start Digital Pack** for easy-to-deploy digital capabilities
- **Productivity Solutions Grant** to adopt more HR tech solutions
- **CTO-as-a-Service** for digital consultancy services



#### Adopt best HR practices to drive workforce performance

##### ✓ Connect with the Institute for Human Resource Professionals (IHRP):

- **HR playbooks** to solve business and HR issues
- **Transformation for Growth workshops** to support SMEs' HR needs
- **Community of Practices** to learn best HR practices



#### Build strategic HR capabilities to support your business strategy

##### ✓ Adopt HR tools and insights

- Use the **Human Capital Diagnostic Tool (HCDT)** to identify the key human capital areas to focus on



"HCDT was professionally done. Our assessor helped identify top opportunities that would have good human capital impact for Keystone.

Focusing on human capital development will continue to be a key pillar for us and it has been useful to have HCDT as a guide on that journey."

**Ms Pearl Yu, Director,**  
**Keystone Cable (S) Pte Ltd**

- Use **MOM's Workforce Insights Portal** to compare your workforce data against other companies

##### ✓ Redesign jobs to be future ready

- Apply for the **HR Tech Transformation Programme** to redesign HR jobs by adopting technology to meet business goals. Receive funding for job redesign related consultancy costs



"[The support from Workforce Singapore and Singapore National Employers Federation] through the PSG-JR came at just the right time. Our employees benefited greatly from the project, as they were trained and empowered to take on new responsibilities, leading to greater job satisfaction. Overall, the project delivered dual benefits, improving both our business operations and employee engagement."

**Mr Bobby Bock, General Manager,**  
**GBS (Singapore) Pte Ltd**

- Use the resources under the **Job Redesign Centre of Excellence** (upcoming)

## For HR Professionals

### Curated programmes to build future-ready skills and strategic mindset

#### Join the Institute for Human Resource Professionals (IHRP)

- Be IHRP certified and have your competence, professionalism and experience recognised
- Gain access to resources, networking and development opportunities



"Being a certified professional is a testament to the positive mindset of continually refreshing knowledge and competencies. The community of certified professionals enables 360-degree learning opportunities and our team benefitted from the various courses available, best practice exchange, participation in national taskforce and learning journey. We support IHRP efforts and look forward to progressing together."

**Mr Amod Date, Vice President HR,  
DHL Express (Singapore) Pte Ltd**



"The IHRP Certification is a crucial milestone for HR professionals seeking career advancement, as it signifies mastery of industry standards and builds instant credibility. Pursuing this certification leads to a clear understanding of the key HR functions, best practices, and latest developments in the industry. The certification enhances the trust that we have with our employers, colleagues, and clients. This recognition of skill and competence is vital in opening up new opportunities for growth and advancement within my HR profession."

**Ms Liu Ran, Senior HR Executive,  
Kimly Construction Private Limited**

- Recognise skills mastery and stand out to employers through the **IHRP Skills Badges**



#### Upskill and unlock your leadership potential



Work with IHRP as **SkillsFuture Singapore's Skills Development Partner** for HR to identify and recognise priority skills for enterprise transformation and job redesign



#### ✓ Tap on the Human Capital Leadership Institute

- Learn from HR and business experts on strategic issues under the **HR Leaders Programme**
- Join the **SG Leaders Network** to meet and learn from like-minded leaders across industries



"Don't limit yourself, we can go as far as our mind lets us on what we believe we can achieve. WSG's CCP [for Human Capital Professionals] helped me to reskill and facilitated my smooth transition to a HR career from a completely different sector, despite the fact that I had no HR experience or background. The programme also allowed me to undergo training to take on a new job role professionally."

**Mr Alvin Choo, Analyst,  
People Operations, Advvario Asia  
Pacific Pte Ltd**

- Join the **Career Conversion Programme (CCP) for Human Capital Professionals** for a new career in HR

For more information on the HRITP recommendation and initiatives, visit [go.gov.sg/HRITP](https://go.gov.sg/HRITP)

