

Progressive employment practices of employers from the Financial and Professional Services sectors under HCP Programme

OVERSEA-CHINESE BANKING CORPORATION LIMITED

- OCBC offers internships, traineeships and graduate talent programmes to ensure that those new to the workforce can gain a strong foundation through these programmes and are equipped with the skills necessary to support their roles. Such programmes also help to build a strong talent pool, including local graduates. For example, the OCBC Graduate Talent Programme, a customised 24-month programme, provides fresh graduates broad-based banking knowledge and personalised on-the-job exposure to prepare them for their roles.
- OCBC is also committed to re-skill and upskill their employees to be future-ready. It has launched Future Smart, a S\$20 million, global three-year workforce digital transformation programme to equip their employees in competencies needed to thrive in the future world.

MSIG INSURANCE (SINGAPORE) PTE. LTD

- MSIG Insurance offers scholarships, internships and industrial attachments to undergraduates to allow them to better understand the industry and prepare them to take on roles within the organisation. Roles are offered in insurance related functions such as Actuarial Science, Underwriting and Risk Management, and also growth areas like Digital Transformation and Data Intelligence. These initiatives allow MSIG Insurance to build its future talent pipeline for the industry.
- MSIG Insurance also invests in its workforce. To allow local employees to gain overseas exposure and experience, MSIG Insurance offers opportunities for secondments to its Japan Head office and regional offices. More than 50 local employees have participated in the secondment programmes.

KPMG GROUP

- KPMG has implemented its Take Charge programme to empower employees to take ownership of their career development and personal growth in 4 key aspects – performance, learning, aspirations and work arrangements. KPMG has found this programme useful in attracting and retaining talent, especially locals who are able to tap on the programme to upskill and develop their careers.
- Under the programme, employees are supported with systems and tools to effectively track their goals and progress and to initiate open conversations to gather feedback on their performance. They can also participate in a multitude of content offerings and

blended learning at their own pace, allowing employees to plan their learning and pick up relevant skills and knowledge to stay relevant to the current and future job needs.

- Employees are also free to explore new roles across firms with cross-functional expertise through internal secondment, transfer and global mobility. They can also personalise their working styles to work comfortably and productively based on environments and timings, i.e. flexi-time, flexi-place and dress code.