

EMBARGOED TILL 18 AUGUST 2025, 3PM

MEDIA RELEASE

NEW INITIATIVES TO HELP EMPLOYERS ADOPT SKILLS-FIRST PRACTICES AND BUILD WORKFORCE RESILIENCE

Singapore, 18 August 2025 – The Singapore Business Federation (SBF) and National Centre of Excellence for Workplace Learning at Singapore Polytechnic (NACE@SP), held the SkillsFuture Human Capital Conference today. Graced by Dr Janil Puthuchear, Senior Minister of State (SMS) for the Ministry of Education, this event marked the culmination of the six-week SkillsFuture Festival that commenced on 7 July 2025.

2 Themed “Transform Today, Lead Tomorrow – Strengthen Business Through People”, this year’s Conference highlighted the key role that employers play in developing and upskilling their employees. The Conference also introduced new resources to better enable employers to do so:

Launch of TalentTrack and TalentTrack+

3 To support employers in identifying their skills needs and taking a skills-first approach to hiring and upskilling, SkillsFuture Singapore (SSG) launched two new digital workforce planning tools in support of the Career Health SG initiative – TalentTrack and TalentTrack+. TalentTrack is a free-to-use tool developed in collaboration with the Ministry of Trade and Industry and Government Technology Agency. Located within the GoBusiness Dashboard, it enables employers to obtain insights on in-demand skills and training course recommendations curated to their industry and business focus.

4 TalentTrack+ is a suite of commercial human resources technology (HRTech) tools curated by SSG. Employers seeking in-depth insights on their workforce can use advanced tools by TalentTrack+ partners to take stock of and assess each employee’s existing skills, identify skills gaps and obtain personalised training recommendations for their employees. The HRTech tools under TalentTrack+ will be integrated with the Career and Skills Passport, where consenting employees can share their own government-verified skills data with their employers. For more information on TalentTrack and TalentTrack+, please refer to [Annex A](#).

Launch of Chrysalis

5 Additionally, to help companies build and scale their workplace learning capabilities, the National Centre of Excellence for Workplace Learning (NACE) led by Nanyang Polytechnic and SSG launched Chrysalis, a free digital platform that

consolidates and offers accessible, ready-to-use workplace learning resources such as On-the-Job (OJT) blueprints, a Learning Needs Analysis Playbook and related toolkits, and micro-learning modules. Companies, especially Small and Medium Enterprises (SMEs), can access these resources easily to adopt workplace learning and foster workforce agility. The platform will be launched in two phases, with the first phase launched at today's event. For more information on Chrysalis, please refer to [Annex B](#).

6 Mr Tan Jek Min, Director, NACE led by Nanyang Polytechnic, said, "For workplace learning to thrive in Singapore, it must be easy to start, simple to scale, and customisable to business needs. Chrysalis is our way of accelerating this momentum, giving companies direct and convenient access to ready-to-use tools and resources. By lowering barriers to action, we help businesses build an agile and competitive workforce, while making workplace learning an integral part of their culture."

Appointment of SBF as a Skills Development Partner

7 In line with SSG's commitment to build a network of partners to support companies in their workforce development efforts, SSG has appointed SBF as the latest Skills Development Partner (SDP). SBF will work with the industry to identify emerging skills, co-develop training solutions, and promote skills recognition through structured skills-based career pathways. SBF will focus on skills in two strategic domains – Green Economy, and Trade, Investment and Internationalisation, which are key for companies to navigate today's economic uncertainties and remain competitive. SBF is the newest addition to the stable of SSG-appointed SDPs, which have collectively supported more than 1,000 enterprises and 2,200 individuals in skills development through SSG-supported programmes between April 2023 and March 2025.

8 Mr Kok Ping Soon, Chief Executive Officer of SBF, said, "As Singapore charts its path towards a more sustainable and globally connected economy, workforce transformation must keep pace. SBF is pleased to be a Skills Development Partner, focusing on Green skills, and Trade, Investment and Internationalisation skills. This complements SBF's role in enabling businesses to be sustainability-centric and international through programmes such as the Cost and Carbon Reduction Programme (CCRP) and GlobalConnect. We look forward to working with the business community to build a skills-empowered workforce to seize emerging opportunities with confidence."

SkillsFuture Human Capital Conference

9 About 800 representatives from enterprises, trade associations and chambers, and industry partners attended the SkillsFuture Human Capital Conference today. At the event, SMS Janil presented nine companies with the National Workplace Learning

Certification. The Certification is a testament to the awarded companies' dedication towards advocating and fostering continual learning at the workplace. Please refer to Annex C for this year's National Workplace Learning Certification list of recipients.

10 The event also featured a panel discussion with employer, trade and association chamber and union representatives. The panel highlighted various perspectives on the importance, challenges and benefits for employers to adopt skills-first practices, and the ecosystem of support that employers can tap on to get started. Please refer to Annex D for the list of panellists.

11 The SkillsFuture Human Capital Conference marked the end of the SkillsFuture Festival 2025. This year's SkillsFuture Festival, which began on 7 July 2025, attracted over 300,000 participants and 1,000 enterprises across more than 125 events.

12 Mr Tan Kok Yam, Chief Executive of SSG said "SkillsFuture Festival 2025 has been a showcase of learners, employers, educators, industry leaders, and community partners, coming together to drive a national movement, that enables all of us in Singapore to learn, grow, and adapt over our lifetime. Over the movement's 10 years, we see a growing coalition of SkillsFuture partners, and we are very glad to welcome SBF on board today as our latest Skills Development Partner. We also see increased emphasis and capability in skills development and workplace learning; and with the new digital tools, we look forward to more employers being deliberate in the development of their workers, so that career health and business resilience are strengthened in concert. There is so much more for the SkillsFuture movement to do amid uncertain times, and we ask for all hands on deck."

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FACTSHEET ON TALENTTRACK AND TALENTTRACK+

In support of the Career Health SG initiative, TalentTrack and TalentTrack+ are a suite of new digital workforce planning tools to help employers take stock of their employees' skills readiness, make more informed training decisions to address identified skills gaps, and provide career progression pathways to develop employees in their current or future job roles.

b) About TalentTrack

Located within the GoBusiness Dashboard, TalentTrack is a free-to-use tool developed through a collaboration between SkillsFuture Singapore, Ministry of Trade and Industry, and the Government Technology Agency. The tool enables employers to obtain insights on in-demand skills and training course recommendations that are curated based on their industry and business focus. It is accessible via the GoBusiness Dashboard after logging to Singpass as a business user.

With TalentTrack, employers can identify key skills that are essential for their industry and take action quickly via the selected list of recommended courses. The skills and courses are curated based on their relevance to each specific industry, drawing from SSG's job and course data insights. Employers are also able to track the company's total utilisation of SSG training grants and benchmark their training consumption to assess if they are keeping pace with other companies in the sector.

More than 7,500 employers accessed the beta version of TalentTrack in May and June 2025 to gain skills and training insights for their workforce. SSG will continue to roll out more enhancements to the dashboard to sharpen the skills analysis and offer more customised insights to support more informed decision-making by employers on their workforce development.

To access TalentTrack, please visit <https://go.gov.sg/talenttrack>.

b) About TalentTrack+

TalentTrack+ is a selected suite of commercial HRTech tools from SSG's TalentTrack+ partners curated by SSG based on the quality of their workforce skills analytics and other related features. Employers seeking in-depth insights on their workforce can use these advanced tools to benchmark each employee's existing skills against the skills required for their respective job role in the company, identify skills gaps and how to address them via personalised training recommendations. The tools also chart viable career

progression pathways for each employee based on skills adjacencies and facilitate more effective career conversations between the employees and their supervisors.

Tools under TalentTrack+ are integrated with the Careers and Skills Passport, a personal digital repository that consolidates an individual's careers and skills data from Government-verified sources. With this integration, employers are able to view Government-verified skills and employment information of their consenting employees within the TalentTrack+ tools. This serves to enhance the overall skills analysis generated by the tools for employers and their workforce, and proliferate the use of verified data within the skills ecosystem in support of skills-first hiring and workforce development.

For a start, SSG has appointed JobTech as the first partner under TalentTrack+. SSG will progressively bring more partners and their tools onboard TalentTrack+.

As part of the partnership with JobTech, employers can sign up with JobTech's platform to access complimentary basic workforce skills profiling features. Employers seeking the full suite of features offered by the platform can do so at a rate of \$115 per employee per year.

To access TalentTrack+, please visit <https://go.gov.sg/talenttrackplus>.

FACTSHEET ON CHRYSALIS

About Chrysalis

Chrysalis is a free digital platform developed by NACE led by Nanyang Polytechnic and SSG to help enterprises, especially SMEs, adopt and scale workplace learning with ease. This platform consolidates workplace learning resources and offers accessible, ready-to-use resources that support workplace learning implementation whilst minimising disruption to business operations. This helps to streamline industry engagement, encourages workplace learning adoption, and fosters improved collaboration across the NACE ecosystem.

By 2027, Chrysalis aims to offer a comprehensive suite of workplace learning resources and benefit at least 900 companies.

Key Features of Chrysalis

Chrysalis is designed to assist all enterprises – from SMEs to larger enterprises – across all sectors. Human resources and Learning & Development professionals, people managers, workplace trainers and coaches will also benefit from the initiative.

The platform will be launched in two phases to ensure agile development and effective enterprise support.

- **Phase 1 (launched on 18 August 2025): Foundational On-the-Job Training (OJT) Support**
 - Repository of OJT blueprints of horizontal domains such as human resources, accounting, sales and marketing that are applicable to a broad and diverse range of sectors. Enterprises have the flexibility to utilise them as-is or contextualise the blueprints for effective OJT implementation.
 - Learning Needs Analysis (LNA) Playbook and supporting toolkits to help enterprises identify skill gaps and prioritise learning initiatives that align with companies' objectives and performance needs.
- **Phase 2 (by 2027): An Integrated and Comprehensive WpL Resource Platform**
 - Expanded repository of OJT Blueprints that will cover over 20 industry-specific sectors and horizontal domains.
 - Micro-learning modules, including content on how to cultivate a learning mindset for a multi-generational workforce, the role of leaders in workplace learning, and others.
 - AI-driven workplace learning benchmarking and diagnostic tools.

- Updates on latest workplace learning initiatives and events.

For more information on Project Chrysalis, please visit www.workplacelearning.edu.sg.

ANNEX C

LIST OF WORKPLACE LEARNING CERTIFICATION RECIPIENTS 2025

S/N	Organisation	Award Level
1	Fitness First Singapore Pte. Ltd.	Workplace Learning Organisation of Excellence (PLATINUM)
2	ISS Facility Services Private Limited	Workplace Learning Organisation of Excellence (PLATINUM)
3	Resorts World at Sentosa Pte. Ltd.	Workplace Learning Organisation of Excellence (PLATINUM)
4	ST-Airport Services Pte. Ltd.	Workplace Learning Organisation of Excellence (PLATINUM)
5	ST Healthcare Pte. Ltd.	Workplace Learning Organisation of Excellence (PLATINUM)
6	Metropolis Security Systems Pte. Ltd.	Workplace Learning Organisation of Competence (GOLD)
7	Andaz Singapore	Workplace Learning Organisation of Competence (SILVER)
8	K & J Engineering Pte. Ltd.	Workplace Learning Organisation of Competence (SILVER)
9	ONE°15 Marina Club	Workplace Learning Organisation of Competence (SILVER)

LIST OF PANELLISTS

Name	Designation and Organisation	Biography
Mr Eric Lim	Vice President, Learning and Development & Organisational Development, SBS Transit	<p>Eric is a seasoned consultant-trainer with 18+ years in L&D, HR, and transformation. He considers himself as a consultant first, and he deeply analyses organisational needs before delivering tailored training or coaching. With 5,000+ training hours, he specialises in leadership development, service excellence, and team building. His corporate expertise spans different sectors such as public service, hospitality, and banking.</p> <p>Currently, he serves as Head of L&D at ComfortDelGro-SBS Transit, shaping workforce capabilities. He has also served as a Singapore government-appointed transformation consultant for G2G projects, leading process re-engineering and change management projects.</p>
Mr Musa Fazal	Chief Policy and Operating Officer, Advocacy & Policy, Singapore Business Federation	<p>Musa leads the Advocacy and Planning Division, a team of policy, planning and research staff that drives SBF's work in advancing the interests of Singapore businesses by shaping policies both locally and internationally.</p> <p>Musa is responsible for SBF's overall advocacy efforts by working closely with businesses, trade associations, foreign chambers and government agencies. In addition to managing policy development, Musa oversees corporate planning for</p>

		<p>the Secretariat, as well as international policy and engagement.</p> <p>Prior to joining SBF in Nov 2023, Musa spent more than 17 years in the Singapore Public Service in various organisations including the Monetary Authority of Singapore, Ministry of Finance and Ministry of Manpower. He was most recently Senior Director of the Futures, Strategy and Plans Division at the Ministry of Trade and Industry where he drove strategic planning efforts for the Singapore economy and took on various roles including serving as secretary to the Future Economy Council led by then-DPM Heng, being a member of the National Wage Council from 2021 to 2023 and leading MTI's efforts under the Forward Singapore exercise.</p>
Mr Randy Ang	General Manager, Metropolis Security Systems	<p>Randy is the General Manager of Metropolis Security Systems, a recognised leader in the security industry, known for its strategic transformation towards advanced, tech-enabled solutions.</p> <p>With over 20 years of experience, Randy has been instrumental in driving strategic growth and fostering innovation within the company.</p> <p>Randy leads Metropolis Security Systems' shift from a traditional manpower model to a modern, tech-enabled security provider. He oversees the integration of cutting-edge technologies like AI, IoT, and data analytics to complement a highly trained workforce, delivering innovative</p>

		<p>and efficient security services. His expertise encompasses operational efficiency, talent development in a rapidly evolving tech landscape, and cultivating a robust workplace learning culture.</p> <p>A passionate advocate for continuous learning and skill transformation, Randy believes that investing in human capital is paramount for staying competitive and resilient. He frequently shares insights on the critical intersection of technology, talent development, and organizational agility, drawing from Metropolis Security Systems' pioneering journey.</p>
Mr Tan Chee Wee	Director, Industry Training and Transformation, NTUC	<p>Chee Wee is currently the Director of Industry Training & Transformation at NTUC, where he spearheads efforts to drive business transformation while ensuring a skilled workforce that meets the dynamic needs of industries. Through strategic partnerships with unions and NTUC's Training & Placement Ecosystem (TPE), he actively advocates for the formation of Company Training Committees (CTC), motivating companies to develop robust firm-level transformation plans and projects that support the companies and workers.</p> <p>Previously, as the Executive Director of the Advocacy & Policy Division (APD) at the Singapore Business Federation (SBF), Chee Wee championed the interests of the Singapore business community across trade, manpower, innovation, and</p>

		<p>industrial relations. Chee Wee had also spent two decades in the Singapore public service, where he held key leadership positions at the Infocomm Media and Development Authority (IMDA).</p> <p>Throughout his professional journey, he has been dedicated to instigating positive change, fostering collaborative efforts, and advancing the interests of both businesses and workers.</p>
<p>Ms Pao Jia Yu (Moderator)</p>	<p>Deputy Chief Executive (Planning), SkillsFuture Singapore and Workforce Singapore</p>	<p>Jia Yu is the Deputy Chief Executive overseeing planning and resource allocation at SkillsFuture Singapore and Workforce Singapore. Prior to this appointment, she was the Group Director for Planning in SkillsFuture Singapore.</p> <p>Jia Yu has also served in various roles in the Singapore public service including the Strategy Group at the Prime Minister's Office, the Ministry of Transport, the Ministry of Education and the Ministry of Foreign Affairs.</p>