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**Minister for Manpower, Dr Tan See Leng, and business leaders convene at
AmCham Human Capital Conference 2021**

Disruptions to the workplace have resulted in innovative approaches to talent development and a shift in mindset for senior management and employees

October 7, 2021, SINGAPORE - The American Chamber of Commerce ([AmCham Singapore](#)) hosted Human Capital Conference 2021: Owing Human Capital Together in Singapore today. The conference provided an opportunity for business leaders, including HR practitioners and experts, to take part in conversations about the future of work and how workplaces must evolve to meet the needs of workers.

In his remarks to the conference, Dr Tan See Leng, Minister for Manpower and Second Minister for Trade and Industry recognized that human capital was core to Singapore's viability and survival as a country.

In the context of the global pandemic, he highlighted that business leaders have a major role to play in building and nurturing human capital in partnership with HR practitioners, the trade unions and the Government.

Acknowledging the anxieties shared by Singaporeans around job competition and fairness at the workplace, Minister Tan called on corporate leaders to ensure diversity of their teams and pay full attention to fairness at work. With a strong statement of fairness to the wider community, Singapore would continue to remain open and connected to the world. During the Fireside Chat, Dr Tan emphasized that Singapore needed to remain open and connected to the world.

The results of the AmCham Manpower Survey 2021 were also released at the conference. The survey, which was undertaken in partnership with the Center for Creative Leadership, provides insights on the manpower challenges and opportunities that AmCham member companies face.

In speaking to the survey and the conference, Elisa Mallis, APAC, Managing Director & VP, Center For Creative Leadership and AmCham Governor said, "The line-up of conference speakers re-enforced the need for organizations to invest in talent retention, leadership development, mental well-being, diversity, equity & inclusion, and learning & development."

She noted that, "The 2021 Manpower Survey findings indicate we are making good progress when it comes to having a stronger pipeline of global-ready Singaporean leaders, with the total number of Singaporeans working in regional roles at 40%, a 6% increase from last year. We heard loud and clear from those interviewed for the study that one of the most important ways to continue this momentum is by increasing exposure and further developing the global mindset of leaders. Encouraging and further

enabling Singaporean leaders to take on assignments outside Singapore, as well as to step forward when there are openings for virtual project assignments, regional roles and global roles will be essential. To take the next big step up as a regional talent, technology and business hub, Singapore must also remain vigilant in fostering an open business environment that will attract and retain the right foreign talent.”

Other key survey findings included –

- Nine in 10 organizations report incorporating non-discrimination policies into their talent practices, which saw an 11% increase compared to the previous year.
- AmCham members that employ more local workforce also hire more women, with seven in 10 organizations that hire a majority local workforce also reporting having more women employees.
- Compared to previous years, there was a drop in AmCham members’ perception on how prepared new graduates are for the workforce, with only a quarter of respondents perceiving that local universities prepare their students “well” to “very well”.
- More work pass applications were rejected in 2021 as compared to previous years, which is largely due to pandemic-induced pressures. AmCham members also reported an increase in EP renewals being rejected (from 15% to 31%), which is possibly due to the raising of EP requirements.

AmCham Singapore CEO Dr. Hsien-Hsien Lei said, "Singapore’s reputation as an international business hub is strengthened by the government’s commitment to talent development. AmCham member companies recognize that the expectations of both people managers and workers have changed significantly during the COVID-19 pandemic. For business growth to be sustainable, it must come with purpose and meaning. Therefore, to achieve business success during the pandemic recovery phase, employers will need to provide a working environment that promotes physical and mental well-being, buffers change, embraces diversity, champions innovation, encourages risk-taking and nurtures courage – all in the face of uncertainty."

Download the full AmCham Manpower Survey 2021 results from –

<https://amcham.com.sg/wp-content/uploads/2021/10/Manpower-Survey-2021-October-6-Final.pdf>

About AmCham Singapore

Established in 1973, the American Chamber of Commerce in Singapore (AmCham Singapore) is the largest and the most active international business association in Singapore and Southeast Asia, with over 5,500 members representing nearly 600 companies.

Our Chamber comprises 14 industry-specific committees: seven sectoral and seven functional. AmCham is a forward-thinking, business-progressive association. Our mission is to create value for our members by providing advocacy, business insights, and connections. Our membership includes American companies and Singaporean and third-country companies with significant U.S. business interests.

AmCham is an independent, non-partisan business organization. We are a member of the AmChams of Asia Pacific comprising 28 AmChams in the region. Our goal is to provide the information and facilitate the access and connections that give members insight into the local, regional, and global operating

environment, enhance their four professional capabilities, and enable them to make well-informed business decisions.

For more information about AmCham Singapore, visit www.amcham.com.sg.

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