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Joint Media Release

Union of Power and Gas Employees and SP Group form Company Training Committee to upskill 3,600 employees

1. In view of the energy sector's rapid transformation, which comprises digitalisation and rising customer expectations, SP Group (SP) is working together with the Union of Power and Gas Employees (UPAGE) to prepare its employees to be ready for these changes via the formalisation of a Company Training Committee (CTC). In addition, SP has committed S\$35 million over the next three years until 2022 to further develop competencies in the areas of customer service, cybersecurity, data analytics, safety and skills for a digital workplace.
2. In January 2018, SP in collaboration with UPAGE, launched Project FUSION which stands for "Future Skills for Everyone". Project FUSION has benefitted about 80 per cent of SP's staff strength in the past two years, and it is in the process of upgrading more than 200 job roles.
3. The CTC is a formalisation of this continued partnership. Comprising UPAGE and SP's management representatives, the CTC is a joint effort in meeting talent resourcing needs in a sustainable manner. This will ensure SP is well prepared with human capital equipped with the right skill sets and mindset for its business growth.
4. UPAGE General Secretary Abdul Samad bin Abdul Wahab shared, "Some of our workers are anxious with changes coming their way, as there is the fear that technology will be taking over jobs. Through this CTC, we hope to allay this fear by explaining and showcasing how upskilling and taking on higher value jobs will lead to better wages and work prospects. As union leaders, we want to lead by

example, too, and be the first to attend training courses so we can encourage others to sign up.”

5. Mr Wong Kim Yin, Group CEO of SP Group, added, “The energy industry is transforming, with the advent of new technology. We want to help our people adapt and prepare ahead of this potentially disruptive transformation. Today, in collaboration with UPAGE, we are formalising this initiative with the CTC. Over the next three years, we are committing S\$35 million to equip our employees with adaptive and technical skills, so we can meet the changing needs of customers in an increasingly digitalised world.”
6. One of the signature features of a CTC is the ground-up approach to identifying jobs affected by both industry and company transformation, putting in place targeted training programmes to help employees acquire relevant skills to take on new or transformed jobs.
7. Mohd Farhan bin Kasman, 34, is a Warehouse Assistant-turned-Condition Monitoring Technician at SP Group. He is one of 200 workers whose role was upgraded. Said Mohd Farhan, “My previous duties included the issuance of equipment and taking stock, but I picked up new skills in technology and data management, and now enjoy a greater sense of purpose at work.”
8. NTUC Secretary General Ng Chee Meng said, “The power industry is experiencing structural change and disruption. Whilst this poses challenges, it also offers opportunities for companies and workers to transform themselves. It’s therefore vital that our unions and management work closely to assess skill gaps, identify training needs and more importantly, design a job progression pathway for our workers to grow with the company. Hence I am happy to witness the formation of this CTC that covers all its workers at SP Group.”

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About Company Training Committees

Company Training Committees (CTCs) are an initiative by the Labour Movement to help both workers and companies transform for the future. First announced in February 2019, it involves our union leaders working closely with management to firstly, understand the company's strategic objectives and transformation plans; secondly, identify and address skills gaps and training needs; and thirdly, seize opportunities for companies to adopt new technologies for enhanced productivity. The objectives of CTCs are therefore two-pronged – first, to help workers become Worker 4.0, which is defined by the Labour Movement as workers who are proficient in working with machines, using technology and tapping digital resources to be more productive at work; and second, to partner companies in their transformation towards Industry 4.0. Combined, these will help our workers have better Wages, Welfare and Work Prospects.

About SP Group

SP Group is a leading energy utilities group in the Asia Pacific. It owns and operates electricity and gas transmission and distribution businesses in Singapore and Australia, and district cooling businesses in Singapore and China. SP Group is committed to providing customers with reliable and efficient energy utilities services. About 1.6 million industrial, commercial and residential customers in Singapore benefit from SP Group's world-class transmission, distribution and market support services. These networks are amongst the most reliable and cost-effective world-wide. SP Group also drives digital solutions to empower customers to manage their utilities, reduce consumption and save cost.

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