

## **Annex A**

### **List of recipients of the National Workplace Learning Certification**

#### **Workplace Learning Organisation of Excellence (Platinum)**

- SBS Transit Ltd. (Bus Business)
- SMRT Buses

#### **Workplace Learning Organisation of Competence (Gold)**

- Vopak Terminal Singapore Pte. Ltd.
- Certis Corporate University
- Nanyang Academy of Fine Arts
- Singapore Pools Limited
- Outward Bound Singapore

#### **Workplace Learning Organisation of Competence (Silver)**

- RMS Marine & Offshore Services (Singapore) Pte. Ltd.
- Shalom Movers Pte. Ltd.

#### **Workplace Learning Organisation of Competence**

- Avensys Consulting Pte. Ltd.

## **National Workplace Learning Certification Recipients**

### **Interview Profiles**

#### **1) Vopak Terminal Singapore**

Vopak established a Learning Academy in Singapore to plan for existing and future functional and generic competencies. A Learning Management System (LMS) has been put in place to provide learning plans, allowing staff to access e-learning programmes and track their learning progress. A notable feature of the LMS includes enabling staff to give feedback and insights to each other and extending team learning. In addition, key internal trainers were put through an adult learning facilitator certification to equip them with effective coaching skills.

Senior leaders also communicate and promote the importance of the 70/20/10 learning and development principle during town halls and share on new growth areas in the sector e.g., digitalisation. Peer learning opportunities at terminals are formalised through toolbox briefings and peer-sharing sessions. Functional competencies are also identified and aligned with Vopak's global HQ.

#### **2) Shalom Movers**

At Shalom Movers, senior leaders are very supportive of employee learning. There is structured on-the-job training for core operational roles and leaders appoint supervisors to groom promising employees through coaching. Bite-sized learning sessions are held early in the morning, to enable the operations staff to join the sessions before attending to customers. These sessions are open to all staff, covering relevant topics such as leading teams and talking to customers.

Other forms of workplace learning include job rotation to enhance skill sets and allows for growth in the development of roles in Admin, Sales, HR and Finance. Older employees with tacit knowledge also routinely mentor other employees.