

## **Annex A – Career Health Summit**

The inaugural Career Health Summit is jointly organised by Workforce Singapore and the Singapore Business Federation. Held over two days at Suntec Singapore Convention & Exhibition Centre, the Summit would see over 500 business leaders and HR practitioners come together to address the urgent need for future-ready workforce strategies amid accelerating economic transformation.

Themed “Driving Business Success: The Indispensable Role of Career Health,” the Summit sets the stage for a unified national effort to elevate career health as a business imperative. Employers are encouraged to take a proactive, skills-first approach to workforce planning. Referencing the “Assess, Chart and Execute” framework, businesses can seek support in navigating changes while unlocking talent potential. Participants could also explore how to assess the critical and emerging skill gaps within their organisations, chart tailored workforce development strategies, and execute hiring and talent management plans that focus on skills-first hiring and adaptable career paths. These strategies, when adopted at scale, form the foundation of a more agile and resilient workforce supported by a growing suite of tools and resources available under the Career Health SG initiative.

The Summit which takes place across two days will feature keynote addresses, panel discussions, seminars, and real-world case studies by employers. Day One will open with a keynote address by Professor Joseph Fuller of Harvard Business School, who will share how career health can serve as a core business strategy in navigating economic uncertainty. Following which is a high-level leadership panel featuring Minister for Manpower Dr Tan See Leng, Professor Fuller, Mr Kerry Mok, President and CEO of SATS, and Mr Tan Hee Teck, President of SNEF, and Professor Annie Koh, Emeritus of Finance from Singapore Management University, will moderate the session. Delegates will also hear from Gerard Koh of Singtel Group and Professor Fuller on unlocking business value through skills-based hiring.

On Day Two, Mr Desmond Tan, Minister of State in the Prime Minister’s Office and NTUC Deputy Secretary-General, will deliver a keynote on empowering workforce transformation, followed by a seminar on navigating talent scarcity led by Ms Kritvi Kedia (McKinsey & Company). A fireside chat with Professor Fuller as moderator will bring together senior leaders from ams OSRAM, KTC and Bok Seng Group to explore how skills-based hiring drives competitive advantage. Case studies from Acronis and OCBC will showcase practical applications of career health strategies, including upskilling, employee engagement, and the development of skills-first workplace cultures.

The Summit builds on WSG and SBF’s partnership and broader commitment to human capital development through platforms like Skills-Empowered, Career Conversion Programmes, Overseas Markets Immersion Programme and the Jobs-Skills Integrator. These efforts complement the Career Health SG and other government-led reskilling, upskilling and talent mobility initiatives.