

## Annex D: Company that has benefitted from Job Redesign

<b>Employer profile</b>	<p><b>Singtel</b></p> <p>Asia’s leading communications technology group, Singtel, provides a compelling example of the positive impact of proactive job redesign and upskilling. Since embarking on job redesign in 2021, Singtel has successfully upskilled 2,500 employees through its Professional Conversion Accelerator initiative. These employees saw a 50% or more change in their roles, and Singtel is on track to upskilling a further 500 employees by March 2024.</p> <p><b>Quote by Ms Aileen Tan</b> <b>Group Chief People and Sustainability Officer, Singtel</b></p> <p>“Digitalisation has been central to our transformation in recent years. We have proactively embraced job redesign and upskilling for our employees in vital areas such as 5G and cyber security amid a global tech skills shortage. The new knowledge and skillsets they gain will ensure they stay relevant and competitive in a fast-changing digital landscape. The job redesign and upskilling experience has also helped energise and strengthen our teams around our purpose of empowering people and businesses through technology – it is a win-win for everyone.”</p>
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