

# STAY COMPETITIVE

Unleash your Organisational Strengths & Hit Your Business Goals with IHRP Human Capital Diagnostic Tool

## WHAT IS HCDT

The Human Capital Diagnostic Tool (HCDT) is a national framework for measuring an organisation's Human Capital capabilities in meeting the business and workforce needs.

Built Environment (BE) firms that have participated in the HCDT Moderated Assessment **can be eligible to register for:**

- ➔ Growth and Transformation Scheme (GTS)
- ➔ Integrated Facilities Management (IFM) and Aggregated Facilities Management (AFM) Grant
- ➔ Productivity Innovation Project (PIP)
- ➔ MOE Singapore-Industry Scholarship (SgIS)
- ➔ Off-Site Levy Scheme

Firms that wish to tap on BCA Schemes/Grants MUST complete both HCDT Self-Assessment and Moderated Assessment. **Scan QR code to get started on your HCDT Assessment:**



## WHAT'S IN IT FOR ME?



**HCDT helps your organisation to:**

- ✔ Prepare for business and workforce transformation
- ✔ Be aware of benchmark scores against your peers and business growth stage
- ✔ Prioritise your resources to improve Human Capital competencies and capabilities
- ✔ Receive insights on how to close potential gaps from trained HCDT assessors

## GUIDED CLINICS

Secure your seat to guidance on analysing diagnostic results and how to implement impactful strategies.



## SUCCESS STORIES OF HCDT

**Jane Pang (IHRP-SP), HR Manager, Teambuild Construction Group**

"As a result of the (HCDT) assessment, we have been actively working on enhancing our Employee Value Proposition (EVP) by redesigning some of our job roles and reviewing our manpower planning tool as proposed in the report. We believe that job redesign and effective manpower planning are critical to our organisation's growth and sustainability. The HCDT Professional assessment has helped us gain a better understanding of how our HR practices impact our organisation's competitiveness."



# BUSINESS & WORKFORCE TRANSFORMATION MADE EASY

How HCDT Works For You

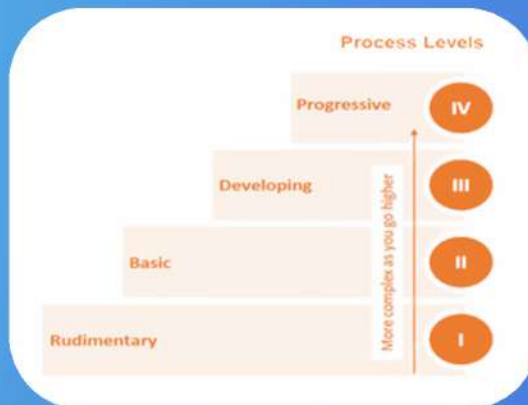


Use the IHRP Human Capital Diagnostic Tool (HCDT) for a holistic assessment of your organisation's Human Capital maturity level:

- ✔ Evidence and perception-based approach.
- ✔ Take into account business growth stage and priorities.



Measures HR Maturity Through 3 Perspectives

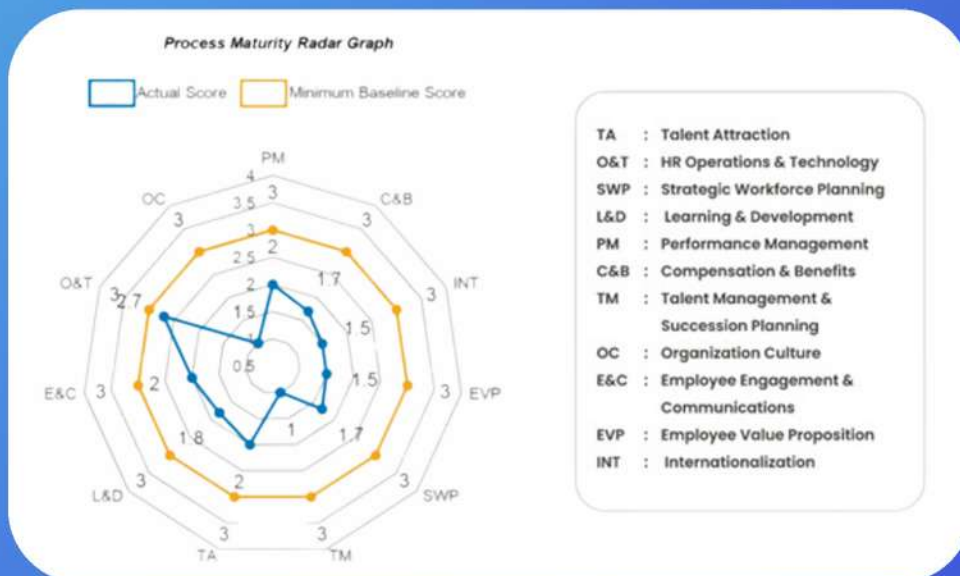


4-stage Maturity Model Used



- ✔ Talent Attraction
- ✔ HR Operations & Technology
- ✔ Strategic Workforce Planning
- ✔ Employee Value Proposition
- ✔ Learning & Development
- ✔ Performance Management
- ✔ Compensation & Benefits
- ✔ Internationalisation
- ✔ Talent Management & Succession Planning
- ✔ Organisation Culture
- ✔ Employee Engagement & Communication

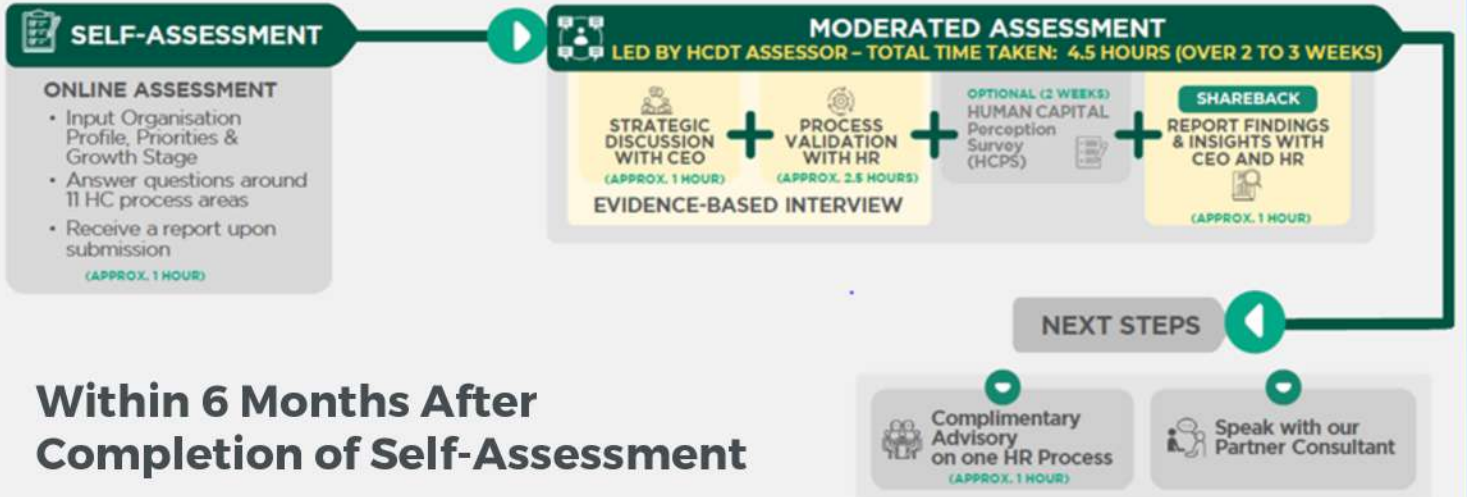
11 HC Processes Measured



Baseline Score Provided Based On Organisation's Current Growth Stage

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How HCDT Works For You



**Within 6 Months After Completion of Self-Assessment**

## What happens after my organisation completes HCDT?

You will receive a detailed report on how your firm compares to other firms in the same sector and a complimentary advisory session to improve on 1 HR sub-process.

Guided by the findings, you can tap on various programmes to uplift your HC capabilities/practices through consultancy projects and training:

[Enterprise Development Grant - Human Capital Development](#)

[Productivity Solutions Grant - Job Redesign](#)

[SkillsFuture Enterprise Credit](#)

[IHRP Certification](#)

For the following; you may reach out to [batu@ntuc.org.sg](mailto:batu@ntuc.org.sg) for assistance:

- Operation & Technology Roadmapping to align your HR growth with business goals, and identify development needs which could be supported by NTUC e2i's funding and LHub's programmes
- Masterclasses on HR Capability Development by NTUC Lhub
- NTUC Employment Practices Checklist

## Funding

The HCDT, which costs \$1,600, will be made complimentary should you grant BCA access to your report upon registration (refer to printscreen below). **This is valid till December 2025.**



Please register by scanning QR code or click [here](#).

