

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
- ➔ MOE Singapore-Industry Scholarship (SgIS)
- ➔ Off-Site Levy Scheme
- ➔ BETC Grant

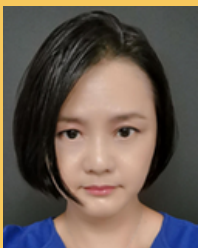
WHAT'S IN IT FOR ME?



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

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:**



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

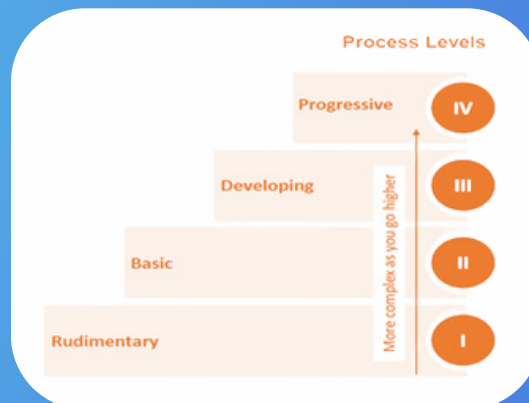
How HCDT Works For You

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

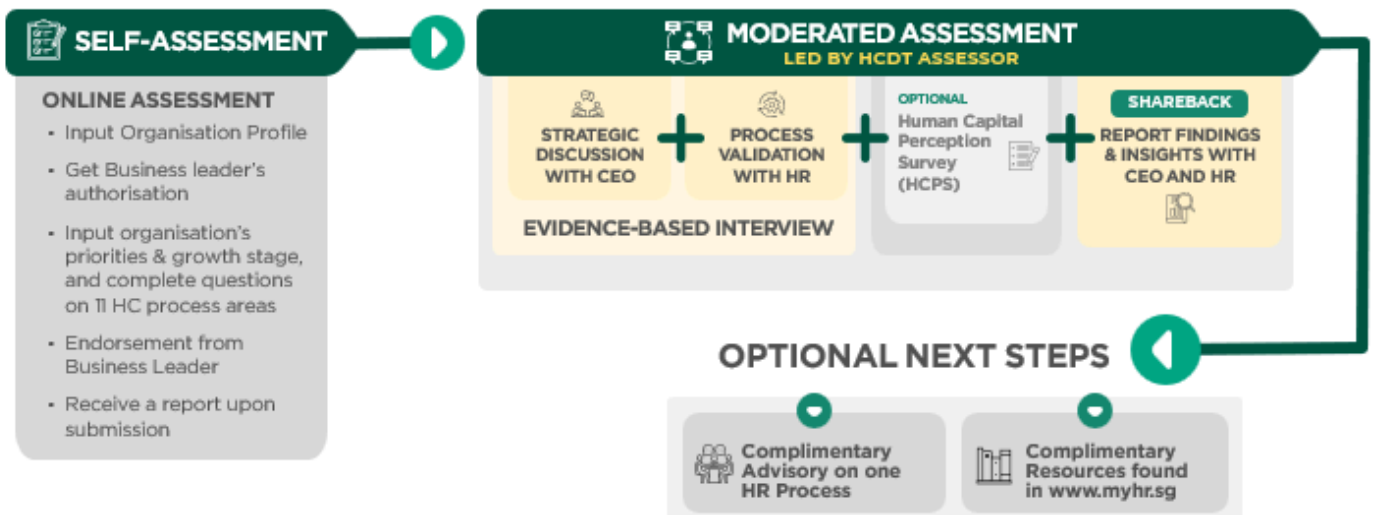


4-stage Maturity Model Used



- ✓ 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



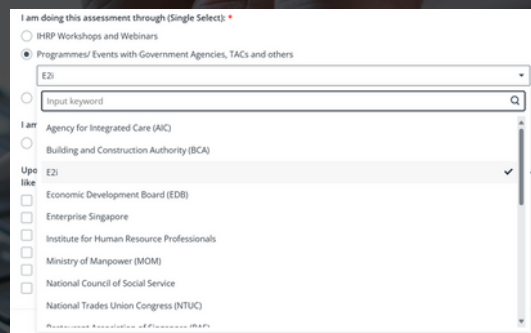
Within 6 Months After Completion of Self-Assessment

BUSINESS & WORKFORCE TRANSFORMATION MADE EASY

How HCDT Works For You

The HCDT, which costs \$1,600, is complimentary until December 2025, when you include the following when starting the assessment.

- 1 Select " **Building and Construction Agency (BCA)** " under Programs/ Events with Government Agency



I am doing this assessment through (Single Select):

- ☐ IHRP Workshops and Webinars
- ☒ Programmes/ Events with Government Agencies, TACs and others

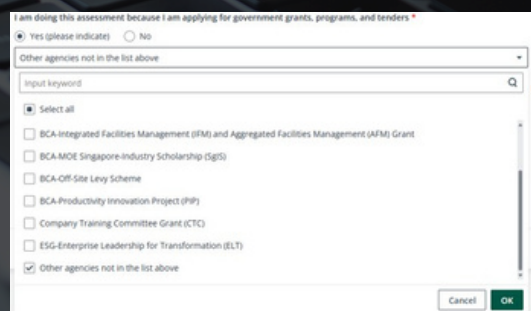
I am:

- ☐ Agency for Integrated Care (AIC)
- ☐ Building and Construction Authority (BCA)

Up to like:

- ☒ Economic Development Board (EDB)
- ☐ Enterprise Singapore
- ☐ Institute for Human Resource Professionals
- ☐ Ministry of Manpower (MOM)
- ☐ National Council of Social Service
- ☐ National Trades Union Congress (NTUC)

- 2 Select the grants and programs that you would be applying under BCA



I am doing this assessment because I am applying for government grants, programs, and tenders:

- ☒ Yes (please indicate)
- ☐ No

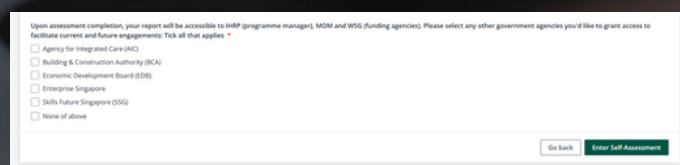
Other agencies not in the list above:

Input keyword:

Select all:

- ☐ BCA-Integrated Facilities Management (IFM) and Aggregated Facilities Management (AFM) Grant
- ☐ BCA-MOE Singapore-Industry Scholarship (SIGS)
- ☐ BCA-Off-Site Levy Scheme
- ☐ BCA-Productivity Innovation Project (PIP)
- ☐ Company Training Committee Grant (CTC)
- ☐ ESG-Enterprise Leadership for Transformation (ELT)
- ☒ Other agencies not in the list above

- 3 Grant BCA access on your report to facilitate current and future engagement



Upon assessment completion, your report will be accessible to IHRP (programme manager), MOM and WSG (funding agencies). Please select any other government agencies you'd like to grant access to facilitate current and future engagements. Tick all that applies:

- ☐ Agency for Integrated Care (AIC)
- ☐ Building & Construction Authority (BCA)
- ☐ Economic Development Board (EDB)
- ☐ Enterprise Singapore
- ☐ SkillsFuture Singapore (SSG)
- ☐ None of above

Go back Enter Self-Assessment

WHAT HAPPENS AFTER MY ORGANISATION COMPLETES HCDT?

i You will receive an **instant report with comprehensive diagnostics** measuring the maturity of Human Capital process areas, relevant recommendations to prioritize these areas in order to achieve organizational priorities.

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

- Enterprise Development Grant - Human Capital Development
- Productivity Solutions Grant - Job Redesign
- SkillsFuture Enterprise Credit
- IHRP Certification



Please register by scanning QR code or go into <http://hcdt.ihrp.sg>