

# Human-Centered Transformation Made Easy

Measure, prioritize and improve your human-centered (HC) processes

Use the Human Capital Diagnostic Tool (HCDT) for a holistic assessment of your organization's Human Capital Maturity level

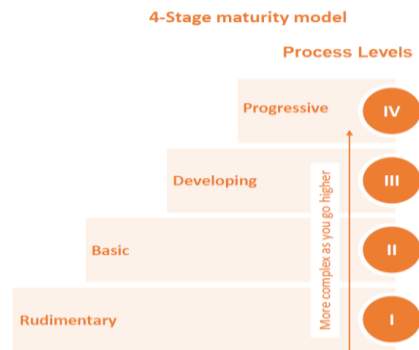
- Evidence and perception based approach
- Take into account the business growth stage and priorities.

[Learn More](#)

## What is Human Capital Diagnostic Tool (HCDT)?



Measures HC maturity through 3 perspective



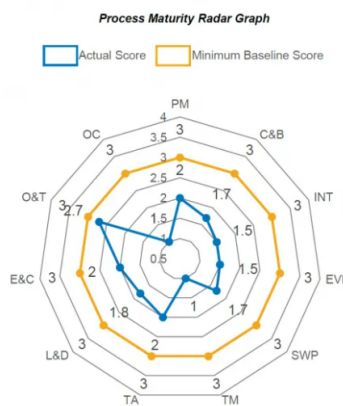
4-Stage maturity model used



### 11 Process Areas

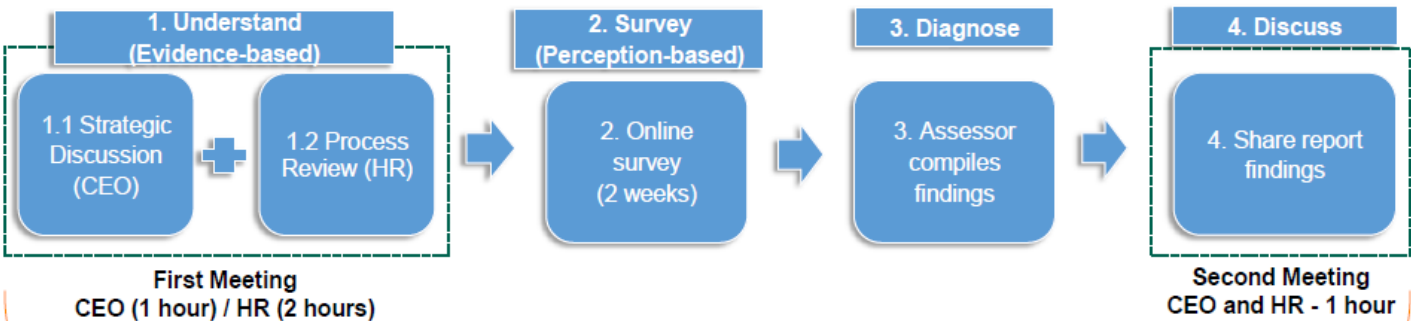
- Attract
1. Talent attraction
  2. Employee Value Proposition
  3. Compensation & Benefits
- Engage
4. Performance Management
  5. Organisation Culture
  6. Employee Engagement and Communications
- Develop
7. Learning and Development
  8. Talent Management & Succession Planning
  9. Strategic Workforce Planning
  10. HR Operations and Technology
  11. Internationalisation

11 HC process areas measured



- TA : Talent Attraction
- O&T : HR Operations & Technology
- SWP : Strategic Workforce Planning
- L&D : Learning & Development
- PM : Performance Management
- C&B : Compensation & Benefits
- TM : Talent Management & Succession Planning
- OC : Organization Culture
- E&C : Employee Engagement & Communications
- EVP : Employee Value Proposition
- INT : Internationalization

Baseline score provided based on organisation's current growth stage



Conducted over 2~3weeks. Total time taken: 2hrs (CEO) / 3hrs (HR)

## What happens after my organisation completed HCDT?

- You will receive a detailed report on how your firm compares to other firms in the same sector
- 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:
  - a. 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
  - b. Masterclasses on HR Capability Development by NTUC Lhub
  - c. NTUC Employment Practices Checklist

BCA will also use the aggregated findings from the HCDT to form a benchmarking study on HC practices in the built environment sector. Firm-specific information will not be included in the findings.

### Funding

The HCDT, which costs \$1,600, is **free-of-charge for firms that register through BCA till Dec 2024.**

We strongly encourage your participation and completion of the HCDT. To enjoy this perk, please register with BCA by scanning the QR code or click on this link: <https://forms.office.com/r/k05350MRWe>

