

Bracing towards Congruency for a Diverse Workforce

SSMC's Commitment to Continuous Growth, Empowerment & Community Engagement

At the SkillsFuture Festival 2023, Minister for Education, Mr. Chan Chun Sing outlined a vision for accelerating SkillsFuture strategies. He emphasized the importance of agility, inclusivity and empowerment, setting the stage for companies like SSMC to continue taking bold steps, staying focused in engaging and developing our diverse workforce.

SSMC, with a global workforce representing over 15 nationalities, recognizes the pressing need for

SUPPORTING CONTINUOUS DEVELOPMENT & GROWTH

Being a joint venture company, SSMC workforce benefits from the “best of both worlds” from both NXP and TSMC, our shareholders, providing a benchmark learning experience in the technical learnings and knowledge-sharing. The company regularly reviews its Competency Development Framework, ensuring it encompasses foundational skills and adapts to the meet the shifting demands of latest technological advances, such as automation, industry 4.0 and digital transformation.

EMPOWERING & BUILDING A FUTURE READY WORKFORCE

To address the challenges employees face in upgrading themselves, SSMC runs an annual Life-Long-Learning Education Assistance Program (LEAP), sponsoring cohorts for further education. Leadership, managerial, and technical competencies are continually invested in to keep the workforce agile and prepared for current challenges and the future.

As the company forges ahead, SSMC remains dedicated to creating a high-



upskilling and reskilling in a competitive talent landscape. As the workforce dynamics evolve—with younger talents seeking rapid growth, mid-careerists contemplating career shifts and experienced employees extending their careers —SSMC is committed to fostering an environment of continuous learning and development to broaden the reach, to stay agile, empowering to all to excel and grow.

ENGAGING WITH OUR PARTNERS & COMMUNITY

SSMC's engagement with the community extends to partnership with educational institutions, trade associations. We partner with IHLs (Institute of Higher Learnings) through the SgIS Scholarship program. SSMC also provides opportunities of internships and devotes to re-skill mid-careerists through the Career Conversion Program in partnership with SSIA.

performing and engaged workforce. The commitment to lifelong learning is evident, and we look forward to the continued journey, knowing that the best is yet to come.

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