



PRESS RELEASE

Ngee Ann Polytechnic Launches SH1F+ to Advance People-Centric Workforce Transformation

New centre collaborates with EY to deliver advisory, capability building and workplace learning, with SkillsFuture funding available for eligible companies

SH1F+ draws on NP's expertise in resilience building, behavioural science, human-centred design and workplace wellbeing, to help people and organisations adapt, grow and thrive

Singapore, 29 Jul 2026 – At a time when enterprise AI adoption is gaining momentum, Ngee Ann Polytechnic (NP) today launched its Centre for Shaping Human-First Transformation (SH1F+). This workforce transformation initiative is built to support people whose roles are evolving and the organisations they work in, so that change is made to last. The event was graced by Dr Janil Puthuchear, Senior Minister of State, Ministry of Education & Ministry of Sustainability and the Environment.

A Human-First Approach to Workforce Transformation

While technology is a powerful catalyst for change, it does not drive workplace transformation. Research by the TIAA Institute noted that technology adoption is fundamentally a human and organisational challenge that requires workforce readiness, capability development and buy-in¹. In the face of AI-driven changes, ADP Research Institute also found that only about 15 percent of workers in Singapore feel secure in their current jobs, reflecting growing uncertainty about the future of work².

As an institute of higher learning with close links to both industry and capability development, NP is uniquely positioned to help organisations transform from within. Specifically, SH1F+ does this through its rigorous methodology that focuses on how people experience and respond to change, providing end-to-end consultancy, training and support to ensure viability.

SH1F+'s people-centred approach is evident in two main ways. Firstly, its proprietary Sandbox software is a key toolkit used for stakeholders – from leaders, managers, to teams – to assess current workforce capabilities, explore future possibilities, and align transformation strategies to business priorities. Employees remain firmly at the centre of this human-led and data-driven process, helping to shape redesigned roles, identify new skills, and prepare for new ways of working. Secondly, based on capability needs, SH1F+ designs and delivers structured programmes to build the competencies, mindsets and confidence of their employees. The result is workforce transformation that creates lasting value for both organisations and the people within them.

¹ [*TIAA Institute – AI and the Future of Work*](#)

² [*ADP Research Institute. People at Work 2026*](#)

“Technology is accelerating the need for workforce transformation, but many organisations still face gaps in strategy, culture, capabilities and job redesign. Leveraging NP’s experience in consultancy and training anchored in human-centricity and behavioural insights, coupled with our high-touch support, SH1F+ will help organisations make and sustain change for the long term,” said Mr Lim Kok Kiang, Principal and CEO of Ngee Ann Polytechnic.

Funding Support for Transformation

NP is collaborating with global professional services organisation Ernst & Young Advisory Pte. Ltd. (EY) to provide end-to-end consultancy services through SH1F+, from advisory, capability building, technology adoption to workplace learning. Eligible organisations can tap on the SkillsFuture Workforce Development Grant (Job Redesign+) scheme, with funding support of up to 70 percent for SMEs and 50 percent for non-SMEs, capped at S\$150,000 per enterprise.

“Workforce transformation in the age of AI must be human-first, not technology-first. As organisations accelerate AI adoption, many are rethinking how jobs are designed, how people are trained and how work is organised. Through SH1F+, EY and NP bring together complementary strengths to help organisations redesign roles, upskill talent and enable meaningful human-AI collaboration,” said Mr Goh Jia Yong, Partner, People Consulting of Ernst & Young Advisory Pte. Ltd.

Transformation Begins with People

SH1F+ draws and builds on NP’s growing ecosystem of centres that help organisations support people through change. Since 2022, NP’s Human-Centred Design Institute (HCDI) has been helping teams strengthen their creativity, collaboration and problem-solving skills. NP later established the Centre for Organisational Resilience and Inclusion (CORI) in 2024 and the Centre for Behaviour and Nudge Design (BaND) in 2025, expanding its work in building organisational resilience and harnessing behavioural insights.

NP will further strengthen this ecosystem with the Centre for Workplace Well-Being (coWELL), which will promote workplace mental well-being through wellness and stress management initiatives.

Together, these centres give SH1F+ its edge – a human-centric approach that helps organisations transform by strengthening its people’s capacity and confidence to change.

(Please refer to Annex A for details on the SH1F+ model and how it draws on NP’s ecosystem; and Annex B for more information on the Sandbox toolkit.)

Real-World Shifts: Supporting Workforce Transformation in Practice

The human-first workforce transformation approach adopted by SH1F+ has already been piloted successfully.

Through UOB’s Better U Pivot Programme, NP is supporting up to 500 employees transitioning into evolving job roles through structured training, personalised coaching and workplace learning. Early results have been positive: Employees participating in the programme have successfully moved into new roles and are continuing to deepen their skills in areas such as AI and digital capabilities.

Murata Electronics Singapore partnered NP to create a talent growth and capability development framework. As part of the project, the company's New Business Architect role, including its job scope and required skills, was redesigned and standardised across six countries. Through structured on-the-job training, the team effectively gained and applied new competencies, proving that transformation works best when employees are supported.

(Please refer to Annex C for partner quotes on the impact of workforce transformation initiatives delivered in collaboration with SH1F+.)

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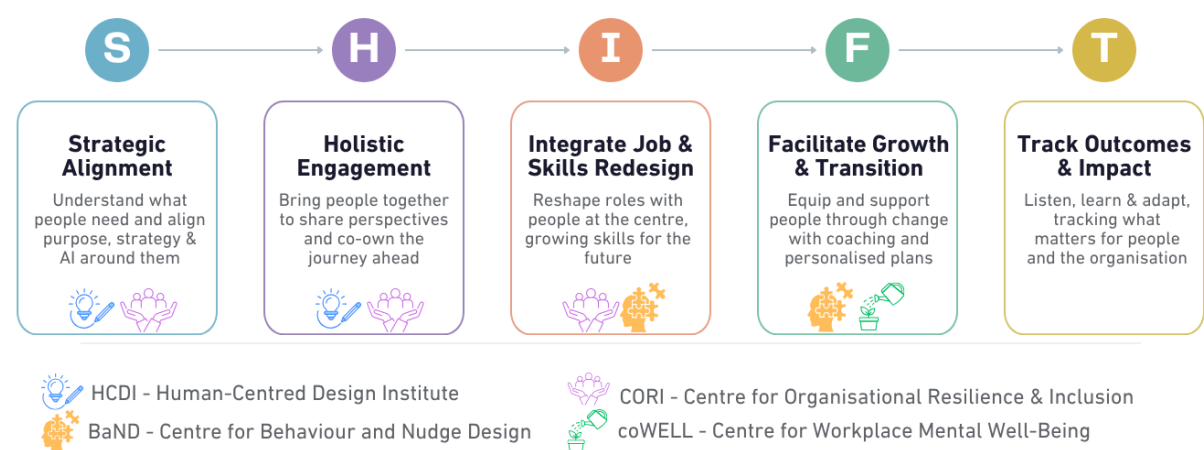
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About Ngee Ann Polytechnic

Ngee Ann Polytechnic started in 1963 and is today one of Singapore's leading institutions of higher learning with over 13,000 enrolled students in close to 40 disciplines. It seeks to develop students with a passion for learning, values for life, and competencies to thrive in a global workplace. The polytechnic also supports Continuing Education and Training (CET) through its CET Academy, which offers a wide range of part-time programmes and short courses. It works closely with industry partners to curate programmes for emerging skills, develop talent pipelines for the industries and help adult learners stay agile in today's rapidly changing global economy. For more information, please visit www.np.edu.sg.

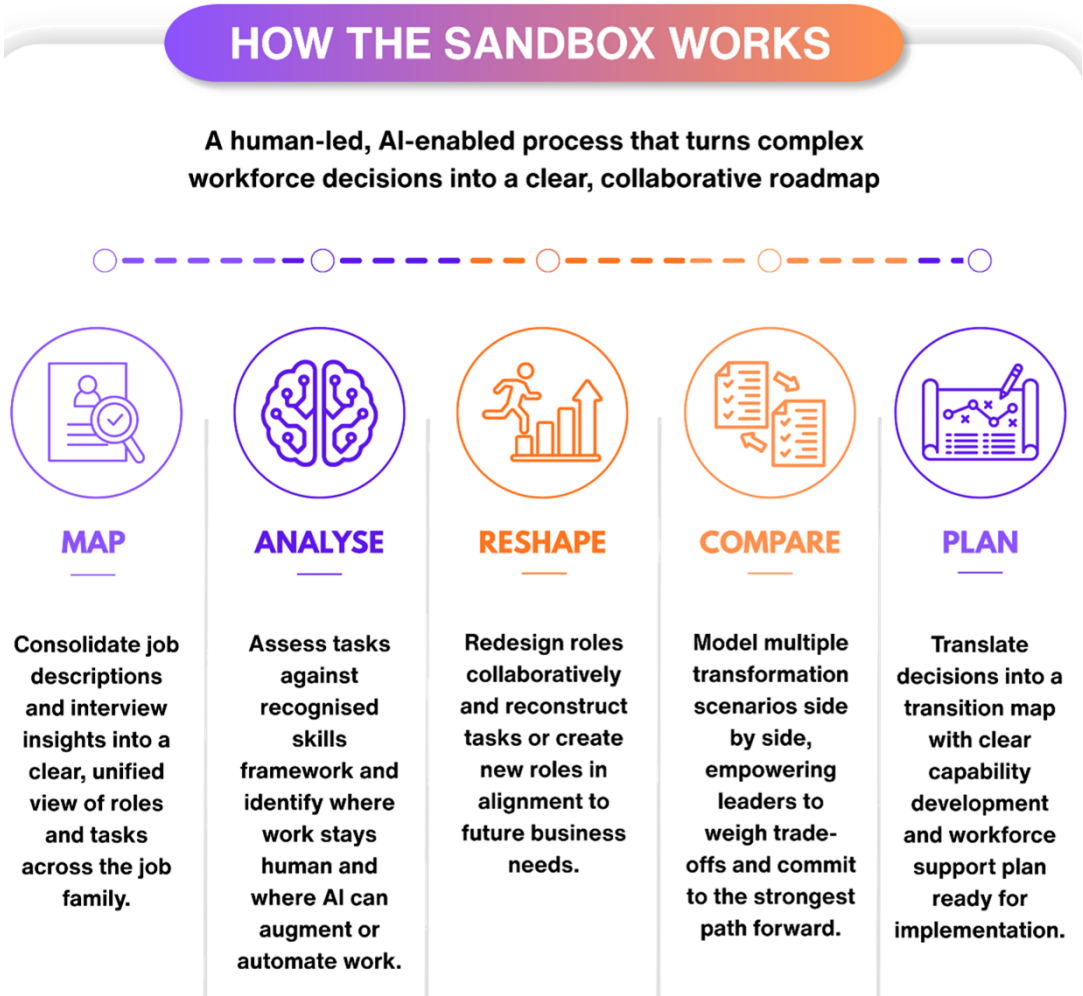
Annex A - The SH1F+ Model & NP Ecosystem Integration



SH1F+ draws on the expertise of the signature centres in NP's ecosystem according to the workforce transformation needs of each organisation. These centres include:

<u>Human-Centred Design Institute (HCIDI)</u> <i>Established in 2022</i>	Provides training and certification in the globally acclaimed LUMA System of Innovation that develops an innovative mindset, laying the foundation for transformative work.
<u>Centre for Organisational Resilience and Inclusion (CORI)</u> <i>Established in 2024</i>	Provides expanded training, consultancy and research in human system design to support organisations in building resilience and readiness for change, strengthening teams' ability to navigate uncertainty and embrace new ways of working.
<u>Centre for Behaviour and Nudge Design (BaND)</u> <i>Established in 2025</i>	Combines proven behavioural science and design thinking with AI tools to help organisations embed new habits that enhance workforce productivity and engagement.
<u>Centre for Workplace Mental Well-Being (coWELL)</u> <i>Launching in 2026</i>	Equips teams with practical strategies to strengthen mental well-being, supporting individuals through change as they adapt and thrive in new ways of working.

Annex B – SH1F+’s Proprietary Sandbox Software Toolkit



Annex C - Partner quotes on the impact of workforce transformation initiatives delivered in collaboration with SH1F+

"Transformation goes beyond new technology or operating model changes. Its success depends on people – their ability to adapt, learn and grow alongside the organisation. As AI opens up new possibilities and enhances the way we work, organisations have a responsibility to equip employees with the skills needed to seize new growth opportunities. Reskilling benefits both individuals and businesses, allowing organisations to retain valuable experience and institutional knowledge while building a future-ready workforce."

Dr Bryan Lim
Head, Group Talent & Development
UOB

"Our partnership with Ngee Ann Polytechnic has enabled Murata Electronics Singapore to redesign roles and develop future-ready New Business Architects across Singapore, and ASEAN and India. By partnering with our employees, HR, reporting managers, and senior leaders, Ngee Ann Polytechnic helped create an enabling ecosystem that supports sustained role transformation beyond individual learning. Through a structured, workplace-based learning model embedded in real business projects, the programme equips our people with future-ready skills and competencies while strengthening our organisation's ability to adapt to evolving industry needs and drive regional business growth."

Mr DM Venkatesan
General Manager
Regional New Business Development
Murata Electronics Singapore