

Media Release

2 March 2012

TASKFORCE TO DEVELOP MANPOWER CAPABILITIES IN SINGAPORE'S POWER SECTOR

Mr S Iswaran, Second Minister for Trade and Industry announced at the Ministry of Trade and Industry Committee of Supply Debate today that the Energy Market Authority (EMA) has formed an industry-led Power Sector Manpower Taskforce (PSMT). The PSMT will identify and recommend strategies to build up manpower capabilities for Singapore's power sector. Led by Mr Quek Poh Huat, Senior Adviser, Singapore Power, the PSMT will comprise representatives from the industry, Union of Power and Gas Employees (UPAGE), government agencies and institutions of higher learning (IHLs) (see [Annex A](#) for composition of PSMT).

Role of the PSMT

2. The PSMT will map out key strategies in the areas of attraction, retention and personnel development to ensure that the manpower needs for Singapore's power sector continue to be met in the medium to long-term. The taskforce will also identify the types of manpower capabilities required and propose suitable initiatives for how education and training systems as well as in-company career progression pathways can develop these competencies.

Challenges ahead – ageing workforce and talent attraction

3. In 2011, EMA and the Singapore Workforce Development Agency (WDA) conducted a study on the energy sector's current manpower profile and future manpower requirements. The current size of the power sector workforce is about 4,600, of which, two-thirds are technical professionals. The study, which was done in consultation with industry and union leaders, found that the power sector was facing an ageing workforce and challenges in attracting and retaining young Singaporeans. Other key findings include:

- More than 40% of the technical workforce will be eligible for retirement in the next 10-15 years. Based on current trends, there is insufficient inflow of young Singaporeans to replace these workers when they retire.

- Inadequate manpower supply to meet growing demand. Projections show that about 2,400 additional technical personnel will be needed to support the sector's growth over the next 10 years.

4. Chairman of the PSMT, Mr Quek Poh Huat said, "This taskforce's role will be critical in ensuring that Singapore's power sector continues to face and overcome its challenges in the coming years. The power sector has to ensure its manpower capabilities are adequate to meet and adapt to the oncoming changes in the power landscape. Key developments in recent years include the shift from oil-fired steam plants to more efficient combined-cycle gas turbine plants, as well as new technology innovations to enhance system resilience, energy efficiency and environmental sustainability. It is also important for the power sector to reach out to young Singaporeans, to raise awareness of the interesting career opportunities which the sector offers and the significance of its contributions to Singapore."

5. The PSMT targets to submit its recommendations to the government by December 2012.

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About the Energy Market Authority

The Energy Market Authority (EMA) is a statutory board under the Ministry of Trade and Industry. Our main goals are to ensure a reliable and secure energy supply, promote effective competition in the energy market and develop a dynamic energy sector in Singapore. Through our work, we seek to forge a progressive energy landscape for sustained growth. Please visit our website www.ema.gov.sg for more information.

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ANNEX A

Composition of Power Sector Manpower Taskforce

Chairman

Mr Quek Poh Huat Senior Adviser, Singapore Power Ltd

Members

Professor Chan Eng Soon Dean, Faculty of Engineering, National University of Singapore

Mr Chee Hong Tat Chief Executive, Energy Market Authority

Professor Janie Fouke Dean, College of Engineering, Nanyang Technological University

Mr Lim Kong Puay Chief Executive Officer, Tuas Power Ltd

Mr Nachiappan RKS General Secretary, Union of Power And Gas Employees

Dr Ong Tiong Guan Managing Director, Keppel Energy Pte. Ltd

Ms Zarina Piperdi Senior Vice President, Human Resources, SIA Engineering Company Ltd

Mr Poh Geok Huat Bruce Director & Chief Executive Officer, Institute of Technical Education

Ms Tan Gee Keow Director, Higher Education, Ministry of Education

Mr Tan Hang Cheong Principal, Singapore Polytechnic

Mr S Thiagarajan Director, Ong Teng Cheong Labour Leadership Institute

Mr Wong Hong Kuan Chief Executive, Singapore Workforce Development Agency

Mr Wong Kim Yin Group Chief Executive Officer, Singapore Power Ltd