

GREEN SKILLS COMMITTEE REPORT IDENTIFIES GREEN SKILLS AND TRAINING PATHWAYS NEEDED FOR A LOW-CARBON ECONOMY

1 The Ministry of Trade and Industry (MTI) and SkillsFuture Singapore (SSG) published the Green Skills Committee (GSC) Report today, which documents the GSC's findings on green skills needed to thrive in a low-carbon economy, and practical pathways to build these capabilities.

2 The GSC was established by MTI and SSG in November 2023 as a joint effort between the Government, industry, unions, training providers, and the trade associations and chambers (TACs) to study how to better prepare our workforce for a low-carbon future.

3 Over the past two years, the 20-member public-private committee conducted a comprehensive review of green skills demand and interventions across four horizontal¹ and nine vertical sectors². The findings show that the green transition is already reshaping career pathways, business models, and workforce needs across Singapore's economy, with new jobs emerging in areas such as climate risk analysis, sustainable procurement, and carbon services and trading. Collectively, more than a hundred interventions and programmes have been implemented by agencies and stakeholders to develop green skills that will be relevant for existing and future job roles.

4 The GSC also identified Sustainability Reporting and the Energy sector as areas which are crucial for the economy to prepare for a low-carbon future and have strong near-term demand for green skills, with about 5,000 workers projected to be needed in both sectors by 2030. Two sub-workgroups were created to address the skills gap in these areas, and nine interventions were developed, including the Accounting and Corporate Regulatory Authority (ACRA)'s Sustainability Reporting Body of Knowledge (SR BOK)³, and Continued Education and Training (CET) programmes across the Energy sector.

5 The GSC also worked with SSG and Workforce Singapore (WSG) to launch self-help resources for businesses and workers, to complement Government and institution-led interventions. These include a dedicated [green resources page](#) on the Jobs-Skills Portal, enhanced funding support for green skills training, as well as practical tools for businesses, HR teams, trainers, and workers. The collaborative

¹ Financial Services / Finance, Legal Services, Supply Chain Management, and Sustainability Reporting.

² Aviation, Built Environment, Carbon Services and Trading, Electric Vehicles, Energy Efficiency in Industry, Environmental Services, , , Maritime, Tourism, and Energy.

³ A standardised framework that guides training providers to create consistent, high-quality courses and informs Train-the-Trainer programmes

public-private approach ensures that training and upskilling efforts are relevant, agile, and responsive to industry needs.

6 The publication of the GSC report marks the conclusion of the committee's work. MTI and SSG reaffirm their commitment to working with all stakeholders to continually evolve green skills development in tandem with business and regulatory needs. The Government will also continue to collaborate with the industry, unions, and training providers to ensure Singapore's workforce remains future-ready for the green transition.

7 Dr Beh Swan Gin, Permanent Secretary, MTI and GSC Co-Chair, said "The demand for green skills will grow as Singapore transitions to a low-carbon economy. The GSC report sets out clear and actionable pathways to guide companies and workers to develop the capabilities necessary to take on good jobs of the future. It reflects the culmination of a two-year collaboration between the government and industry. By investing together in green skills, we are equipping Singapore and Singaporeans to compete and thrive in a low-carbon future."

8 Mr Wong Kim Yin, Chief Executive Officer, Sembcorp Industries Ltd and GSC Co-Chair, said "Climate mitigation and adaptation will increasingly shape how our economy and workforce evolve, and create new opportunities as we head into a low-carbon and climate-impaired future. The GSC's work provides a strong foundation for industry and government to work together, to assess and develop interventions that would equip our workforce with the skills to take advantage of opportunities as they emerge."

9 Mr Tan Kok Yam, Chief Executive, SSG, said "Working alongside MTI and our training partners, we have launched new training programmes in key energy sub-sectors. We also developed Train-the-Trainer programmes to enhance the proficiency of trainers in the latest sustainability reporting standards, regulations and frameworks. SSG will continue to work with training providers, Skills Development Partners, SkillsFuture Queen Bees and sector agencies to help our businesses and workforce stay responsive to the ever-evolving demand for green skills."

10 For more information, please refer to the full Green Skills Committee Report ([link](#)).

Annex A: List of GSC Members

Annex B: List of Sustainability Reporting and Assurance (SRA) Sub-Workgroup Members

Annex C: List of Energy Sub-Workgroup Members

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Annex A

List of Green Skills Committee (GSC) Members

	Name	Designation
GSC Co-Chairs	Dr Beh Swan Gin	Permanent Secretary, Ministry of Trade and Industry (MTI)
	Wong Kim Yin	Group CEO, Sembcorp Industries Ltd
Private Sector	Lee Hui Li	Managing Director Singapore, Microsoft
	Helge Muenkel	Chief Sustainability Officer, DBS
	Kelvin Lim	Group President, Durapower Group
	Nelson Quek	Regional CEO SEA, PSA International
	Chandran Nair	CEO, Universal Vapor Jet Corporation
	Arthur Chua	CEO, Goldbell Group
	Marcus Lam	Executive Chairman, PricewaterhouseCoopers (PwC)
	Jeanne Ng	Director, The Fullerton Heritage
Institutes of Higher Learning	Prof Timothy Clark (Till Mar 2025)	Provost, Singapore Management University
	Peter Lam	Principal and CEO, Temasek Polytechnic
	Dr Goh Mong Song	Deputy CEO, Institute of Technical Education
Professional Bodies	Dalson Chung	President, The Institution of Engineers, Singapore (May 2022 – May 2024) Immediate Past President, The Institution of Engineers, Singapore (May 2024 – May 2026)
	Carolyn Neo	CEO, Institute of Banking and Finance
Trade Union	Caryn Lim	CEO, Employment and Employability Institute (e2i)
Trade Associations & Chambers	Kok Ping Soon	CEO, Singapore Business Federation (SBF)
Government	Tan Kok Yam	Chief Executive, SkillsFuture Singapore (SSG)
	Dilys Boey	Chief Executive, Workforce Singapore (WSG)
	Chong Yiun Lin	Deputy Secretary (Higher Education & Skills), Ministry of Education

SRA Sub-workgroup Co-Chair	Esther An	Chief Sustainability Officer, City Developments Limited
Energy Sub-workgroup Co-Chair	Robert Chong	Chief Corporate & HR Officer, Sembcorp Industries Ltd

Annex B
List of Sustainability Reporting and Assurance (SRA) Sub-Workgroup Members

Chairpersons	
Esther An, Chief Sustainability Officer	City Developments Limited (CDL)
Kuldip Gill, Assistant Chief Executive, Accounting Development & Regulatory Group	Accounting and Corporate Regulatory Authority (ACRA)
Ong Lixia, Director, Enterprise Sustainability	Enterprise Singapore (EnterpriseSG)
Private Sector	
Kelvin Tay, Chief Robotics Officer (formerly Managing Director)	Certis (formerly Goldbell Group)
Henry Tan, Group Chief Executive Officer & Chief Innovation Officer	CLA Global TS
Ei Leen Giam, Partner, Audit & Assurance, Assurance Leader, Sustainability & Climate Leader (Southeast Asia)	Deloitte
Ho Tong Yen, Chief Sustainability Officer	Keppel Ltd
Michael Tang, Head of Listing Compliance	SGX RegCo
Wong Zhi Xiang, Head of Sustainability (ASEAN)	TUV SUD PSB
Don Wee, Head of Innovation Strategy & Planning (of Innovation Group)	United Overseas Bank (UOB)
Trade Associations & Chambers	
Terence Quek, Chief Executive Officer	Singapore Institute of Directors (SID)
Professional Bodies	
Fann Kor, Chief Executive Officer	Institute of Singapore Chartered Accountants (ISCA)

Stephen Ching, Immediate Past President of the Institute of Internal Auditors (IIA), and Head of Internal Audit, Asia Pacific, Menarini Asia-Pacific	IIA
Institutes of Higher Learning (IHLs)	
Dennis Quek, Director, Office of Industry Collaboration	Republic Polytechnic (RP)
Prof Themis Suwardy, Associate Provost, Postgraduate Professional Education	Singapore Management University (SMU)
Dr Tan Eng Joo, Senior Lecturer, School of Business	Singapore University of Social Sciences (SUSS)
Wallace Lim, Chief Sustainability Officer and Senior Director, School of Engineering	Temasek Polytechnic (TP)
Government	
Loh Gek Khim, Director, Industry Development Division 1	SkillsFuture Singapore (SSG)

Annex C

List of Energy Sub-Workgroup Members

Chairpersons	
Ms Violet Chen, Director, Solar and Grid Solutions Department	Energy Market Authority (EMA)
Mr Robert Chong, Chief Corporate & HR Officer	Sembcorp Industries Ltd
Private Sector	
Mr Leong Kam Chew, Director of Human Resource	SP Group
Dr Avishek Kumar, CEO	VFlowTech Pte Ltd
Mr Charles Wong, CEO	Terrenus Energy
Mr Shawn Tan, Director, Business Development APAC (till Jul 2025)	EDP Renewables
Dr Zhang Zhe, Engineering Manager, Durapower Holdings Pte Ltd (till Dec 2024)	Durapower Group
Ms Dinah Lee, General Manager, Human Resources, Keppel Infrastructure Holdings Pte Ltd	Keppel Corporation
Mr Nate Luo, Director, Battery Storage & Microgrid (till Jun 2024)	Univers
Institutes of Higher Learning (IHLs)	
Dr Ashwin M Khambadkone, Associate Professor, College of Design and Engineering	National University of Singapore
Er. Dr Lock Kai Sang, Professor (Engineering) & Head, Energy Efficiency Technology Centre	Singapore Institute of Technology
Dr Jiang Hao, Senior Specialist (Power & Sustainable Energy), School of Electrical & Electronic Engineering	Singapore Polytechnic
Dr Zhu Taixiu, Senior Manager, School of Engineering	Ngee Ann Polytechnic
Mr Alfred Tan, Director, School of Engineering, ITE College West	Institute of Technical Education
Government	

Mr Stanley Ang, Director, Carbon Mitigation Division and Resource and Planning Division, Energy and Carbon Cluster	Ministry of Trade and Industry (MTI)
Ms Loh Gek Khim, Director, Industry Development Division 1, Training Partners Group	SkillsFuture Singapore (SSG)