



Media Release

UTAC recognised for excellence in employee development and lifelong learning

Global semiconductor assembly and test services provider receives SkillsFuture Employer Award 2018

Singapore, 15 August 2018 – UTAC Holdings Ltd ("UTAC"), a leading independent semiconductor test and assembly services provider, was honoured with the *SkillsFuture Employer Award 2018*, Singapore's highest skills award for employers.

This prestigious award was presented to UTAC by the President of the Republic of Singapore, Madam Halimah Yacob, on 31 July 2018. The award recognises companies with exemplary performance in supporting Singapore's manpower objectives, by creating a culture that champions life-long learning and career development in the workplace.

Dr John Nelson, Chief Executive Officer, UTAC, said: "In a demanding and competitive business environment, our employees are our biggest asset. We have invested significantly in skills development and have robust training programmes and learning activities in place to bring out the best in our employees to enable them to continuously provide great value to our customers".

"Collaborating with accredited agencies, institutions and industry partners, UTAC has successfully leveraged on the Skills Framework for Electronics to support our employees' continuous learning journey. Being an in-house Approved Training Organisation (ATO) for Workforce Skills Qualifications (WSQ), we continually strive to improve our processes to enable employees to acquire relevant skills for the industry and to help new employees assimilate into a new work environment", he added.

UTAC promotes continuous skills-upgrading via three key areas: a commitment to life-long learning; strengthening competitiveness and building a strong Singaporean core; career development and skills mastery for employees (see Appendix).

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About UTAC Holdings Ltd

UTAC Holdings Ltd (UTAC) is a leading independent provider of assembly and test services for a broad range of semiconductor chips. We offer a full range of semiconductor assembly and test services in these key product categories: analog, mixed-signal and logic, and memory. Our customers are primarily fabless companies, integrated device manufacturers and wafer foundries. UTAC is headquartered in Singapore, with production facilities located in Singapore, Thailand, Taiwan, China, Indonesia and Malaysia. We have a global sales network across United States, Japan, China and Taiwan, rest of Asia and Europe, with sales offices in each of these regions.

Appendix

1. Commitment to lifelong learning

Since 2016, UTAC has been working closely with SkillsFuture Singapore and other industry partners to develop the Skills Framework for Electronics. Between 2015 and 2017, UTAC doubled the number of WSQ courses from 5 to 10 to help employees attain Continuing Education and Training qualifications. The broader spectrum of WSQ courses also supported the development of mid-career workers under the Workforce Singapore's Professional Conversion Programme (PCP). Through the PCP and Earn & Learn Programme (ELP), nearly 100 eligible professionals have been hired and attained at least 3 WSQ courses, on top of a six-month Structured On-Job-Training (S-OJT). This is a testament to UTAC's commitment to developing employees at all levels.

UTAC manages all employees' learning activities via an in-house developed, web-based application called the UTAC Learning System (ULS). ULS is designed with an interface that features an "e-University" portal that allows employees to study courses on their own before attempting e-assessments in the ULS.

2. Strengthening competitiveness and building a strong Singaporean core

UTAC collaborated with the Institute of Technical Education (ITE) in 2016 and was recognized as a Certified On-Job-Training Centre. Such accreditations have enabled UTAC to support national manpower initiatives such as the PCP and the ELP. Under these programmes, candidates are given the opportunity to participate in WSQ courses and S-OJT.

UTAC has been collaborating with Temasek Polytechnic on the ELP since 2015 and has hired 14 fresh diploma graduates over 3 cohorts who were then sponsored for the Specialist Diploma in Integrated Circuits Assembly & Test. Fresh graduates who will undergo the Specialist Diploma in Robotics & Automation course are also being considered to support our automation projects.

3. Career development and skills mastery for employees

To develop employees' skills, UTAC is enhancing its On-the-Job Blueprints by incorporating the relevant Technical Skills and Competencies (TSCs) and Generic Skills and Competencies (GSCs) given in the Skills Framework.

UTAC's annual review process known as 'UTAC People Review' assesses the potential of each employee and through this process, the company maps out each individual's development plan and matches training programmes to enable skills mastery. In 2015, UTAC identified two employees who demonstrated strong leadership qualities to attend the Singapore Semiconductor Leadership Accelerator (SSLA) course, one of the initiatives under the Singapore Semiconductor Vision 2020.