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MAY DAY

AWARDS

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PARTNER OF LABOUR MOVEMENT

Foo Kuo Yang

Senior Director, Singapore Country HR
STMicroelectronics

Nominated by United Workers of Electronics & Electrical Industries

Foo Kuo Yang has made significant contributions to the wages, work prospects, and welfare of workers, demonstrating a strong commitment to their growth and well-being.

He has been actively involved in revising salary ranges in the company's Collective Agreement with the United Workers of Electronics & Electrical Industries (UWEEI). By conducting thorough market analysis, he ensured that workers' compensation is competitive and reflective of their upgraded skill sets and industry standards.

One of the key initiatives that Brother Kuo Yang supported was the Company Training Committee (CTC) Grant for the SG8E Fab robotisation programme in partnership with UWEEI. This programme benefitted over 100 workers, enabling them to transition from manual tasks to acquiring valuable digital skills and working alongside robots. This shift not only boosted productivity but also provided workers with new opportunities to engage in higher-value tasks, significantly enhancing their long-term career prospects.

Another initiative that Brother Kuo Yang championed was the introduction of internal competency pathways, which provided clear career progression for workers. This initiative focused on upskilling operators to technicians and technicians to assistant engineers, demonstrating the company's commitment to fostering organic career growth. Over 50 workers have successfully been promoted to technicians through this pathway, enhancing both their skills and wages.

Additionally, with Brother Kuo Yang's support, the company is also embarking on Job Roles Redesign (JRR) in collaboration with the Singapore Semiconductor Industry Association (SSIA), Workforce Singapore (WSG), and McKinsey & Company. This initiative has the potential to benefit 30 workers by improving job roles, responsibilities, and career trajectories, and ensuring they are better aligned with the evolving industry landscape.

Brother Kuo Yang received WSG's inaugural Workforce Transformation Award (Individual) in recognition of his exemplary commitment to workforce development through innovative practices and impactful initiatives.

Brother Kuo Yang actively supports the UWEEI's initiatives, such as fundraising dinners. This shows his dedication to supporting the union's efforts to improve the welfare of workers.