

Annex A

FACT SHEET

1.0 About the Singapore Sports Institute & Athlete Services & Development Department

The Singapore Sports Institute (SSI) is the nation's premier institute for the development of high performance sports and nurturing of elite athletes. Athlete Services & Development Department (ASD) carries out SSI's mission of developing Singapore's athletes holistically in key areas of education, career, life skills development and community engagement.

ASD's mandate focuses on helping athletes strive towards the pinnacle of sporting excellence whilst preparing for a successful transition into life after sports. The **Sports Excellence Career (spexCareer) Scheme** is a customised scheme that develops a more holistic and robust system of support for athletes to cope effectively with the dual demands of sports and their career.

2.0 spexBusiness Network for Athletes

2.1 Key Purpose:

Within the context of helping Team Singapore athletes achieve their career aspirations without compromising their pursuit of sporting excellence, the spexBusiness Network serves as the primary vehicle to drive and operationalize the spexCareer Scheme.

Through this network of companies coming from diverse industries, SSI seeks to offer career development support in the form of providing internships, apprenticeships, job placements and flexible workplace practices for Team Singapore athletes. Forming this specialised network of employers will strategically help prepare the athlete to transit into a successful post-sports career.

2.2 Key Achievements:

Since the official launch of the Network on 12 November 2013 with seven companies on board,

- The spexBusiness Network has grown almost threefold to a vibrant community of 20 companies from 16 different industries.
- A total of 38 Team Singapore athletes have been emplaced with our Partner companies either on internships, apprenticeships, part-time or full-time employment.
- The spexBusiness Advisory Panel was established on 31 July 2014 to (i) facilitate the transfer of knowledge, expertise and corporate experience from well-established corporate professionals and (ii) extend the network's capabilities through forging

collaborations with the local business fraternity of companies, trade associations, chambers of commerce and business federations.

3.0 spexBusiness Network Members

The spexBusiness Network comprises the following 20 members:

- Adecco
- Amore Fitness
- Banyan Tree - **New Member**
- Borneo Motors Singapore
- CapitaLand - **New Member**
- Charles & Keith Group
- DBS Bank
- Deloitte Singapore
- DHL Supply Chain
- Fuji Xerox Singapore – **New Member**
- KPMG
- MOH Holdings
- MSIG Insurance
- OSIM International – **New Member**
- Pacific International Lines – **New Member**
- Resorts World Sentosa
- Sakae Holdings
- Sports Link Holdings – **New Member**
- StarHub
- Volkswagen Group Singapore – **New Member**

3.1 Roles of Members:

Through the *spexBusiness* Network, our members are committed to provide the following **SEVEN** different types of career support for Team Singapore athletes:

S/No	Types of Career Support	Remarks
1	Offer apprenticeship or internship opportunities	Minimal requirements
2	Offer employment opportunities to Team Singapore Athletes, subject to the athlete meeting the minimum job requirements	
3	Employ athletes through the SME Talent Programme (in collaboration with SPRING Singapore)	
4	Provide a variety of employment opportunities during athletes' sporting career, including: <ul style="list-style-type: none"> • Part-time • Full-time • Casual 	

5	Promote Workplace Flexibility, including: <ul style="list-style-type: none"> • Staff Mentoring • Part-time • Flexi-time • Flexi-leave • Flexi-place • Compressed work week • Job sharing 	Subject to the nature of the company's business model and on a needs-basis
6	Conduct Career-Readiness Workshops (e.g. resume writing, networking skills)	
7	Provide industry sharing talks	

3.2 Benefits for Members:

- Team Singapore Athlete-employees act as Brand Ambassadors for the company
- Privileged access to SportSG / SSI events (e.g. SSI Symposium)
- Preferential ticketing to local sporting events (e.g. OUE Singapore Badminton Open, AFF Suzuki Cup)
- Privileged access to Major Games (e.g. SEA Games 2015)

4.0 spexBusiness Advisory Panel

To drive the effective implementation of the spexBusiness Network, the spexBusiness Advisory Panel was established in July 2014 and this comprises the following nine members:

S/No	Names of Members	Role Appointment	Designation / Organisation
1	Tan Yen Yen	Chairman	Regional Vice President & Managing Director, Asia Pacific (South), SAS Institute
2	Koh Ching Hong	Member	Managing Director, Borneo Motors Singapore
3	David Gledhill	Member	Managing Director and Head, Group Technology & Operations, DBS Bank
4	James Walton	Member	SEA Clients & Markets Deputy Leader, Deloitte Singapore
5	Dennis Mark	Member	Vice President and General Manager Printing & Personal Systems Group (South East Asia and Taiwan), Hewlett Packard

7	Douglas Foo	Member	Chairman, Sakae Holdings
8	Oon Jin Teik	Member	Chief Operating Officer, Singapore Sports Hub
9	Tan Wearn Haw	Member	Chief Executive Officer, Singapore Sailing Federation

SUCCESS STORIES FOR TEAM SINGAPORE ATHLETES

Derek Wong (Team Singapore Athlete, Badminton) Research Specialist with Deloitte Singapore (offered 6-months Contract)

Currently taking a study break from his accounting degree at the Singapore Institute of Management (SIM), Derek is highly-focused on excelling in his sporting pursuit and bringing sporting glory to Singapore.

Whilst training as a Team Singapore athlete, Derek is already thinking ahead to make concrete plans for life after sports and this includes gaining valuable corporate exposure and working experience.

Derek recently joined Deloitte in July 2014, working as a Research Specialist in the Clients & Markets Department. He is making good use of what he has learnt so far from his studies i.e. to perform research on specific companies and industries in order to support the work teams serving clients from these specific industries. This may involve benchmarking studies, conducting economic research or research on the strategic directions of the organisation or development trends.

On top of offering this gainful employment, Deloitte has supported Derek in allowing him to train and compete full-time through providing:

- A customised Work Schedule of approximate 15 hours a week that revolves around his training schedule
- Flexi-work Arrangements of working from home in the evenings and on weekends after his trainings
- Special Work Leave to compete in Major Games and tournaments, including representing Singapore at the Commonwealth Games 2014 & Asian Games 2014

Beyond this short-term work opportunity, **Deloitte is also ready to offer a full-time job to Derek upon retirement from his competitive sports career.**

“At Deloitte, we strongly believe in the strength of employee diversity and aim to deliver a unique Deloitte experience to all our employees. Having national athletes as employees adds to this diversity, allowing employees who are athletes and non-athletes alike to interact and share with each other different unique skills, mindsets and experiences that are mutually enriching.

“The atmosphere in the firm gets a boost as well – to get a chance to work, and sometimes even train, alongside someone like Derek Wong, the current Singapore number 1 badminton player is a great experience”.

- Ms Seah Gek Choo, Talent Partner, Deloitte Singapore.

"I am thankful to Deloitte's tremendous support and for arranging a customised work that allows me to work flexibly from home around my training schedule. This support will ensure that my sporting focus is not compromised in anyway. Not only that, I am also able to grow as a person, in gaining valuable life skills and insights into the corporate world. Full time athletes like myself, will be able to bring 100% to the sporting field, when we know that companies are extending their arms out so that we will not need to worry over our future career plans"

-Derek Wong, Team Singapore Athlete (Badminton)

**Sharon Choo (Team Singapore Athlete, Softball)
Logistics Agent with DHL Supply Chain (converted to full-time contract)**

Finding the time to combine both sports and work has been a challenge until Sharon signed up for the spexCareer Scheme. Sharon found the career guidance and job matching she needed to successfully cope with the dual demands of sports and work and eventually clinched a flexi-time job with DHL Supply Chain.

In her role as a Logistics Agent, her job duties comprise handling customer calls, processing orders as well as monitoring smooth execution of orders and delivery to the end customer.

DHL Supply chain has supported her through providing:

- Flexi-work time to accommodate to her softball training
- Time-off for medical appointments and physiotherapy sessions to treat her sports injuries
- Special Work Leave to allow her participate in overseas competitions such as overseas training camp in Japan and the 1st South East Asia Women's Cup from 29 August to 31 August 2014

"I am very fortunate to be given such generous support from a renowned company, with the flexibility in work schedule and great career opportunities ahead after my retirement from my sports. It's comforting to know that there are employers who believe in the local sports scene and athletes, and give such assurance and support that allow us to have a peace of mind both at work and on field".

-Sharon Choo, Team Singapore Athlete (Softball).

With the increased capacity to work longer hours, Sharon has been offered the opportunity to convert from 1-year contract to a full-time contract with DHL Supply Chain.