

05 Nurturing Safe, Supportive Communities

This chapter covers the well-being, development and safety of staff and students.

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Commitment

We are committed to fostering a safe, healthy and supportive environment for SITizens and employees. Through our policies, training and core values, we ensure a culture that is respectful and thriving.

Impact Highlights at a Glance

Target

At least
85%
attendance at the annual First Year Experience (FYE) programme

At least
60%
of new SIT staff attend Culture Induction Programme workshop within 1 year of joining SIT

At least
75%
annual employee satisfaction score for Training and Development

Performance

90%
achieved in CY2025

64%
achieved in FY2025

80%
achieved in FY2025

Human Capital

In FY2025

1,428
employees; **4.2% increase**

83%
employee satisfaction score for SIT Culture



53.4
hours of training per employee on average; **53.9% increase**

0
incidents of workplace discrimination reported



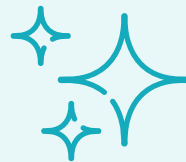
Health and Well-Being

In FY2025

1 in 2
SIT students received either a scholarship or bursary



84%
employee satisfaction score for well-being



Award



130th out of the top 250 organisations featured

Human Capital

SIT applies clear frameworks to guide recruitment, development and support — driving an ethical and open workplace.



In FY2025

a 79% employee engagement survey score

was achieved, with a **participation rate of 89%**, reflecting staff confidence in the feedback process.



92%

of staff indicated alignment with SIT’s goals and were clear about their job responsibilities.

We value



Equal Opportunity & Fair Hiring

Recruitment safeguards and the Staff Code of Conduct ensure impartiality and ethical conduct across all employment decisions.



Employee Engagement

Annual employee engagement, pulse surveys and townhall discussions provide channels for staff feedback. Results are communicated to staff by the SIT President on SIT Day.



SIT Photo: Keng Photography

Cultivating a thriving workplace culture

SIT’s Core Values define what matters most to us as individuals and as an organisation. They shape how we work with one another, our learners, alumni, industry partners and the wider community. As SIT continues to evolve, these shared values provide a constant foundation for our decisions, behaviours and collaborations, enabling us to remain agile, purpose-driven and committed to creating lasting impact.

- A

AGILITY
We are agile in responding to disruptions and opportunities
- S

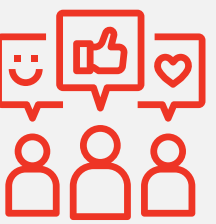
SUSTAINABILITY
We promote sustainability in our lifestyle and operations, education and research endeavours
- P

PURPOSE
We are purposeful and united in delivering on our mission
- I

INTEGRITY
We maintain a high level of professional integrity at all times
- R

RESPECT
We respect one another and are open to a diversity of views
- E

EXCELLENCE
We strive for excellence in all that we do



In FY2025

83%

employee satisfaction score for SIT Culture was achieved.

CASE STUDY

SIT Culture Induction Programme (CIP)

Started in 2017, the Culture Induction Programme (CIP) **has introduced staff to SIT’s Core Values through practical, workplace-focused learning that supports the application of the values in day-to-day work.** Since its launch, the programme has evolved in response to changing organisational priorities, emerging workplace trends and external developments, ensuring its continued relevance and impact. A member of the Senior Management Team addresses each session, reinforcing the importance of the values and engaging staff in open dialogue. The programme is offered throughout the year to both new and existing staff.



SIT Photo

In FY2025, **64% of new staff attended** within their first year of joining SIT, exceeding the annual target of 60%.

A conducive work environment is fundamental to achieving our mission. Beyond CIP, we continue to embed our Core Values through formal and informal initiatives such as the Celebrate ASPIRE Recognition Award, which recognises staff who exemplify our values. We also **invest in leadership development programmes that equip leaders to foster psychological safety and high-performing teams, while supporting organisational change and transformation.**

CASE STUDY

Facilitating psychological safety and team effectiveness



Workshops designed to equip leaders with the language, mindset and tools to build psychologically safe and high-performing teams were introduced in August 2025. SIT adopted a leadership-led approach, recognising that leaders play a pivotal role in shaping team culture and enabling sustainable organisational change. The programme comprises a series of institution-wide learning interventions centred on **4 dimensions of psychological safety: Attitude to Risk & Failure, Open Conversation, Inclusion & Diversity, and Willingness to Help**. These interventions aim to create an environment where employees feel safe to learn, contribute ideas, seek support and engage in candid and constructive dialogue. In doing so, the programme supports employee well-being, inclusive collaboration and organisational resilience.

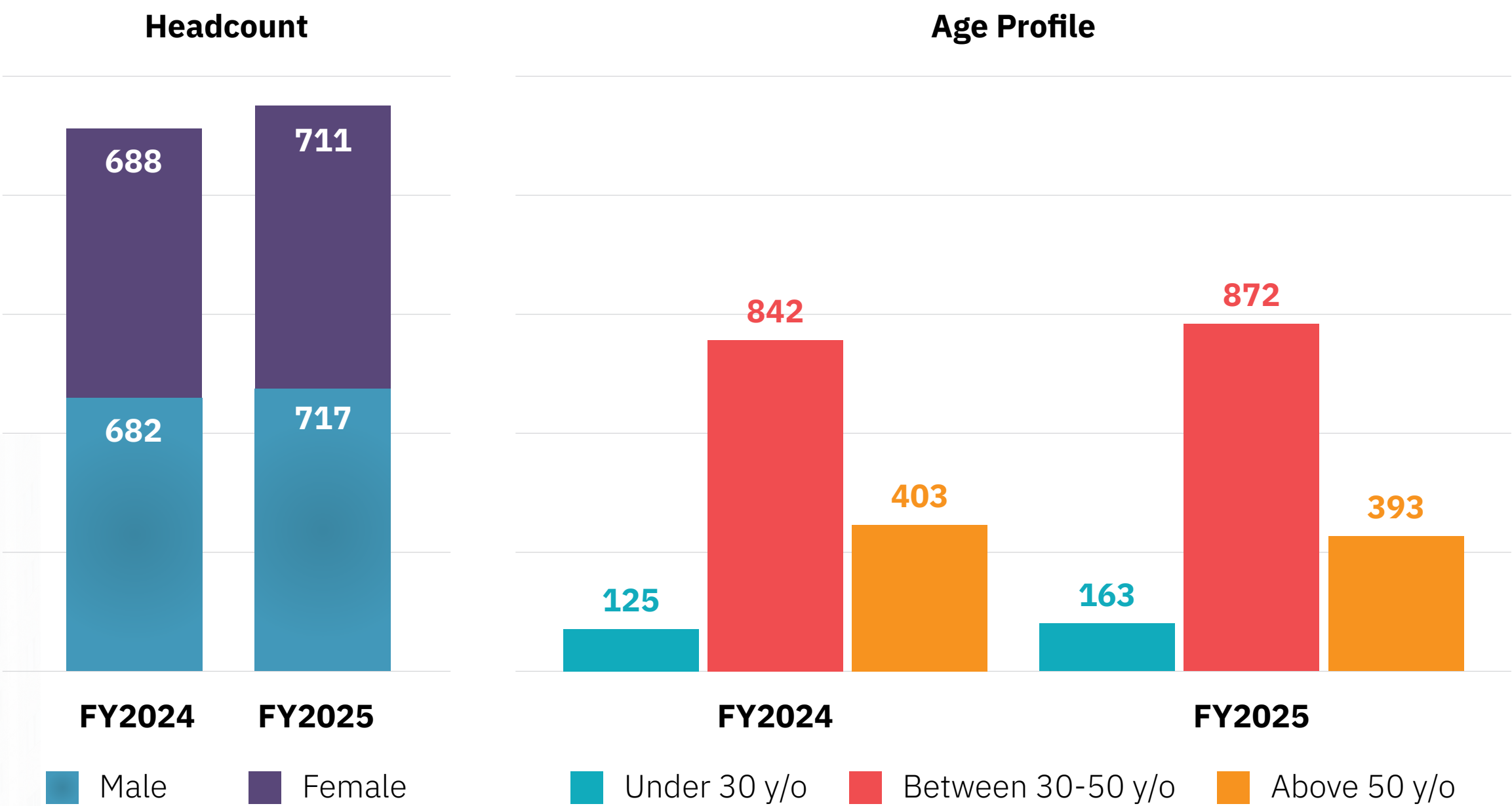
By the end of 2025, 80% of SIT’s leadership community had participated in the programme. Building on this foundation, the initiative will be progressively extended to all staff from the second half of 2026, supporting organisation-wide adoption of psychological safety practices and reinforcing SIT’s commitment to a positive, inclusive and high-performing workplace culture.

Building a representative workforce

Workforce composition continues to be tracked across key dimensions to ensure that SIT’s people practices reflect our commitment to non-discrimination.

In FY2025, our total headcount grew to **1,428**, a **4.2% increase** from FY2024, reflecting expansion as SIT grows its capacity as the University for Industry.

Staff



In FY2025

0 cases of discrimination were reported.

In line with SIT’s policies, all staff continued to be held to clear standards of conduct on discrimination and harassment.

Developing our people at every stage

Our ability to deliver on our mission depends on our people. Staff development is a long-term investment at SIT and is guided by the **4E Framework** – Education, Experience, Exposure and Environment.



In FY2025

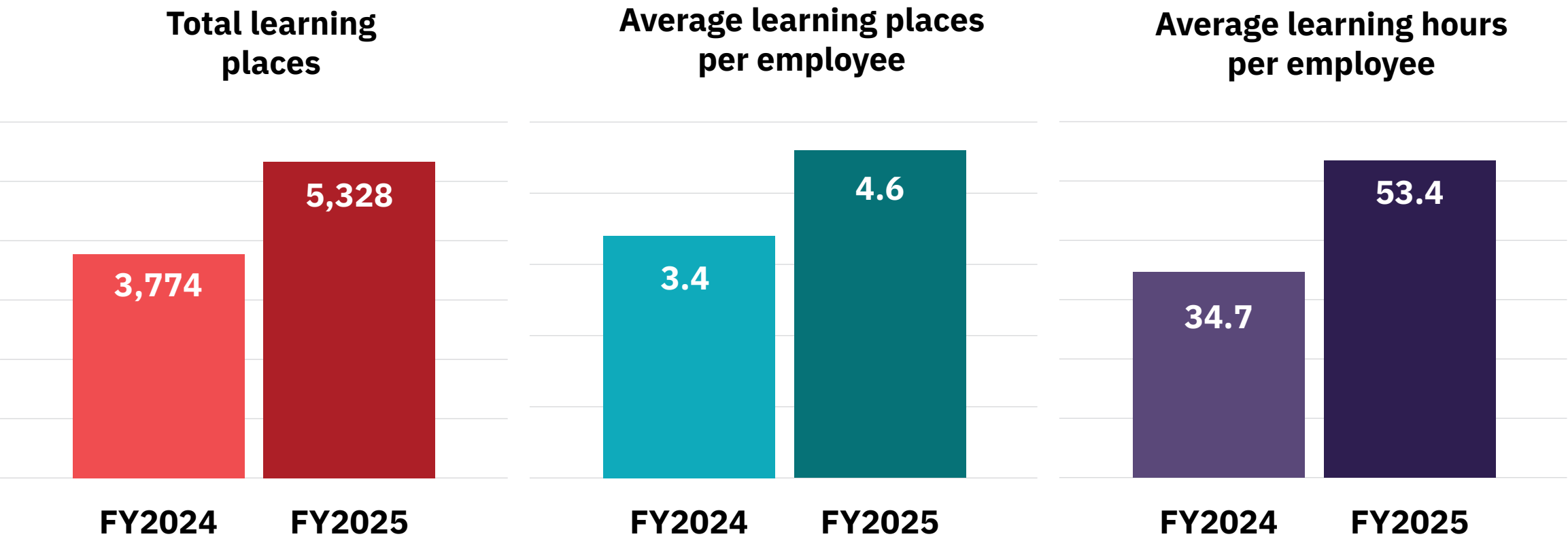
staff satisfaction with training and development reached 80%¹⁵

exceeding the target of 75%.



¹⁵ Measured through the Employee Engagement Survey question: “The training and development I have received has adequately prepared me for the work I do.”

Staff Learning Hours



In FY2025

100%

of staff received regular performance reviews, providing a platform to discuss staff issues such as job scope, career development opportunities and areas for improvement for both the organisation and employee.

CASE STUDY

Learning Fiesta

This annual event brings staff together with a curated mix of keynote speakers through an interactive workshop and lunch-and-learn session. In FY2025, **~130 staff participated**, exploring themes around AI applications and technology adoption.



CASE STUDY

Change Management workshops

These workshops equip staff to understand and navigate organisational change. **3 sessions** were held in FY2025, collectively drawing **176 attendees**.

Health and Well-Being

Student and staff safety and well-being are at the heart of SIT’s priorities, guiding how we design and operate our campus.

Keeping education accessible

We are committed to ensuring that financial challenges do not hinder access to education. Through a range of Financial Assistance Schemes, students are supported in their academic journeys.



In FY2025

1 in 2

SITizens received some form of scholarships or financial assistance during their studies.



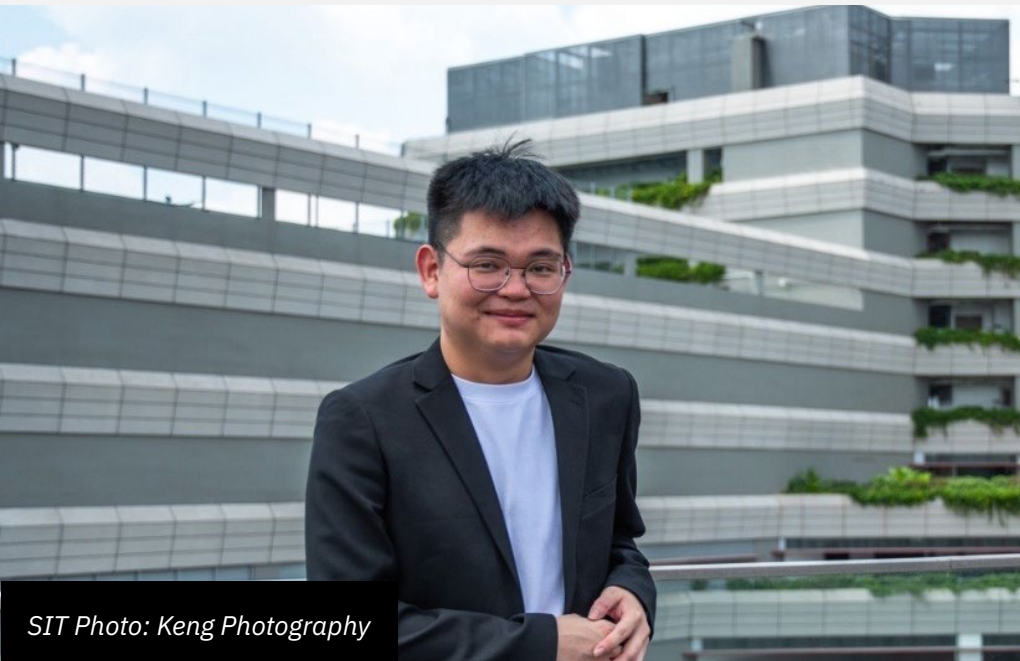
The Forward SITizen Initiative (FSI)

ensures that all eligible SITizens have 100% of their subsidised tuition fees covered through a combination of public bursaries and donated scholarships or bursaries offered at SIT.

Following a period of significant family and financial hardship, second-year Hospitality student, Gerald Oh, was able to sustain his academic studies through the support of the Higher Education Community Bursary and the Wilmar Bursary at SIT.

“The bursaries and scholarship helped cover my costs. I can now manage better and have reduced my part-time jobs to just one with an event management company.”

Gerald Oh



Final-year Accountancy student, Felix Tan, was awarded the KKH Scholarship, a donor-supported fund at SIT to alleviate financial constraints of students who demonstrate exemplary leadership qualities and outstanding academic achievements. Beyond financial aid, the SIT ecosystem provided targeted professional development opportunities, including an internship placement at KPMG Singapore and mentorship from academic faculty. Felix also served as President of the Accountancy Student Management Committee and gave back as a Bloomberg Student Mentor, among other roles.

“The scholarship has had a profound impact on my journey. It’s not just the financial support but also a recognition of the grit and perseverance that brought me here. With fewer financial constraints, I’ve been able to focus on my studies and contribute to my community.”

Felix Tan



Nurturing student well-being on campus

Accommodating diverse student needs

SIT enables student success by integrating well-being into the student experience through robust support systems, fostering a sense of belonging and empowering student-led initiatives beyond the classroom.

Well-being literacy is strengthened through practical tools for navigating personal and interpersonal challenges provided in elective micro-modules, on the topics of:



Respect and consent



Conflict management



Stress management



Financial literacy

Accessibility support services ensure that students with disabilities receive as equitable an education as possible, through:



Academic Accommodations



Case Management



Employer Engagement



Executive-Functioning Coping Skills



Referrals for External Specialist Treatment



SIT Counselling is free and confidential for all students



SITCounselling@SingaporeTech.edu.sg



6592 2030 (24-hour helpline)

CASE STUDY

Supporting mental health through professional and peer-to-peer channels

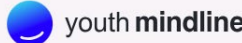
SIT Counselling offers professional support through therapy and crisis intervention. It provides a safe space for students to address personal, emotional and relational challenges, with regular outreach to promote coping skills and help-seeking.

SIT Peer Supporters Club
The SIT Peer Supporters Club, a student-led initiative, complements this by training students in **basic emotional support and suicide awareness** so that they can support their peers through healthy coping mechanisms.



SIT Mindline
SIT partnered with National Mindline to offer a free digital platform that supports **youth stress management** through self-assessment resources, tools and online support groups.

mindline.sg in partnership with



Feeling stuck?
Find support and resources curated for youth by youth.

Life can throw us curveballs at unexpected moments. Whatever's going on, you'll find ideas and people who can help you figure things out at youth mindline.

Let's exploreI'm new here



CASE STUDY

Fostering a sense of belonging

The **Diversity and Inclusion Student Advocates**, a student-led initiative, work to raise awareness of diversity and inclusion principles on campus. They also **promote a safe and supportive community**, encouraging students to explore what these mean in their own lives and as members of the wider community.



CASE STUDY

Creating physical spaces to rest and recharge

Beyond campus greenery, SIT's **OASIS Wellness Spaces** offer students dedicated environments to **practise self-care** when they are in between their academic activities. Each is designed with a different purpose – from quiet and relaxation-focused, to vibrant and social spaces, allowing students to tune in to their needs.



CASE STUDY

Integrating students, cultivating identity

First Year Experience

The First Year Experience (FYE) programme provides new students with a strong foundation for their journey at SIT, **supporting a smooth transition into university life while fostering a deep sense of belonging to the SIT community**. Through a carefully curated onboarding experience, FYE introduces students to the SITizen-DNA, academic expectations, opportunities for active campus involvement and the Design Your Futures (DYF) programme, empowering them to take ownership of their learning and personal growth. These objectives are brought to life through **3 flagship initiatives: Helix, University Life Club Fair and Day Zero**.

Together, these experiences equip students with the confidence, connections and sense of purpose to thrive academically and contribute meaningfully to the SIT community. In CY2025, **the FYE programme achieved a 90% attendance rate**.

International Students Welcome

The International Students Welcome provides a comprehensive introduction for incoming international students as they begin their journey at SIT.

The session offers opportunities to connect with fellow students and staff while familiarising themselves with the University's support services, campus resources and student life. By building cross-cultural friendships and promoting a sense of belonging from the outset, the welcome session helps students integrate confidently into the SIT community and thrive both academically and socially.



Supporting staff well-being

At SIT, staff well-being is central to how we support and enable our people to thrive. Our range of programmes and initiatives have strengthened over the years to support staff across different aspects of work and life.

In 2022, SIT implemented the **Holistic Well-Being Framework**, which includes **mental, physical** and **social** well-being. Alongside that, an annual Staff Well-Being Day is also organised to deepen awareness of the various support options provided by the University. Well-Being Day in 2025 brought staff together around the theme of **“Building Organisation Resilience”**. The day featured sessions on strengthening mental resilience and protecting oneself against scams. These were accompanied with a Well-Being Bazaar, health screenings and vaccination activities, encouraging staff to recharge and connect with colleagues.

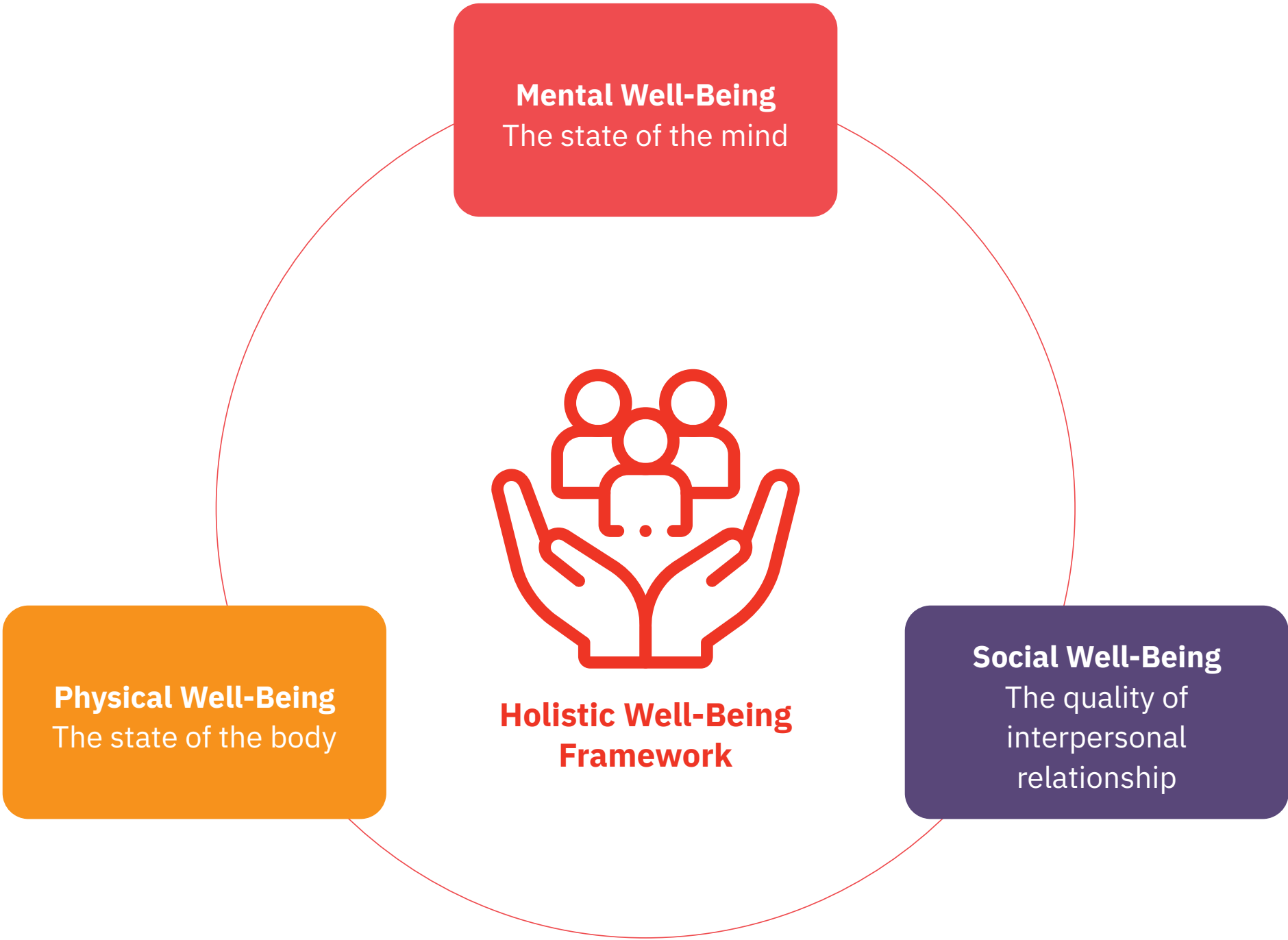
Formal programmes are complemented by interest group and grassroots activities organised by the staff-led **Employee Wellness Committee (EWC)**, creating a layered approach to supporting staff both institutionally and within their immediate community at work.



SIT Photo: Keng Photography



In FY2025
84% employee satisfaction score for well-being was achieved.



Employee Wellness Committee (EWC)

Builds cohesion among SIT employees through organising activities that enhance personal growth and well-being.

Mental Well-being

A confidential **Employee Assistance Programme (EAP)** is available 24/7 through online and in-person channels. The EAP offers professional counselling on personal and work-related concerns.

Additionally, the **Psychological First Aid (PFA) and Mental Health** workshops equip staff to recognise early signs of distress in colleagues and guide them in providing appropriate support.

Physical Well-being

An annual health screening and biannual flu vaccination drive are offered to all staff, including offsite arrangements for those unable to attend on campus.

Flu vaccinations administered

FY2023: 481

FY2024: 415

FY2025: 529

Social Well-being

Staff Night, SIT's annual staff appreciation event, brings together staff from across clusters and divisions for a fun evening outside the workplace. In 2025, **904 staff** attended the event.



CASE STUDY

Employee Wellness Committee



SIT Photo

Supporting all 3 dimensions of SIT's Well-Being Framework, the EWC organises activities throughout the year. Activities range from physical wellness walks to social gatherings, such as a visit to the Museum of Ice Cream and a mass e-baking session.

11 active interest groups, including Badminton, Happy Hikers, Pickleball, Yoga and Edible Gardens, provide staff with opportunities for connection throughout the year.



SIT Photo

Maintaining a safe campus

Campus safety at SIT is anchored by the **Safety and Health Policy**, which embeds safety considerations into operational planning through a risk-based and preventive approach.

SIT commits to:



Complying with all applicable legal and other safety & health requirements



Integrating safety & health seamlessly with our work to support efficient operations



Providing the necessary training and knowledge to staff and students



Seeking continual improvement in safety & health performance towards zero incidents and ensuring the well-being of our community

The University-wide **Safety and Health Management System (SHMS)** provides the governance framework to integrate our policies, procedures and controls across the institution.

Laboratory safety is paramount

In 2026, SIT achieved **bizSAFE Level 4 certification for our laboratory operations**, reflecting a robust risk management framework as we continue to develop our safety culture.

bizSAFE Level 2 training is actively conducted for student leaders, equipping them to identify, assess and manage risks, and promote safety in their communities.



Work-related injuries

	CY2024	CY2025
Death	0	0
Major ¹⁶ injuries	0	0
Minor ¹⁶ injuries	16	13

To maintain emergency preparedness and minimise risk of injury on campus, SIT conducts a range of safety and emergency preparedness training programmes for staff and students. Examples include:

Emergency Preparedness	Safety
- Standard / Occupational First Aid - Psychological First Aid - Responders Plus Programme	- Safety Risk Management - bizSAFE Level 2 - Laboratory Safety

CASE STUDY

Safety Fair

SIT’s 1st annual Safety Fair held at Punggol Campus in September 2025 reached 1,010 students and staff, raising **awareness of safety and health issues** through interactive booths, informative displays and engaging hands-on activities. Topics included fire and flood management, mental health awareness, anti-vaping advocacy, cybersecurity and anti-scams education.



SIT Photo