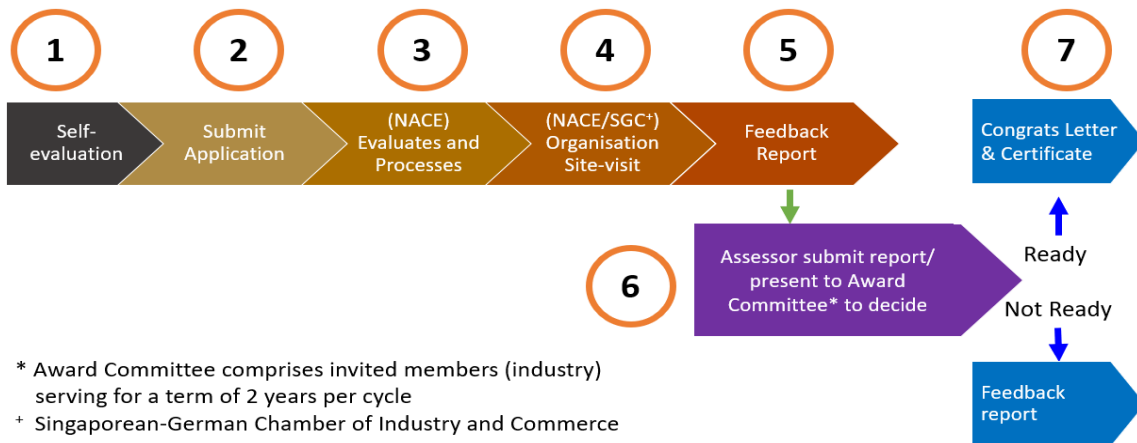


Annex B

Certification Process, Costs and Award Committee

a) Overview on the Certification Process

Interested organisations can submit their application to NACE. NACE, together with SGC, will proceed with the certification process as outlined in the diagram below.



b) Summary of certification costs

	Size of Company		
	<200 employees	200 to 800 employees	>800 employees
Certification cost payable to NACE (excluding GST)	\$2,800	\$4,950	\$7,100

c) Members of Award Committee

1. Professor Lim Boon Hua, Singapore Institute of Technology (SIT), former Managing Director Rohde & Schwarz Asia Pte Ltd
2. Mr Tan Jek Min, Senior Director, Nanyang Polytechnic (NYP)
3. Dr Tim Philippi, Executive Director, Singaporean-German Chamber for Industry and Commerce (SGC)
4. Mr Edwin Lye, Asst. Executive Director, Singapore National Employers Federation (SNEF)
5. Mr Andreas Dietz, Managing Director, Groz-Beckert East Asia LLP
6. Dr Bernhard Hackl, Chief Business Office, Brenntag Asia Pacific
7. Mr Thomas Zimmerle, Vice President, Infineon Technologies Asia Pac
8. Mr Jack Goh, Managing Director, SICK Product Centre
9. Mr Benedict Leow, Co-founder & Director, Soup Spoon
10. Mr Stewart Fu, Complex Director of Learning and Development, Ritz-Carlton

Annex C

Overview on the Certification Awards

The assessment of the organisation, using the National Workplace Learning Framework, is based on a 600 point-scale.

The criteria for the respective certification levels are as follows:

- **Workplace Learning Organisation of Competence** – companies must score at least 300 points, with all the components garnering least 50 points each. Validity of 3 years.
- **Workplace Learning Organisation of Competence (Silver)** – companies must fulfil at least 330 points, with all the components garnering least 50 points and a score of at least 80 points in one of the six components. Validity of 4 years.
- **Workplace Learning Organisation of Competence (Gold)** – companies must fulfil at least 390 points, with all the components garnering least 50 points and a score of at least 80 points each for any three components. Validity of 4 years.
- **Workplace Learning Organisation of Excellence (Platinum)** – companies must fulfil at least 480 points, and a score of 80 points for each of the six components. Validity of 5 years.

Organisations can apply to attain a higher certification level after 2 years of achieving the previous level.