ICT Capacity Building: Manpower Development in Singapore

Presented to World Bank and Moldova

16 December 2009
Agenda

> Leading the Change
  ▪ Strategic Thrusts

> Manpower Development Initiatives
2 Highlights on Manpower Development Initiatives
2.1 Talent Attraction to Infocomm
National Infocomm Scholarship (NIS)

> Programme Type

- Scholarship programme for the university level
  - Offers outstanding ‘A’ level, IB & polytechnic students the opportunity to embrace an exciting infocomm career

> Objective

- Groom infocomm leaders to drive Singapore’s infocomm industry
- Make infocomm the #1 career choice among top students
- Attract top talent into the infocomm sector

> NIS provides

- A career with prestigious organisations of the scholar’s choice
- Overseas job attachments
- Fast track Masters Programme with top overseas universities
Integrated Infocomm Scholarship (IIS)

> Programme Type

- Scholarship programme covering both ICT diploma courses at local polytechnics followed by ICT degree courses at the local universities

> Objective

- Attract outstanding ‘O’ levels students to pursue polytechnic-cum university studies in infocomm-related courses
- Meet industry demand for fresh infocomm polytechnic-university graduates
- Provides scholars with the opportunity for valuable industry attachments to major infocomm corporations locally & overseas
Infocomm Career Possibilities Programme

> Programme type
  ▪ Branding outreach programme to key stakeholders (e.g., students, parents)

> Objective
  ▪ Create buzz & generate awareness of various infocomm jobs & career paths in the infocomm & user sectors
  ▪ Provide opportunities for students to experience first-hand the work of Infocomm professionals

> Key activities
  ▪ Generate awareness through talent portal, virtual career centre, bus, MRT & online ads
  ▪ Seed infocomm brand messages through speeches, infocomm career guide, articles & direct mailers
  ▪ Organise career field trips
2.2 Talent Development in Institutions - World-Class Infocomm Education
World-Class Infocomm Education

> Programme type
  - Initiative to facilitate the creation of world-class infocomm education through collaborations with Institutes of Higher Learning & the Ministry of Education

> Objective
  - Constant refresh of infocomm curriculum that is up-to-date, relevant to industry’s needs
  - Good students are attracted to infocomm as a course of study

> Key outcomes
  - Enhanced curriculum taught in local universities
    - Teaching of more advanced & in-depth computing skills
    - More emphasis on practical work; industry attachment up to 1 year
  - Collaborations with overseas universities
Enhanced Learning in Infocomm Technology (ELITe)

> Programme type
  - A talent development programme to develop “industry-ready” infocomm undergraduates

> Objective
  - Provide talented infocomm undergraduates with opportunities for relevant industry exposure through industry attachments, mentorships, & skills development

> Funding support for:
  - Sponsorship of industry attachments, certifications & training programmes
2.3 Talent Upgrading in Industry
National Infocomm Competency Framework (NICF)

> Programme Type
  - National Infocomm Capability Roadmap

> Objective
  - Define skills & competency requirements for key infocomm occupations at different career levels
  - Guide industry to determine skills & competencies required for infocomm jobs, develop training strategies to acquire skills for staff
  - Empower infocomm professionals to plan their career development
  - Accredit training providers to provide relevant training

> Available online at http://www.nicf.sg

> Developed by IDA & WDA in close collaboration with industry
Critical Infocomm Technology Resource Programme (CITREP)

> Programme Type

  ▪ Training incentive programme

> Objective

  ▪ Equip infocomm professionals with critical & emerging skills
  ▪ Enhance employability of infocomm professionals

> Funding support for:

  ▪ Course & certification fees
  ▪ Absentee payroll
Infocomm Training & Attachment Programme (iTAP)

> Programme Type

- Training & attachment programme, with attachment funding provision

> Objective

- Build infocomm manpower capabilities in infocomm
  
  - Fresh graduates & infocomm professionals to upskill themselves & gain hands-on industry experience through local attachments in Singapore
  
  - Companies can invest in capability development & build a pipeline of local talent
Techno-Strategists Programme (TSP)

> Programme Type
  - Training programme, with funding provision

> Objective
  - Develop professionals with both technical foundation & domain knowledge of industry sectors such as Financial Services, Healthcare, Digital Media & Entertainment, Retail, Tourism & Hospitality

> Funding support for:
  - **Professionals** to acquire domain knowledge through training courses, & examinations to acquire industry-recognised certifications
  - **Education Service Providers** to deliver workshops on domain knowledge & infocomm applications through hands-on, practical learning
Infocomm Leadership & Development Programme (iLEAD)

> Programme Type

- Training & attachment programme, with funding provision for training & attachment

> Objective

- Build high-end, niche infocomm manpower capabilities in infocomm in the following areas
  - Application development
  - Cloud/grid computing
  - Green IT
  - Infocomm security
  - Network engineering