

# 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
- Accredite **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

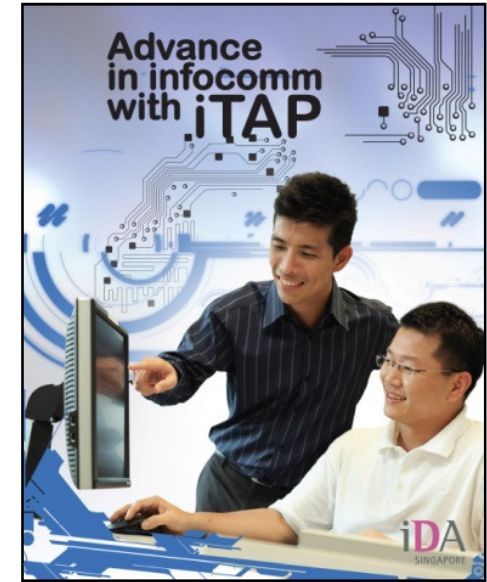
# Infocomm Training & Attachment Programme (iTAP)

## > 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



# SINGAPORE: AN INTELLIGENT NATION, A GLOBAL CITY POWERED BY INFOCOMM

[www.ida.gov.sg](http://www.ida.gov.sg)

[www.infocommsingapore.sg](http://www.infocommsingapore.sg)



**iDA**  
SINGAPORE