

Annex C

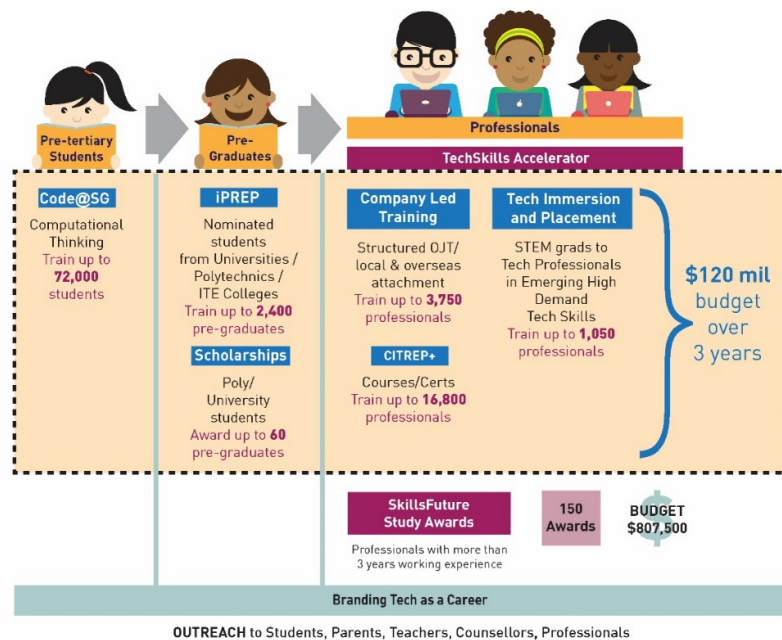
FACTSHEET *TechSkills Accelerator (TeSA)*

Background - Budget 2016

A new ICT Manpower Development Plan¹ was announced by the Ministry of Communications and Information on 11 April 2016.

The infographic below depicts the key elements of this plan:

More than \$120 mil for ICT Manpower Development Programmes



Why TeSA?

TeSA is a new flagship initiative that brings together key employers and industry partners to enhance the employability of ICT professionals as well as those who are

- ¹ Budget 2016 Speech by Minister Heng Swee Keat at:
http://www.singaporebudget.gov.sg/budget_2016/BudgetSpeech.aspx
- Speech by Dr Yaacob Ibrahim, Minister for Communications and Information, at the Committee of Supply debate on 11 April 2016:
<http://www.mci.gov.sg/web/corp/press-room/categories/speeches/content/building-a-singapore-core-in-infocomm-media>

keen to take on an ICT career. TeSA will identify in-demand skills and through structured programmes delivered by training partners, and enables professionals to acquire and deepen their ICT skills.

Through a network of key hirers and partner providers, with support from the ICT industry, TeSA will provide new emphasis on:

- An integrated approach to ICT skills acquisition and practitioner training: both in core ICT and sector-specific areas, complemented by business domain knowledge required by different sectors of the economy.
- Employability outcomes through place and train programmes, and career advisory services.

What is TeSA?

There are three key roles of TeSA:

- **Masterplanner.** TeSA will identify job opportunities and skills requirements, close vocational skills gap through training, and drive hiring outcomes.
- **Coordinator.** TeSA will develop an ecosystem of partner providers to better match demand and supply for ICT professionals, with specialised training partner clusters for different sectors of the economy.
- **Enabler.** TeSA will develop industry-recognised skills standards and certification programmes for T-shaped ICT professionals, accredit partner providers and provide career advisory services.

How is TeSA structured?

The TeSA framework will be broadly structured into two focus areas: **TeSA Core** and **TeSA Sector**.

TeSA Core will feature training programmes that focus on ICT core skills which can be applied across all businesses, including emerging areas like cybersecurity, software development, networks and infrastructure, and data analytics. These core important skills are largely defined in the National Infocomm Competency Framework (NICF) by the industry, for the industry, under TeSA Core.

TeSA Sector will focus on providing ICT professionals who already have tech skills, with further training in specific domains such as Finance and Healthcare. Increasingly, as different sectors of the economy adopt technology, many sector-specific ICT products and solutions are also developed. The latter then require skilled manpower in these sector-specific IT software and systems. Key employers generally also prefer to hire experienced professionals. Therefore, domain specific business knowledge and acumen, and sector-specific IT skills will be needed to enhance the employability of ICT professionals in different sectors of the economy such as Finance and Healthcare, and many other sectors.

To better coordinate the development of TeSA, a Governing Council has been set up and chairpersons of Sector Committees have been appointed, who will in turn look into appointing their members within the next few weeks. IDA will also be identifying specialised lead training providers for different sectors.

Mr Gabriel Lim, CE-designate of the Infocomm Media Development Authority (IMDA) and Co-Managing Director of IDA, will be leading the Council. Representing the ICT industry, members include Ms Shirley Wong, Chairman of Singapore IT Federation; Mr Howie Lau, President, Singapore Computer Society; and Mr Alvin Ong, President, IT Management Association. To represent the hirers in the economy, the council will include Mr Robert Yap Min Choy, Deputy Honorary Secretary, Singapore National Employers Federation.

As a whole-of-government initiative, TeSA will also see representation from Mr Ng Cher Pong, CE, Singapore Workforce Development Authority; Mr Augustin Lee, Deputy Secretary, Ministry of Manpower; and Ms Jacqueline Poh, CE-designate, Government Technology Agency.

The Governing Council will be further supported by hirers of tech manpower in sector committees, starting with three, covering the areas of Financial Services, Healthcare and ICT. They will all work collaboratively with the aim of creating job placement outcomes for working professionals. The chairs and co-chairs of these three sector committees are also members of the Governing Council. They are:

- Co-Chairs for TeSA Finance: Mr Sopnendu Mohanty, Chief Fintech Officer of MAS, and Ms Susan Hwee, the Managing Director and Head of Group Technology and Operations, at UOB, the current bank chairing the Association of Banks in Singapore.
- Chair for TeSA Healthcare: Dr Chong Yoke Sin, CEO of Integrated Health Information Systems or IHIS, the single and largest employer of ICT professionals in the public healthcare sector.
- Co-Chairs for TeSA ICT: Mr Khoong Hock Yun, Assistant CEO of IDA; as well as Mr Lim Kang Song and Mr Benjamin Mah, both leading the Talent and Capabilities Committee within the Singapore IT Federation.

When and Where

As of now, interested parties can already tap on the new and updated professional development programmes under TeSA such as:

- Company-Led Training
- Tech Immersion and Placement
- CITREP+

A portal of more than 380 training courses and professional certifications can be found on www.infocommtalent.sg.

For media clarification, please contact:

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