

## **FACT SHEET (June 2009)**

- **INFOCOMM LEADERSHIP AND DEVELOPMENT PROGRAMME (ILEAD)**
- **INFOCOMM TRAINING AND ATTACHMENT PROGRAMME (ITAP)**

### **\$20M FOR INFOCOMM MANPOWER DEVELOPMENT**

- **1,000 GRADUATES & INFOCOMM PROFESSIONALS TO BENEFIT**

Infocomm manpower capability is key to the success of Singapore's infocomm industry and ensuring our long-term competitiveness. From 1 July 2009, IDA will implement two new programmes as part of its efforts to develop and groom our next generation of infocomm professionals. These are the Infocomm Leadership and Development Programme (iLEAD) and the Infocomm Training and Attachment Programme (iTAP).

Over the next two years, 1,000 fresh graduates and infocomm professionals will stand to benefit from these programmes.

Both iLEAD and iTAP were developed in consultation with the industry, who are supportive of these programmes as a means to enhance Singapore's infocomm manpower capabilities. Industry players such as Alcatel-Lucent, Brandtology Pte Ltd, Cisco, Ericsson Telecommunications, Hitachi Data Systems, Lenovo, Microsoft, Oracle, Red Hat, Savvis, Sybase, ST Electronics, Symantec, SecureAge Technology Pte Ltd and Y3 Technologies Pte Ltd have indicated that they will be keen to consider working with IDA to come onboard the iLEAD and iTAP programmes.

### **Infocomm Leadership and Development Programme (iLEAD)**

iLEAD is a new manpower development initiative by IDA. It aims to ensure that Singapore's infocomm manpower capabilities keep pace with technology changes and Singapore remains at the forefront of technology development. iLEAD will help sharpen and deepen the infocomm knowledge and capabilities of infocomm professionals in Singapore and build a pipeline of infocomm experts in high-end, niche areas. IDA will partner key players in the infocomm industry to grow and groom infocomm leaders and experts in niche technology areas such as:

- **Application Development** (*E.g., Software Architecture, Digital User Interface Application Development*)
- **Cloud / Grid Computing** (*E.g., Utility Computing, System Performance Management*)

- **Green IT** (E.g., Virtualisation, Data Centre Architecture)
- **Infocomm Security** (E.g., Embedded Security, Identity Management, Digital Forensics)
- **Network Engineering** (E.g., Network Design & Architecture, Broadband Application Development & Testing)

Organisations can tap on iLEAD to build up the capabilities of their existing employees as well as take in new trainees in these niche areas. Such capability building will be done via local and overseas work attachments and specialised professional courses.

IDA will work with the industry and secure “iLEAD Partners” who would be keen to develop capabilities in the above niche areas.

### Key Features of iLEAD

Table 1: iLEAD - Attachments		
	Fresh / Recent Graduates	Infocomm Professionals
Criteria	Singapore Citizens or Permanent Residents	
Duration	Min. 3 – Max. 12 months	Min. 3 – Max.12 months
Training grant	<ul style="list-style-type: none"> <li>• Training grant (<i>based on qualification and individual's relevant experience</i>)</li> <li>• Airfare (<i>only applicable for overseas attachments</i>)</li> <li>• Living allowances (<i>only applicable for overseas attachments</i>)</li> </ul>	
Type of attachment	An infocomm-related attachment in an applicable infocomm or end-user company	
Bond requirements	Bond to be served in the company providing attachment (if hired), or in the industry in the respective area of training. Bond duration equivalent to attachment period	

Table 2: iLEAD – Specialised Professional Courses		
	Fresh / Recent Graduates	Infocomm Professionals
Definition	Singapore Citizens or Permanent Residents	
Course support	<ul style="list-style-type: none"> <li>• Course and certification fees</li> <li>• Airfare (<i>only applicable for overseas course</i>)</li> <li>• Living allowances (<i>only applicable for overseas course</i>)</li> </ul>	
Type of course	Training courses / certifications for niche skill areas identified by IDA	
Bond requirements	Bond to be served in the respective company or in the industry in the respective area of training	

## **Infocomm Training and Attachment Programme (iTAP)**

iTAP is a new manpower development initiative by IDA and will form part of the umbrella programme “Professional Skills Programme Traineeships Scheme” (PSPT)<sup>1</sup>. iTAP aims to develop infocomm manpower capabilities in Singapore. Both fresh graduates and infocomm professionals will have opportunities to gain valuable industry experience via local work attachments with infocomm and other key organisations across various economic sectors in Singapore. iTAP will help ensure that the skills and competencies of Singapore’s infocomm talent continues to be relevant and up-to-date in this fast-paced industry.

### **iTAP for Companies**

iTAP is an effective tool for companies who want to invest in capability development and build a pipeline of infocomm talent. Companies can take on fresh graduates and infocomm professionals as trainees and provide them with on-the-job training via local attachments. Upon completion of the training, companies can opt to hire these trainees.

### **iTAP for Trainees**

iTAP allows fresh graduates and infocomm professionals to upskill themselves and gain hands-on industry experience through local attachments with companies in Singapore.

### **Key Features of iTAP**

<b>Table 3: Key Features of iTAP</b>		
	<b>Fresh Graduates</b>	<b>Infocomm Professionals</b>
Criteria	Singapore Citizens or Permanent Residents	
Attachment duration	Min. 6 – Max. 24 months	Min. 6 – Max.12 months
Training grants	Monthly training grants will be provided. Exact amounts will depend on trainees’ qualification and years of working experience	
Type of attachment	An infocomm-related attachment in an infocomm or end-user company	
Bond requirements	Bond to be served in the company providing attachment (if hired), or in the industry in an infocomm-related job. Bond duration equivalent to attachment period.	

<sup>1</sup> PSPT is a multi agency scheme intended to help companies in growth sectors to build new manpower capabilities, and is administered by the Ministry of Manpower and Economic Agencies such as EDB, IE Singapore, SPRING Singapore, MAS, MPA, WDA and IDA.

## **Application Procedure for iLEAD & iTAP**

For more information on these programmes, log on to [www.ida.gov.sg](http://www.ida.gov.sg) or [www.infocommtalent.sg](http://www.infocommtalent.sg)

For applications and enquiries, email [manpower@ida.gov.sg](mailto:manpower@ida.gov.sg)

### **FOR MORE INFORMATION**

#### **IDA Communication Contact**

Ms Vanni CHEONG, Manager, +65 6211 0353, [Vanni\\_CHEONG@ida.gov.sg](mailto:Vanni_CHEONG@ida.gov.sg)