

ANNEX 2: NCS Talent Development Programmes Factsheet

At NCS, our people are driven by the common purpose to advance communities by bringing people, governments and enterprises together to make the extraordinary happen. As we expand across Asia Pacific and help clients digitally transform, we are growing our tech talent pipeline and building our employees' capabilities.

We invest in the development of our people, and equip them with skills to grow a rewarding career with us. Our suite of longstanding talent development programmes provide multiple pathways of success for University, Polytechnic and ITE graduates at NCS. Once onboard, we support our employees throughout their career journey and provide them with training opportunities to upskill and progress in their careers.

Examples of the programmes are as follows:

Work-Study Programmes

NCS' integrated work-study programmes equip employees with professional coaching, technical expertise and industry experience to progress with purpose in their chosen field of specialisation.

1. Fusion

- A fully-funded integrated work-study programme that enables Polytechnic graduates with an ICT-related diploma to pursue a bachelor's degree in IT over 3-5 years and begin their career at NCS with entry-level jobs in either infrastructure, software development or cybersecurity
- At the start of the Fusion programme, employees will receive centralised modular training via a six-week bootcamp on foundational training in functional, behavioural and technical competencies followed by guided on-the-job trainings and coaching
- NCS will hire and train a total of 400 Polytechnic graduates (200 per year) over 2 years
- Launched in Oct 2022 in partnership with IMDA. IHL partners include SIM and SIT

2. [Nucleus](#)

- A 5-year integrated work-study graduate programme that enables degree holders to pursue a Master of Technology in Software Engineering with NUS-ISS or other industry-recognised professional certifications.
- At the start of the Nucleus programme, employees will undergo a bootcamp. They will build their foundation in the first two years, working on projects and attaining accredited certifications, before deepening their specialisation from the third year.
- NCS will support 800 degree holders over 2 years (400 per year)
- Launched in 2019 in partnership with NUS-ISS and IMDA

3. SkillsFuture Work-Study Programmes

- Enables diploma graduates to earn a post-diploma while undergoing a 12-18 month structured training programme, working with NCS

Training for Mid-career Professionals

NCS provides employees access to training programmes to develop new specialist skills and achieve accreditation as they progress in their careers.

4. NCS Company-led Training (CLT) Programme
 - To upskill mid-level professionals below 40 years of age with technical enablement, certifications, soft skills and leadership development applicable to their current roles as well as their planned career development following the NCS Career Progression Model
5. TeSA Mid-Career Advance (TMCA) Programme
 - Driven by IMDA programme, it provides opportunities for mid-career professionals aged 40 and above to be reskilled or upskilled while holding a tech-related job
 - Trained in deep tech and tech-lite skills under a structured CLT programme
6. 5G Company-led Training Programme
 - Driven by IMDA. It provides opportunities for PMETs below 40 years of age to support Singtel's 5G capability building needs
 - On-the-job training aligned to the Skills Framework for ICT under a structured CLT programme

Internships

7. NCS Internships
 - Enables students from ITEs and undergraduates pursuing diplomas or degrees to develop skills, gain real-world exposure, and undertake challenging and relevant work in a variety of projects
 - NCS will provide 1,000 internship opportunities over the next 2 years

As of October 2022

- END -