FACT SHEET
(June 2010)

MANPOWER DEVELOPMENT

Overview

To support the fast growing infocomm industry, Singapore will need a growing pool of globally competitive infocomm manpower to help drive economic growth. To achieve this, the manpower development programmes under Singapore's iN2015 infocomm masterplan will focus on (1) developing infocomm competences in key economic sectors; (2) develop globally competitive infocomm professionals; and (3) develop, attract and retain infocomm talent.

Progress/Achievements

The iN2015 target was to create 80,000 additional jobs by 2015 which would comprise of 55,000 infocomm jobs and 25,000 non-infocomm jobs in the infocomm industry. As of 2009, we have reached the half-way mark, creating more than 41,000 additional jobs.

Develop Infocomm Competencies in Key Economic Sectors

For businesses in the different sectors to harness infocomm to improve productivity and enhance competitiveness, there is a need to build up both technical and also domain competencies.

- **Techno-Strategists Programme (TSP)**
  TSP aims to develop professionals with both technical foundation and domain knowledge of industry sectors such as financial services, healthcare, hospitality and retail, and interactive digital media. Training courses, workshops and certification examinations were launched in five industry domains and more than 1,000 professionals have acquired hybrid skills since April 2008.

Develop Globally Competitive Infocomm Professionals

A pool of highly skilled infocomm professionals will support the industry. Singapore also needs a pool of infocomm talent to engage in activities such as R&D.

- **National Infocomm Competency Framework (NICF)**
  The NICF articulates the competency requirements of key infocomm professionals. The NICF is aimed at widening and deepening the capabilities of Singapore's infocomm professionals and guiding their career development and progression. Training courses covering NICF content will be delivered through

the Continuing Education Training (CET) Centres which are expected to train up to 10,000 infocomm professionals over five years. The framework was launched in March 2009 and the framework now offers about 250 job roles, expanded from the 31 job roles when it was first released. It includes job roles in areas such as Infocomm Security, Data Centre Management, Channels Management, Quality Assurance and Portfolio Management. The framework will be continually updated to cover new and emerging areas such as cloud computing, business analytics, green computing, next generation networking and service science engineering.

- **Infocomm Leadership and Development Programme (iLEAD)**
  The iLEAD programme aims to build a pipeline of infocomm experts in high-end, strategic growth areas such as Business Analytics, Cloud Computing and Green ICT. Launched in July 2009, 6 organisations have received approval to train 12 ICT professionals.

- **Critical Infocomm Technology Resource Programme (CITREP)**
  CITREP is a training incentive programme to equip infocomm professionals with critical and emerging skills. In April 2009, the programme was enhanced to provide higher funding for course and examination fees. Training courses are aligned with the NICF and more than 27,863 infocomm professionals have benefited from the programme since 2006.

Develop, Attract, and Retain Infocomm Talent

To ensure a sustainable pipeline of talent to meet future manpower needs, Singapore adopts a forward-looking perspective in infocomm capability building. Student outreach programmes aim to raise awareness and spur interest in infocomm as a career.

- **Scholarships and Talent Development Programmes**
  As part of the efforts to attract some of the best students to pursue a career in the infocomm sector, two scholarships programmes were launched. The **National Infocomm Scholarship (NIS)** provides "A" level students and polytechnic graduates the prestige of a government scholarship and valuable private sector work exposure. Through partnerships with top infocomm and end user organisations, scholars get to go overseas for work attachment.

  To provide outstanding "O" level students the opportunity to pursue infocomm studies from polytechnic through to university, the **Integrated Infocomm Scholarship (IIS)** was launched in 2009. It allows scholars to learn about the latest technology developments and acquire valuable industry experience through attachments with major corporations under IDA's Talent Management Programme.

  To date, 181 students have been awarded the NIS and 52 students awarded the IIS.

To give university undergraduates the opportunity to gain practical industry exposure, IDA launched the **Enhanced Learning In Information Technology (ELITe)** talent development programme. ELITe has the support of industry partners from both infocomm and user sectors. More than 160 undergraduates have benefited from this programme.

- **Infocomm Outreach in Schools**

  The outreach programmes aim to interest a steady stream of students to take up infocomm courses by introducing them to infocomm in an engaging and meaningful way. **Infocomm Clubs** are part of the Co-Curricular Activity (CCA) in primary and secondary schools and junior colleges. It is one of the fastest-growing CCA with 10,500 members in 251 clubs. Outstanding Infocomm Club members are nominated to be Infocomm Clubs Ambassadors. National Infocomm Club Awards are given out annually to winning projects in recognition of the Infocomm Clubs' creativity and ability in applying infocomm knowledge beyond the classroom.

  Another outreach programme is the annual **National Infocomm Competition (NIC)** which aims to generate excitement among students about infocomm. A series of infocomm-themed competitions is held over the course of the year to allow students to hone their skills and showcase their talent in infocomm. Today, there are 16 challenges under NIC and more than 3,100 students took part in the 2009 competition.

FOR MORE INFORMATION, PLEASE CONTACT:

Mr Kenneth TAN, Assistant Manager, +65 6211 1420, Kenneth_Tan@ida.gov.sg