

# Infocomm Leadership & Development Programme (iLEAD)

Industry Briefing

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## **Aim & Desired Outcomes**

# Overview

## > Aim

- Transform S'pore's infocomm manpower landscape to ensure long-term competitiveness of the sector

## > Need for Strategic Capability Devt

- S'pore's infocomm manpower capabilities must keep up with the pace of technology advances
- S'pore must have a ready pool of infocomm professionals (IPs) for new growth areas
- Quality manpower is key to attract infocomm investments to S'pore

**IDA's Strategy → Grow & develop high-end, "expert" level skills**

# “Expert” / niche areas..... for a start

## > Identified High-End, Niche Areas

### ■ **Application Development**

- Digital user interface Application Development; Software Architecture; Service-Oriented Architecture; Games Programming

### ■ **Cloud / Grid Computing**

- Virtualisation; Utility Computing; System Performance Management

### ■ **Green IT**

- Virtualisation; Utility Computing; System Performance Management

### ■ **Infocomm Security**

- Cloud Computing Security; Mobile Security; Embedded Security; Virtualisation Security; Identity Management; Digital Forensics

### ■ **Networking Engineering (Fixed / Wireless)**

- Network Design and Architecture, Network & System Administration; Broadband Application Development & Testing

# 2 Key Features

# Key Features

## > Target Audience

- Trainees can be “persons engaged on attachments” or companies’ existing employees
  - Can include fresh graduates
- All trainees must be Singapore citizens or PRs

# Key Features

## > Mechanisms

### 1. Attachments (local/overseas) in niche areas identified by IDA

- Local / overseas attachments in MNCs, iLEs, R&D centres / research institutes, academic institutions
  - IDA & iLEAD partners to provide monthly training grant for trainees, co-fund return airfare & living allowance

# Key Features

## > Mechanisms (cont'd)

### a. Local Attachments

- Not applicable for existing employees, only for persons on attachments

Trainees	Fresh Graduates	Experienced IPs
Definition	≤ 3 years of experience; Singapore citizens or PRs	> 3 years of experience; Singapore citizens or PRs
Attachment duration	Min. 3 months – Max. 12 months	
Type of work / organisation	Local attachments in MNCs, iLEs, R&D centres / research institutes, academic institutions in niche areas	
Trainees' obligations	At the end of the attachment/training, the trainee will be required to work as a full time employee in either (a) in the company which provided the training; or (b) any infocomm or end-user organisation. Work undertaken during employment must be in the area of specialisation and must be for the same duration as the training period	

# Key Features

## > Mechanisms (cont'd)

### **b. Overseas Attachments**

- Applicable for “persons on attachments” or companies’ existing employees
- Training grant is applicable only for “persons on attachments”
- Airfare and COLA funding support is applicable for all trainees

# Key Features

## > Mechanisms (cont'd)

### ▪ Overseas Attachments

Trainees	“Persons engaged on attachments”		Existing Employees
	Fresh Graduates	Experienced IPs	
Definition	≤ 3 years of experience; Singapore citizens or PRs	> 3 years of experience; Singapore citizens or PRs	Singapore citizens or PRs
Attachment duration	Min. 3 – Max. 12 months		
Funding Support	<p><u>Airfare</u></p> <ul style="list-style-type: none"> <li>• IDA will co-fund up to 80% of one-time economy class return airfare; and</li> <li>• IDA’s co-funding is capped at \$2,000.</li> </ul> <p><u>Cost of living allowance “COLA”</u></p> <ul style="list-style-type: none"> <li>• IDA will co-fund up to 80% of companies’ or IDA’s COLA rates (whichever is lower); and</li> <li>• IDA’s co-funding is capped at \$3,000 per month.</li> </ul>		
Trainees’ obligations	At the end of the attachment/training, the trainee will be required to work as a full time employee in either (a) in the company which provided the training; or (b) any infocomm or end-user organisation. Work undertaken during employment must be in the area of specialisation and must be for the same duration as the training period		

# Key Features

## > Mechanisms (cont'd)

### 2. Professional Development Courses

- Local / overseas specialised professional courses/certifications

#### a. Local Courses

- Covered under IDA's existing Enhanced CITREP scheme

# Key Features

## > Mechanisms (cont'd)

### **b. Overseas Specialised Professional Courses/Certifications**

Trainees	“Persons engaged on attachments”		Existing Employees
	Fresh Graduates	Experienced IPs	
Definition	≤ 3 years of experience; Singapore citizens or PRs	> 3 years of experience; Singapore citizens or PRs	Singapore citizens or PRs
Attachment duration	Max. 3 months		
Funding Support	<p><b><u>Course &amp; Certification Fees</u></b></p> <ul style="list-style-type: none"> <li>• IDA will co-fund up to 50% of the course &amp; certification fee;</li> <li>• IDA’s co-funding amount is capped at \$5,000; and</li> <li>• Remainder 50% to be funded by company.</li> </ul> <p><b><u>Certification Fees Only</u></b></p> <ul style="list-style-type: none"> <li>• IDA will co-fund up to 50% of certification fee;</li> <li>• IDA’s co-funding amount is capped at \$1,000; and</li> <li>• Remainder 50% to be funded by company.</li> </ul> <p><b><u>Airfare</u></b></p> <ul style="list-style-type: none"> <li>• IDA will co-fund up to 80% of one-time economy class return airfare; and</li> <li>• IDA’s co-funding amount is capped at \$2,000.</li> </ul> <p><b><u>Cost of living allowance “COLA”</u></b></p> <ul style="list-style-type: none"> <li>• IDA will co-fund up to 80% of companies’ or IDA’s COLA rates (whichever is lower); and</li> <li>• IDA’s co-funding amount is capped at \$3,000 per month.</li> </ul>		

# Key Features

## > Mechanisms (cont'd)

### **b. Overseas Specialised Professional Courses/Certifications**

- **To be eligible for**
  - **Course and certification fees funding support, trainees have to**
    - Complete the course; and
    - Pass all examinations within 12 months from the certification commencement date
  - **Certification fees funding only, trainees have to**
    - Pass all examinations within 12 months from the certification commencement date
- **Trainees' Obligations**
  - For course/certification with duration of < 1 month, trainee will be required to work as a full time employee for 3 months in either a) in the respective company; or (b) any infocomm or end-user organisation. Work undertaken during employment must be in the area of specialisation.
  - For course/certification with duration of > 1 month, trainee will be required to work as a full time employee for 6 months

# Key Features

## > Funding Support

- IDA will tie up with iLEAD partners to co-fund the programme
  - Training grant for local and overseas attachments
  - Fees for overseas specialised professional courses and certifications
  - Cost of living allowance (overseas attachments & overseas courses)
  - Airfare (overseas attachments & overseas courses)

<b>Trainees</b>	<b>Persons on attachments</b>	<b>Existing Employees</b>
<b>Local Attachments</b>	✓ Training grant	✗ Not applicable
<b>Overseas Attachments</b>	✓ Training grant, COLA & Airfare	✓ COLA & Airfare only
<b>Overseas Courses/ Certifications</b>	✓ Course/Certification fees, COLA & Airfare only	✓ Course/Certification fees, COLA & Airfare only

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## Companies' Obligations

# Companies' Obligations

- > **Responsible for engaging the trainees**
  - Singapore citizens & PRs only
  
- > **Interface with IDA**
  
- > **Companies must provide a meaningful & effective infocomm training programme for the entire duration of the attachment**
  - Companies must submit training reports regularly (e.g., every 3 months) & this must be co-signed by the trainer and the trainees
  
- > **Persons on attachment, who are hired by the company, during the training or thereafter, will no longer be eligible for the training grant**

# 4

## **Non-fulfilment of Obligations/Commitment for Companies/Trainees**

# Non-fulfilment of Obligations/Commitment

- > **If companies or trainees do not fulfill their obligations and commitments under iLEAD**
  - IDA will review each case to better understand the reasons for non-fulfilment
  - Penalties may be imposed for non-fulfilment

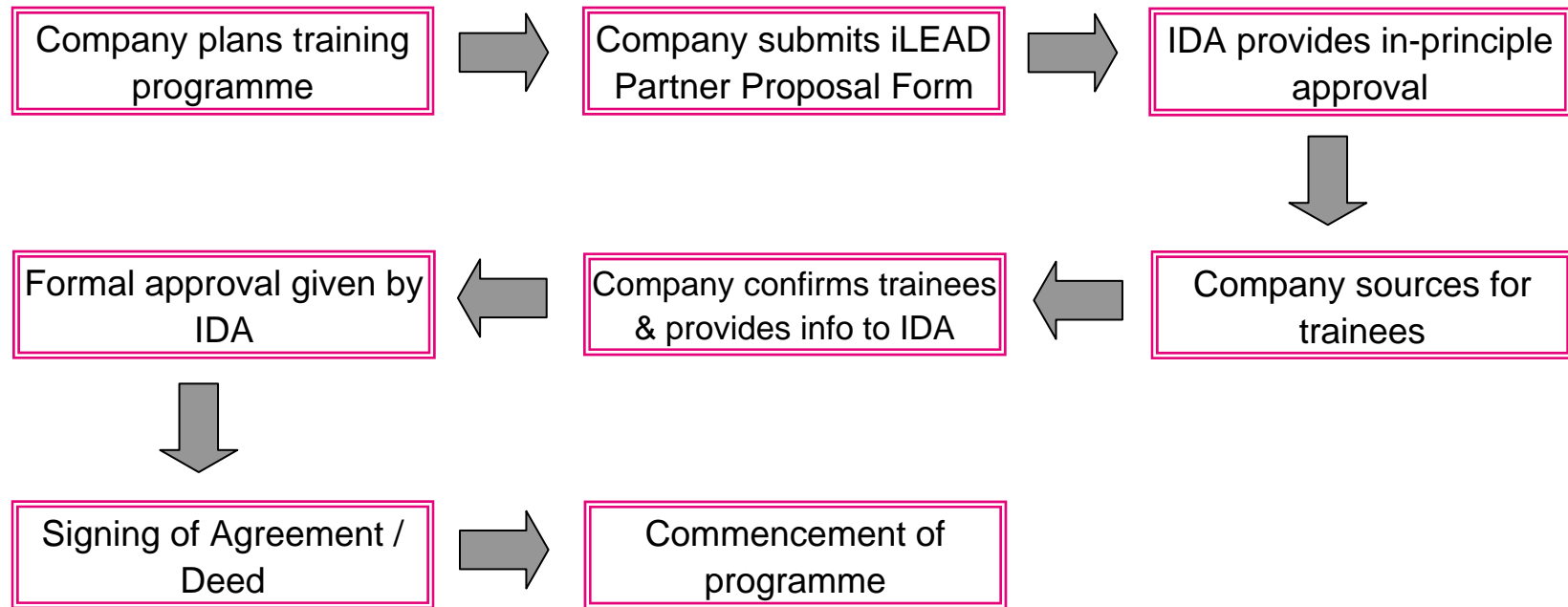
# 5

## **Application Process & Evaluation of Company Submissions**

# Application Process

- > **Companies apply directly to IDA by submitting the iLEAD Partner Proposal Form**
  - Companies determine suitability of each applicant in line with proposed training objective
  - IDA will evaluate company's application
  
- > **Upon IDA's approval that company is on the iLEAD programme, company can proceed to engage the trainees**

# Application Process



- > **Training Programme can only commence after the signing of the Agreement/Deed**

# Application Process

- > **Legal Agreement upon approval of application**
  - a. IDA will sign an Agreement with the company, which indicates all its commitments and obligations
  - b. IDA will sign a Deed with each trainee, which will specify the bond service requirements that trainee has to meet
  - c. Company and trainee can choose to sign a separate agreement should the company decide to stipulate additional conditions
    - This agreement has to be signed at the same time as (a) & (b)

# Partner Proposal – Evaluation Criteria

## > **Attachments (Local/Overseas)**

- Trainees must be involved in meaningful and effective infocomm attachments in niche areas as identified by IDA
- Trainees must be Singapore citizens/PRs

## > **Specialised Overseas Professional Courses/Certifications**

- Companies decide on relevant courses/certifications and register trainees
- Courses/certifications must provide specialised training in niche areas as identified by IDA
- Trainees must be Singapore citizens/PRs

# Thank You

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