

Infocomm Leadership & Development Programme (iLEAD)

16 June 2010



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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

High-end, “expert” areas supported under iLEAD

> 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; Data Centre Architecture

> 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

> Business Analytics **NEW**

> Infocomm in Business Domains **NEW**

- E.g. Healthcare Informatics, Financial Informatics

2 Key Features

Key Features

> Target Audience

- Trainees can be “persons on attachments” or companies’ existing employees
 - “Persons on attachments’ are either fresh graduates or experienced infocomm professionals who have secured attachments with iLEAD partners. They are not under the company’s headcount and payroll.
 - Companies’ existing employees must be diploma or degree holders, earning more than \$2,500 monthly basic salary.
- 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
- Duration of the attachments are of a minimum period of 3 months to a maximum period of 12 months
- For local attachments, companies' existing employees (including new hires) must be trained to take on new job scopes in the high-end, "expert" areas

Key Features

> Mechanisms (cont'd)

a. Local Attachments

Trainees	“Persons 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	Diploma or Degree holders earning > \$2,500; Singapore citizens or PRs
Monthly Training Grant	Please contact IDA for the quantum.		
Trainees' obligations	At the end of the attachment/training, the trainee will be required to serve his bond as a full time employee in either (a) in the company which provided the training; or (b) any infocomm or end-user organisation. Employment undertaken during the bond obligation 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

Trainees	"Persons 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	Diploma or Degree holders earning > \$2,500; Singapore citizens or PRs
Monthly Training Grant	Please contact IDA for the quantum.		
Funding Support	<p><u>Airfare</u></p> <ul style="list-style-type: none"> • IDA will co-fund up to 50% of one-time economy class return airfare; and • IDA's co-funding is capped at \$1,300. <p><u>Cost of living allowance "COLA"</u></p> <ul style="list-style-type: none"> • IDA will co-fund up to 50% of companies' or IDA's COLA rates (whichever is lower); and • IDA's co-funding is capped at \$1,900 per month. 		
Trainees' obligations	At the end of the attachment/training, the trainee will be required to serve his bond as a full time employee in either (a) in the company which provided the training; or (b) any infocomm or end-user organisation. Employment undertaken during the bond obligation must be in the area of specialisation and must be for the same duration as the training period.		

Key Features

> Mechanisms (cont'd)

2. Overseas Specialised Professional Development Courses

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	Diploma or Degree holders earning > \$2,500; Singapore citizens or PRs
Attachment duration	Max. 3 months		
Funding Support	<p><u>Course & Certification Fees</u></p> <ul style="list-style-type: none"> • IDA will co-fund up to 50% of the course & certification fee; • IDA’s co-funding amount is capped at \$5,000; and • Remainder 50% to be funded by company. <p><u>Certification Fees Only</u></p> <ul style="list-style-type: none"> • IDA will co-fund up to 50% of certification fee; • IDA’s co-funding amount is capped at \$1,000; and • Remainder 50% to be funded by company. <p><u>Airfare</u></p> <ul style="list-style-type: none"> • IDA will co-fund up to 50% of one-time economy class return airfare; and • IDA’s co-funding amount is capped at \$1,300. <p><u>Cost of living allowance “COLA”</u></p> <ul style="list-style-type: none"> • IDA will co-fund up to 50% of companies’ or IDA’s COLA rates (whichever is lower); and • IDA’s co-funding amount is capped at \$1,900 per month. 		

Key Features

> Mechanisms (cont'd)

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

Key Features

> Mechanisms (cont'd)

Overseas Specialised Professional Courses/Certifications

■ Trainees' Obligations

- Upon the completion of the course/certification, the trainee will be required to serve his bond as a full time employee in either (a) in the company which provided the training; or (b) any infocomm or end-user organisation.
- Employment undertaken during the bond obligation must be in the area of specialisation he was trained in. .
- For course/certification with duration of ≤ 1 month, the bond duration is 3 months.
- For course/certification with duration of > 1 month, the bond duration is 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)

Trainees	Funding components
Local Attachments	Training grant
Overseas Attachments	Training grant, COLA & Airfare
Overseas Courses/ Certifications	Course/Certification fees, COLA & Airfare

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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

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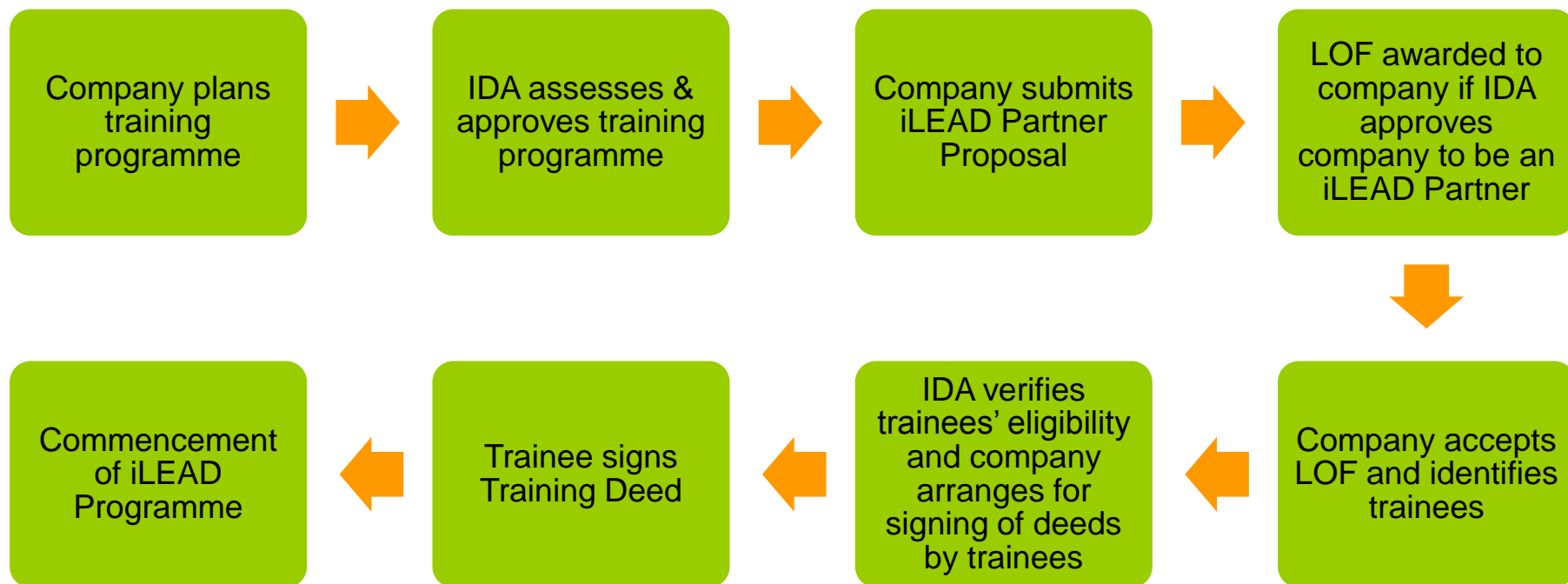
Application Process & Evaluation of Company Submissions

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

For trainees who are existing employees, (including new hires, if info are available), verification of eligibility for the programme will be done prior to the approval meeting.

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 high-end, “expert” areas as identified by IDA
- Trainees must be Singapore citizens/PRs

Thank You

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