Infocomm Manpower Development

Presented by

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Agenda

> **Background**

> **Competency Development Programmes**
- National Infocomm Competency Framework
- CITREP

> **Attachment and Overseas Training Programmes**

- Infocomm Leadership & Development Programme (iLEAD)
- Infocomm Training & Attachment Programme (iTAP)

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1 Background

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iN2015: An Intelligent Nation, a Global City, powered by Infocomm

Sectoral Transformation of Key Economic Sectors, Government and Society

Globally Competitive **Infocomm Industry**

Ultra-high Speed, Pervasive, Intelligent and Trusted **Infocomm Infrastructure**

Infocomm-savvy Workforce and Globally Competitive **Infocomm Manpower**

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2 Competency Development Programmes

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Why the Need for National Infocomm Competency Framework (NICF)

NICF

Solution

Develop a pool of highly valued infocomm professionals -> Techno-strategists & Technologists

Solution

Close the skills mismatch through CET, & enhance the recruitment process by identifying key competencies required

Solution

Provide training roadmap and career map for individuals to plan their career path based on competency development and opportunities available

Challenge 1:

Companies move to provide high value-added services (Eg Next Gen Services)

Challenge 2:

Skills mismatch between employers' needs, and competencies of infocomm manpower

Challenge 3:

Attracting and retaining quality talent in the organisation

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NICF Overview

Infocomm Sectors
Software & Applications
IT Services
Telecommunications
Interactive Digital Media
etc

Job Families

Job Roles

Basic Building Blocks of NICF are

Underlying Competencies required to perform the different job functions

Competency Units

Units are defined & described by these documents

Defines the:
- Performance Statements
- Knowledge requirements
- Range of Application
- Evidence Sources

Competency Standards + **Training & Assessment Guides**

Guides HR & Training Provider on developing training and assessment for the competency

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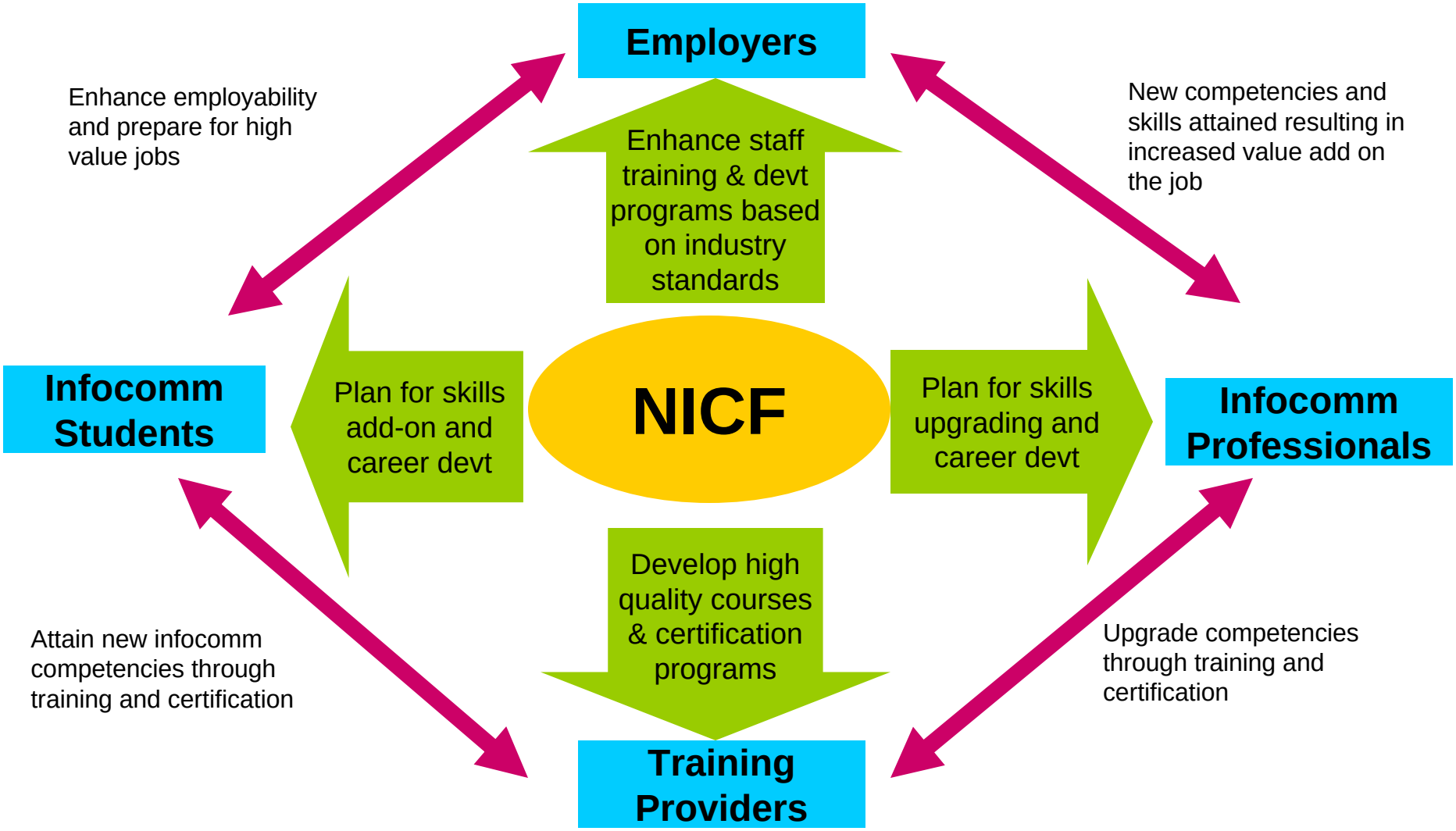
NICF Overview - Benefits



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NICF Simplified! –NICF Portal Features

> NICF Portal: www.nicf.sg

- **Search for various job roles**
- **Search for courses mapped to NICF**
- **Competency-Assessment Tool to compare competency gaps between two job roles**
- **Self-Assessment Tool to help users search for related job roles based on the certifications and competencies that he or she possess**

> New features

- **Corporate log in**
- **Online download of Job descriptions and Competency standards**

"NICF will cover a wider range of infocomm jobs, including those in other sectors such as financial services and healthcare. NICF has been developed by the Industry, for the Industry; and is one of the most comprehensive competency frameworks that has been developed globally.."

Dr Lee Boon Yang, then Minister, MICA, at SCS Gala Dinner and IT Leaders Awards, 27 February 2009

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Enhanced CITREP

- **CITREP is a training incentive programme established since 1996 to equip Singapore infocomm professionals with critical and emerging skills. CITREP has been enhanced wef 1 April 09 to accelerate competency development.**

- **Funding Support of up to 80%**
  - **Course & Certification Fees, capped at S$3,000 per trainee**
  - **Certification Fees, capped at S$500 per trainee**

- **Absentee Payroll**
  - **Sponsoring organisations are eligible for Absentee Payroll at S$50 per trainee per day for trainees attending full-time training (Mon-Fri, non-Public Holidays, 8:30am-6pm, minimum duration of 6 training hours)**

- **Target Audience**
  - **Trainees must be Singapore Citizens or Permanent Residents on course/certification commencement date**

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Supported Skill Areas

> **Skill areas supported**
  - **Infocomm Security**
  - **Interactive Digital Media**
  - **IT Services**
  - **Networks & Communications**
  - **Project Management**
  - **Software & Applications**
  - **Telecommunications**

>

For details, please visit Enhanced CITREP Website

www.ida.gov.sg/citrep

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3 Attachment and Overseas Training Programmes

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iLEAD - 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 technology advances
- S'pore must have ready pool of infocomm prof. 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

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iLEAD – "Expert" / niche areas….. for a start

> **High-End, Niche Areas**

- **Networking Engineering (Fixed / Wireless)**
  - e.g., Network Design & Architecture, Broadband Applications Devt & Testing
- **Application Development**
  - e.g., Software Architecture, Digital User Interface Application Devt
- **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

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iLEAD – Key Features

> **Target Audience/Coverage**

- Infocomm prof. who secure attachments with coys
- Existing employees

> **Mechanisms**

1. **<u>On-the-Job Training via Attachments</u>**

- Local / overseas attachments in MNCs, iLEs, R&D centres / research institutes, academic institutions
  - Duration: 3 - 12 months
  - IDA to provide monthly training grant for trainees, co-fund return airfare & living allowance

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iLEAD – Key Features

> **Mechanisms (cont'd)**

2. <u>Professional Development Courses</u>

- Local / overseas specialised professional courses
  - Duration: up to 3 months
  - IDA to co-fund: course &/or certification fee; return airfare & living allowance for overseas courses

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iTAP - Overview

> **Aim**

- To ensure that skills & competencies of S'pore's infocomm talent continue to be relevant & up-to-date in infocomm industry

> **Need to attract, develop & retain infocomm talent**

- Fresh grads & infocomm prof. to have opportunities to upskill & gain hands-on industry experience
  - Via local attachments in infocomm areas of work with companies in S'pore

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iTAP – Key Features

	Fresh Graduates	Infocomm Professionals
Criteria	Citizens/PRs	
Local Attachment duration	Min. 6 – Max. 24 months	Min. 6 – Max. 12 months
Training grants	Monthly training grants provided – amt. depends on trainees' qualifications & years of working experience	
Type of attachment	Infocomm-related attachment in applicable infocomm or end-user coy	

> **Number of trainees must be above firms' existing headcount**

> iTAP will be part of Professional Skills Programme Traineeship scheme

- Umbrella programme for manpower measures during ec. downturn & beyond
- Multi-agency scheme - EDB, IE S'pore, Spring, MAS, MPA, WDA & IDA

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