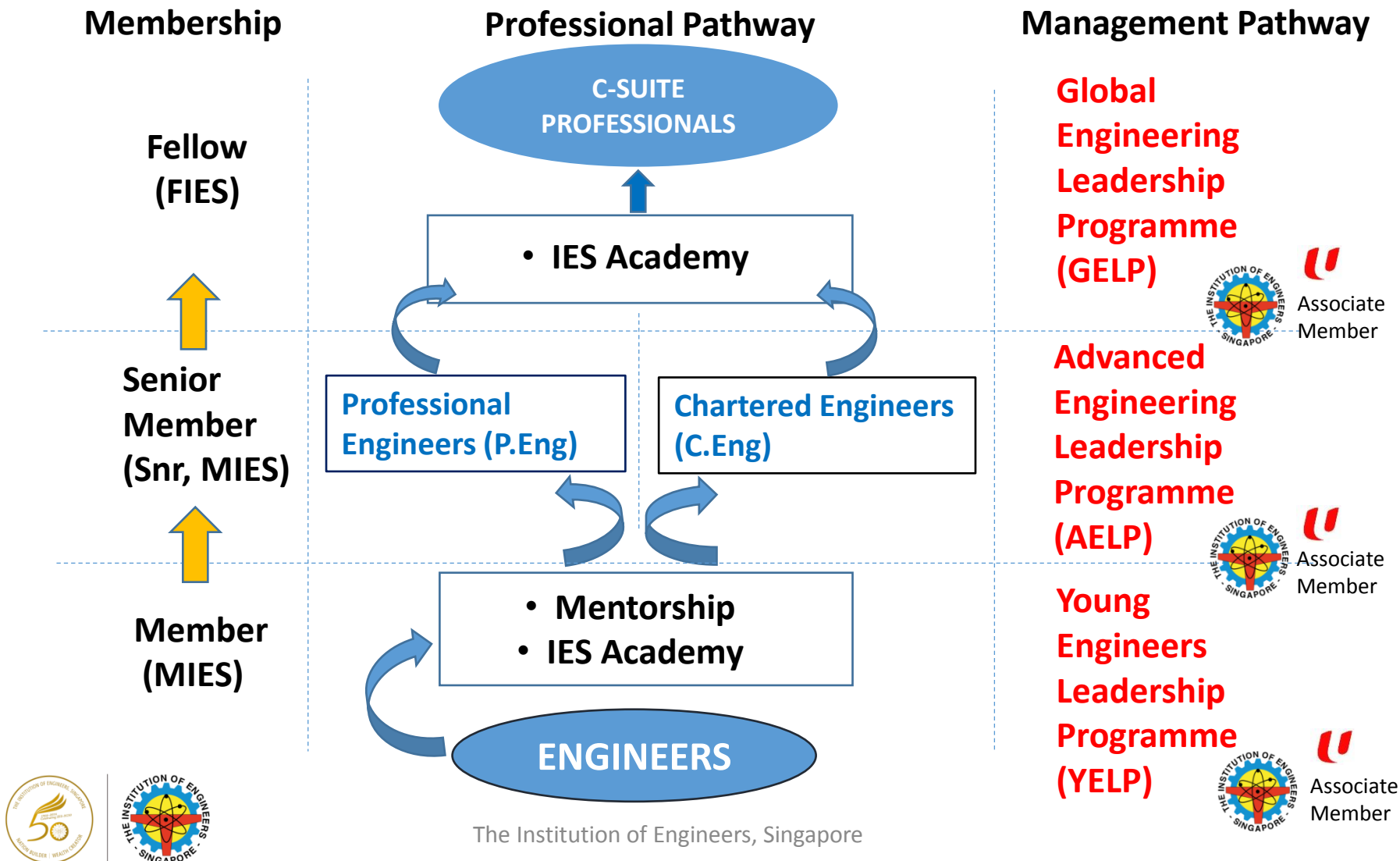


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联合早报

Leadership Programme to train senior engineers for management positions

领袖计划培训资深工程师担任管理职务

胡洁梅 报道
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从持续能源、未来科技到领导跨文化团队等，拥有一定工作经验的工程师将有机会通过“资深工程师领袖计划”汲取跨学科经验并培养领袖才能，日后有机会担任管理阶段职务。

资深工程师领袖计划昨天由全国职工总会和新加坡工程师学会联合推介，预计今年第三季开办。这项为期六个月的培训计划针对有五至八年经验的工程师，共分为六个单元，包括持续能源、智慧网以及大数据、未来科技、应对VUCA（意指变幻莫测、无常、复杂与不确定性的环境）、领导跨文化团队以及安全文化。

培训计划每班可录取30人，参与者也有机会到机构和企业如建屋发展局建筑研究院、劳斯莱斯（Rolls-Royce）展开学习之旅，了解创新技术和企业管理专业知识。

培训费估计每人约6000元，符合条件的参与者能获得就业与职能培训中心（e2i）资助870元，另可通过其他合适的计划如职总的会员培训激励计划（UTAP）申请培训津贴。

资深工程师领袖计划是职总和工程师学会的“工程师发展渠道”（Engineers Progression Pathway）下的其中一项计划，双方前年已针对较初级的工程师推出“青年工程师领袖计划”，通过培训课程提升他们的领导才能。至今有超过360人参与计划。

新加坡工程师学会会长张奇善在资深工程师领袖计划推介仪式中指出：“这次，职总和



职总秘书长兼总理公署部长陈振声（前排左三）在就业与职能培训中心蒂凡那学院为资深工程师领袖计划主持推介。出席者还有工程领域代表和工会领袖，包括职总助理秘书长郑德源（左起）、新加坡工程师学会副会长邱德福和新加坡工程师学会会长张奇善（右三）。（叶振忠摄）

工程师学会把关注点放在较资深的工程师，他们有丰富的经验和分析能力。虽然他们可在专长领域继续晋升，但有些会想从事管理阶段职务，却缺少相关的技能。资深工程师领袖计划能支持这些工程师掌握未来技术和领导才能的跨学科知识，提升职业发展机会。”

工程师发展渠道下有三个计划，已推出的两项计划分别针对初级和中级阶段工程师，针对更高级别工程师的“国际工程师领袖计划”将在日后推出。

职总秘书长兼总理公署部长陈振声昨天也出席推介仪式，并为坐落在就业与职能培训中心蒂凡那学院内的工程师学院主持开幕。

相较于武吉丁奇路（Bukit Tinggi Road）的原地点，学院的新地点更便利。工程师学会也能利用蒂凡那学院的设施举办活动，促进工程师的专业交流。

陈振声也同近200名工程领域代表、工会领袖等进行闭门对话，讨论工程行业的挑战和应对方式。

Advanced Engineer Leadership (AEL) Programme Modules

Uniqueness of AEL Programme

- Industry relevant modules
- Impactful Pre-Learning:
- Pre-module preparatory materials in the form of articles, video, self-assessment, to accompany the topic
- Insights from Industry thought leaders
- In-depth Collaborative Mini-Project
- Input from Mentors
- Insightful networking sessions with world-class leaders

AEL Programme Features

6 Modules comprises of Master Class Sessions and Interactive Session

2 Learning Journeys

1 Mini Project

1. Master Class Session: Industry Expert sharing framework, experiences, challenges and opportunities.
2. Interactive Session: Conversations with Industry Leaders, Case Studies, Discussion and Q & A with Leader
3. Learning Journey: Visit to Specialized Industry and Conversation with Leaders
4. Mini Project: Opportunity for participants to collaborate and apply their learning to a real-life project.

Other Developments

- **Skills Future Council**

- A tripartite council chaired by DPM Tharman Shanmugaratnam
- Develop an integrated system of education, training and career progression
- Promote industry support for individuals to advance based on skills
- Foster a culture of lifelong learning



Other Developments

- **Council for Skills, Innovation and Productivity**

New panel set up to boost productivity drive

It'll advance efforts by SkillsFuture, National Productivity Council

By **Lee U-Wen** leeuwen@sph.com.sg @LeeUwenBT

MORE

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NEWSLINK



HIGH-POWERED TEAM: Mr Tharman will head the new 26-strong council, which has key private and public-sector names.

MAY 21, 2016 5:50 AM

Singapore

THE government has set up a new Council for Skills, Innovation and Productivity (CSIP), and appointed Deputy Prime Minister Tharman Shanmugaratnam as the chair of this tripartite body.

The council, set up on Friday, will advance the efforts by the SkillsFuture Council and the National Productivity Council.

Mr Tharman, who is also the coordinating minister for economic and social policies, is also the chairman of these two councils.

Other Developments

- **NTUC-Education and Training Fund**

- Target at working adults
- Part-time modular courses in key growth sectors (Biomedical Instrumentation, Data Analytics, Digital Electronics, Nanomaterials fundamentals and applications, as well as advanced Molecular Genetics)
- 13 weeks
- Business owners and senior executives of small and medium-sized enterprises, as well as freelancers and the self-employed in subsequent phases of this partnership.

Other Developments

- **Flexible Learning Enabled by Technology**

- A pioneer in new learning technologies, NTU is on track to redesign 1,500 of its fulltime courses using the flipped classroom pedagogy by 2020 for Technology Enabled Learning (TEL). In the near future, many of these 1,500 interactive courses will be opened to PMEs. All lectures and course materials will be re-designed and streamlined into smaller modules accessible by students online before they meet in the classroom for discussions led by faculty members.

Other Developments

- **Tech-Skills Accelerator(TeSA)**

- Umbrella framework for training programs and career development in information and communication (ICT)
- TeSA Core to focus on foundational ICT skills such as cybersecurity, data analytics
- TeSA Sector to focus on deeper training in specific domains, e.g. finance, healthcare

Other Developments

- **Singapore Rail Academy (SGRA)**

- Training – to develop and implement a rail industry competency framework
- Accreditation and Certification – To certify the proficiency of rail engineers and technicians
- Dedicated Schemes – to enhance the attractiveness of the sector, such as apprenticeship and through train courses
- Research – Applied rail research (e.g. predictive maintenance, automation) to improve safety, rail reliability and productivity