

MEDIA RELEASE

MANPOWER PLAN LAUNCHED FOR THE BUILT ENVIRONMENT SECTOR

- BCA offers 112 built environment scholarships to ITE students

22 Jan 2016 – The Building and Construction Authority has launched a Sectoral Manpower Plan (SMP) for the built environment sector, to build up a strong core of local talent and meet the future manpower needs of the sector.

2. The SMP outlines three key strategies. It focuses on attracting and retaining local talents through greater career guidance, creating high quality jobs and attractive career development pathways, and deepening the skills of those already in the sector. It will also identify emerging and priority skills to be developed to meet the evolving needs of the sector, with the support of SkillsFuture initiatives. These two strategies will be complemented by parallel efforts to raise the quality of the foreign construction workforce.

3. Initiatives under the SMP include scholarship and sponsorship programmes, structured internships, SkillsFuture Study Awards and the new Earn and Learn Programme (ELP) for Diploma and ITE graduates starting this year (please refer to Annex A). Together, these SMP initiatives will help train an estimated 3,000 students and working professionals in future-ready skills in the next three years. This will help meet the target pool of personnel trained in priority skills areas such as green building capabilities as well as productive technologies like digital engineering and Design for Manufacturing and Assembly.

4. “Global and local challenges such as rapid urbanisation, land scarcity, higher labour costs, an ageing population and environment sustainability will drive the demand for new capabilities in our built environment sector. To meet the future needs of the sector and build the best home for Singaporeans, we need to ensure an adequate supply of manpower that is equipped with relevant skills”, said Dr John Keung, CEO of BCA.

5. deluge Fire Protection (SEA) Pte Ltd is one firm who is interested in offering the ELP. Its General Manager, Mr Freddie Quek said, “The SkillsFuture ELP is a win-win for ITE and Polytechnic graduates as well as industry firms. The ELP provides an attractive pathway for fresh graduates to gain industry experience and attain deeper skills through on-the-job training. The ELP also benefits employers in helping them attract talent and equip them with in-demand competencies to support the sector’s transformation.”

6. BCA and eight key built environment sector associations who are part of the Construction Industry Joint Committee (CIJC) also signed a Memorandum of Understanding (MoU) to collaborate and drive SkillsFuture initiatives.

7. “The signing of the MoU reflects the built environment sector’s commitment to support skills deepening and career development, and align existing efforts to attract and retain a pool of highly competent workforce. Collaboration from all industry stakeholders is essential to improve the attractiveness and competitiveness of the sector. The Singapore Contractors Association Limited (SCAL) will continue to encourage our members to adopt good human resource practices to provide more conducive workplaces,” said Mr Kenneth Loo, President of SCAL.

8. The Sectoral Manpower Plan was announced by Minister for National Development, Lawrence Wong, when he presented 112 scholarships to students pursuing built environment courses at the Institute of Technical Education (ITE) (please refer to Annex B).

About BCA

The Building and Construction Authority (BCA) of Singapore champions the development of an excellent built environment for Singapore. BCA's mission is to shape a safe, high quality, sustainable and friendly built environment, as these are four key elements where BCA has a significant influence. In doing so, it aims to differentiate Singapore's built environment from those of other cities and contribute to a better quality of life for everyone in Singapore. Hence, its vision is to have "a future-ready built environment for Singapore". Together with its education arm, the BCA Academy of the Built Environment, BCA works closely with its industry partners to develop skills and expertise that help shape a future-ready built environment for Singapore. For more information, visit www.bca.gov.sg.

SKILLSFUTURE EARN AND LEARN PROGRAMME (ELP)

1. The SkillsFuture Earn and Learn Programme (ELP) is a place-and-train programme for fresh ITE and polytechnic graduates to kickstart their careers with built environment firms and continue learning through structured on-the-job training and part-time institution-based courses.
2. Through the ELP, ITE and polytechnic graduates will gain valuable industry experience and attain mastery of skills. On completion, graduates will receive industry-recognised qualifications and progress as specialists in the areas of Building Information Modelling (BIM), site supervision, construction productivity, etc.
3. Details of the ELP:-

(A) For ITE graduates

Eligibility

- Locals (Singapore Citizens and Singapore Permanent Residents)
- ITE graduates from built environment related courses
- Sign on within 12 months from graduation/ORD

Programme Structure

- ELP Duration – 18 months
- Bond period – Not applicable
- Training model
 - Structured on-the-job training
 - Part-time upgrading course/s, leading to attainment of industry-recognised certification/s

Benefits

For ITE graduates

- Sign-on incentive
 - Singapore Citizen - \$5,000
 - Singapore Permanent Resident - \$3,000
- Competitive starting monthly salary - \$1,850

For employer

- Incentive – Up to \$15,000

(B) For polytechnic graduates

Eligibility

- Locals (Singapore Citizens and Singapore Permanent Residents)
- Polytechnic graduates from built environment related courses
- Sign on within 12 months from graduation/ORD

Programme Structure

- ELP Duration – 12 months
- Bond period – Not applicable
- Training model
 - Structured on-the-job training
 - Part-time upgrading course/s, leading to attainment of industry-recognised certification/s.

Benefits

For polytechnic graduates

- Sign-on incentive
 - Singapore Citizen - \$5,000
 - Singapore Permanent Resident - \$3,000
- Competitive starting monthly salary - \$2,200

For employer

- Incentive – Up to \$10,000

BCA-INDUSTRY BUILT ENVIRONMENT ITE SCHOLARSHIP

1. The BCA-Industry Built Environment ITE Scholarship is offered by BCA in collaboration with industry firms, to students pursuing full-time built environment courses at the ITE. Through this programme, scholars will be able to embark on an exciting and rewarding career following their graduation.
2. The ITE Scholarship is structured in two stages:-
 - Stage 1 provides financial incentives during ITE study
 - Stage 2 provides a clear progression path and attractive starting salary for ITE graduates
3. Details of the ITE Scholarship:-

Programme Structure

Stage 1 (ITE Study Phase)

- Course Duration – 2 years
- Funding support - \$14,000 in total
- Bond period – 2 years with sponsoring firm upon graduation and completion of National Service, if applicable

Stage 2 (Post-ITE Development Phase)

- Employment Duration – 3 years, comprising:-
 - SkillsFuture Earn and Learn Programme (*refer to Annex A for details*)
 - Sectoral programme
- Incentives
 - For ITE graduate – \$4,000 in total
 - For sponsoring firm – Up to \$15,000 in total
- Minimum monthly basic salaries
 - \$1,850 in 1st year of employment
 - \$2,050 in 2nd year of employment
 - \$2,350 in 3rd year of employment
- Skills Development
 - Structured on-the-job training
 - Upgrading course/s

Eligibility

- Locals (Singapore Citizens and Singapore Permanent Residents)
- Good academic results (GCE N-level, O-level or ITE results)
- Good CCA records

Tenable Full-Time ITE Courses

- *Higher Nitec* in Civil & Structural Engineering Design
 - *Higher Nitec* in Electrical Engineering
 - *Higher Nitec* in Facility Systems Design
 - *Higher Nitec* in Facility Management
 - *Higher Nitec* in Mechanical Engineering
 - *Higher Nitec* in Space Design Technology
 - *Nitec* in Electrical Technology (Power & Control)
 - *Nitec* in Facility Technology (Air-Conditioning & Refrigeration)
 - *Nitec* in Facility Technology (Mechanical & Electrical Services)
 - *Nitec* in Facility Technology (Vertical Transportation)
 - *Nitec* in Mechanical Technology
 - *Nitec* in Space Design (Architecture)
 - *Nitec* in Space Design (Interior & Exhibition)
4. For more details on BCA's suite of scholarship/sponsorship programmes, please visit www.buildingcareers.sg

Attaining Skills Mastery Beyond Classrooms

1. Since young, Sherman Goh had always seen construction sites differently. He was intrigued by the progress of the works and the people who were involved in the construction processes. This was the start of Sherman's interest in the built environment sector.

2. In his secondary school education, Sherman's strengths were in Mathematics and Science. In fact, Sherman did well enough in his 'N'-Level examinations to be accepted into the ITE Direct Entry Scheme to Polytechnic Programme (DPP), an initiative which would guarantee him a place in the polytechnics if he also performs well in a Higher Nitec course at ITE. Keen to understand how buildings were designed and constructed, Sherman took up the DPP opportunity and chose civil engineering as his specialisation.

3. Just halfway through his course, Sherman has already gained a deeper appreciation of the built environment sector and values the importance of industry practice. "My father used to be a construction foreman. He tells me that there is plenty of learning opportunities on the job and interaction with different stakeholders of the construction value chain. This sort of learning cannot be taught by schools." Eager to join the sector after completion of his ITE course, Sherman applied for the BCA-Industry Built Environment ITE Scholarship which was co-sponsored by Kim Seng Heng Engineering Construction (Pte) Ltd.

4. Sherman is grateful to be sponsored for his studies and secure his employment through the scholarship. "While many of my peers intend to pursue further academic studies, I see myself being able to benefit more from on-the-job training and being involved in the daily running of projects. This is why I am willing to forgo a full-time diploma and kick-start my career with the structured development provided by the scholarship." Even before Sherman has started his career, his enthusiasm looks set to help him make his mark in the future ahead.



Sherman Goh, 17

- BCA-Kim Seng Heng Built Environment ITE Scholar
- Currently pursuing Higher Nitec in Civil & Structural Engineering Design at ITE College Central

Eager to Kickstart Built Environment Career

1. To Shaifuden, a career means more than just having a job; it is also about having opportunities to grow his skills and receiving satisfaction in his daily work. Shaifuden knows these may not be easily found through his other job experience after completion of his National Service, which did not appeal to his interests.

2. Shaifuden decided to return to school to upgrade his skills and enrolled in the Higher Nitec in Mechanical Engineering. It was in this course that he discovered his passion for the design of engineering systems. “Engineering is challenging but fun. I enjoy the problem-solving process involved in designing different systems.”

3. When Shaifuden came to know about the BCA-Industry Built Environment ITE Scholarship, he felt that the built environment sector offered the perfect platform for him to apply his creativity to design solutions for problems which may not even exist currently. deluge Fire Protection (S.E.A.) Pte Ltd, which specialises in design, pre-fabrication and installation of fire protection systems, saw Shaifuden as a talent who could be groomed and offered to co-sponsor his scholarship.

4. The decision for Shaifuden to accept the scholarship offer was easy. Other than the attractive benefits offered by the scholarship, he was also getting an employer which is progressive in developing the workforce. deluge Fire Protection runs BCA-approved training courses on fire sprinkler installations and also conducts continual education training courses for BCA-registered personnel. The firm had also partnered BCA in co-sponsoring Diploma Scholarship and Sponsorships. As a signatory of the Pledge for a Better Built Environment Workplace, deluge Fire Protection adopts good human resource practices in areas such as performance management, staff recruitment and engagement, remuneration and staff wellness.

5. Mr Freddie Quek, General Manager at deluge Fire Protection, looks forward to continue its support for the BCA-Industry Built Environment Scholarship and Sponsorship programmes. “We have been partnering BCA to attract more young people to join the sector. These entrants are assets to the sector. With committed efforts to invest in them, we could be developing the leaders of tomorrow.” As for Shaifuden, he hopes to live up to these hopes and aspires to deepen his skills in building systems so as to design future-ready solutions to benefit the community.



Shaifuden Bin Suyoto, 24

- BCA-deluge Fire Protection Built Environment ITE Scholar
- Currently pursuing Higher Nitec in Mechanical Engineering at ITE College West