



CREATE



SKILLS FOR FUTURE
SKILLS FOR LIFE

CREATING POSSIBILITIES, SHAPING THE FUTURE

ITE Create is our blueprint for creating student and workforce success amidst Singapore's changing jobs and skills landscape, where deep skills and adaptability are key to staying relevant. Fundamentally, it is about **building opportunities for our students to hone their craft, sharpen their career readiness, and broaden their mindsets** so as to create the most value for themselves and their employers. With lifelong learning becoming increasingly critical towards staying relevant, we will also serve as a **trusted skilling provider for our students even after they have graduated**, and support companies in their workforce and business transformation.

It is often said that the future will be fraught with change and uncertainty. But that also leaves the door wider for opportunities to be seized and possibilities to be found, not just within Singapore but also globally. Our tagline, '**Skills for Future, Skills for Life**', emphasises preparing our learners for both the immediate and the distant future, as well as gearing them towards actively shaping the future ahead with skills mastery, a global mindset, and a propensity to strive for continual improvement.

We believe that every one of us has the capacity to innovate, and to create opportunities and possibilities. Our aim is to ignite that spark within our students, here at ITE.

WHAT CAN WE LOOK FORWARD TO?

Under this Plan, we endeavour to continue blazing new trails to create a meaningful and enduring difference to the lives of our students, through:



Expanded skills pathways, such as increasing progression opportunities from *Nitec* to *Higher Nitec* and working more closely with industry to expand our Work-Study Pathway so that more students can obtain a Diploma qualification while gaining employment at the same time.



More customised options for lifelong skills upgrading, with ITE rolling out more courses in niche areas and emerging technologies that build on our strengths in applied skills, as well as working more closely with companies to identify their skills and value gaps, and support their employee reskilling, upskilling, and technology enhancement efforts.



Tighter skills eco-system, by building deeper partnerships and outreach with key stakeholders, such as companies [including Small Medium Enterprises (SMEs)], trade associations and chambers, as well as our alumni. We will engage these key stakeholders more actively and involve them in co-creating better or new learning opportunities and solutions.



Greater infusion of digitalisation, on campus and at work. This entails encouraging a culture of experimentation and innovation, and leveraging on industry partnerships, for us to fully harness the latest technologies for teaching and learning. This includes imparting critical digital skills to our students to better prepare them for the digital economy.



MISSION

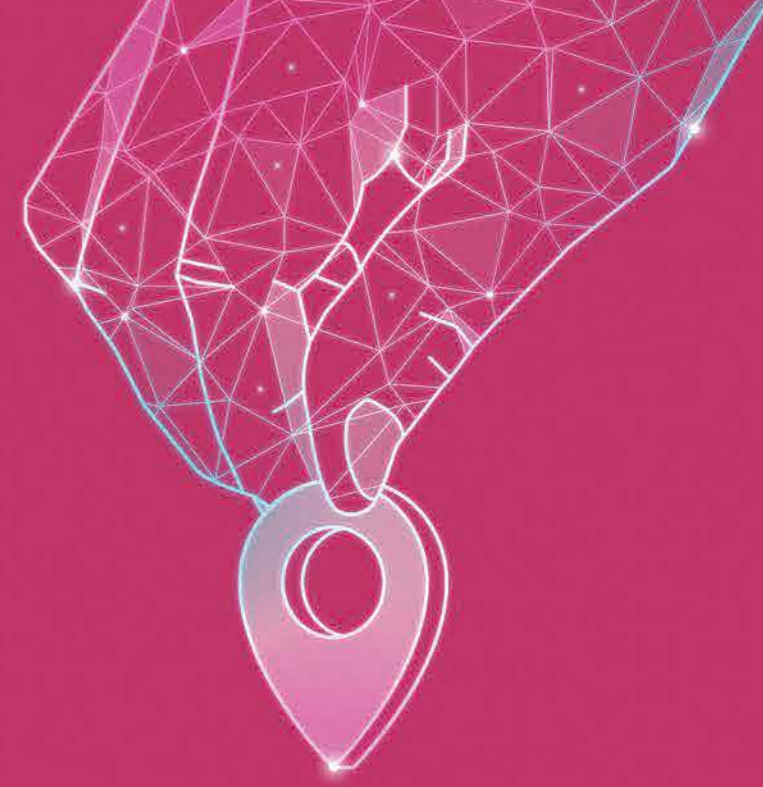
Create Opportunities for Students and Adult Learners to Acquire Skills, Knowledge and Values for Employability and Lifelong Learning

VALUES

Integrity
Teamwork
Excellence
Care

VISION

A Trailblazer in Career Technical Education and Work-Study Training



GOAL 1

Employability Resilience, Future Readiness

- PROGRAMME**
- 1 Deepen Skills through More **Progression** Opportunities
 - 2 Adopt **Flexible Curriculum Structure** and Programming
 - 3 Foster **Work Readiness** through 'Work Situation' Curricular Approach
 - 4 Enhance **Student Success** and Engagement
 - 5 Expand Students' **Internationalisation Mindset** and Cultivate **Entrepreneurship**

GOAL 2

Lifelong Learning, Workforce Adaptability

- PROGRAMME**
- 6 Develop **Distinctive CET Niches** for Skills Upgrading of Adult Learners
 - 7 Enhance **Outreach and Promotion** for Continual Upgrading of **ITE Alumni**
 - 8 Expand **Work-Study Programmes** with Industry
 - 9 Contribute towards **Industry Workforce Transformation** through Corporate Training Schemes and Solutions
 - 10 Support **Companies' Productivity and Technology Improvements**

GOAL 3

Smart Learning, Smart Working

- PROGRAMME**
- 11 Build **Hi-Tech** Learning Spaces and **Digital** Learning Approaches @ ITE Colleges
 - 12 Leverage **Big Data and AI** for Student Learning and Performance Insights
 - 13 Enable Customer-Centric **End-to-End Digital Services**

GOAL 4

Agile Capabilities, Responsive Organisation

- PROGRAMME**
- 14 Enhance **Staff Engagement and Passion** at Work
 - 15 Hone **Organisational and Staff Professional and Digital Capabilities and Industry Experience**
 - 16 Enhance **Collaborative Partnerships** with Industry, Educational Partners and Stakeholders

EXPECTED OUTCOMES



Career-Ready, World-Ready and Future-Ready Graduates



New Opportunities for Skills Transformation and Capability Development



Digital Learning and Customised Services



Collaborative Culture and Win-Win Partnerships

EMPLOYABILITY RESILIENCE, FUTURE READINESS

As industry accelerates towards Industry 4.0, jobs and skills would transform and evolve accordingly. To remain relevant in the digital economy, our students must have the adaptability and soft skills, on top of core skillsets, to be primed for success. This Goal aims to empower our students for career mobility and progression, and to instil in them the passion to learn, the curiosity to explore, and the mindset to broaden their horizons.

We will create more progression opportunities for students to advance their skills, increasing our *Higher Nitec* and *Work-Study Diploma* places. We will infuse 'work scenarios and situations' into the curriculum, where students learn to integrate and apply different skills and knowledge to handle and resolve real work issues and problems.

We will also begin conceptualising a new flexible curriculum structure to cater to secondary school students under the new full subject-based banding system entering ITE in 2028, to better cater to students' strengths and interests.

PROGRAMME
1

Deepen Skills through More
Progression Opportunities

PROGRAMME
2

Adopt **Flexible Curriculum Structure** and Programming

PROGRAMME
3

Foster **Work Readiness** through 'Work Situation' Curricular Approach

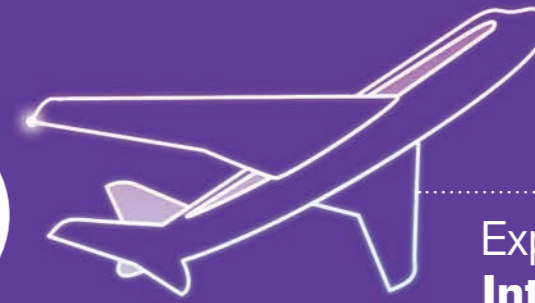
PROGRAMME
5

Expand Students' **Internationalisation Mindset** and Cultivate **Entrepreneurship**

PROGRAMME
4

Enhance **Student Success** and Engagement

RESILIENT



LIFELONG LEARNING, WORKFORCE ADAPTABILITY

Given that the influx of new innovations and technologies continually transform the way we live, work, and play, the skills needed to succeed in work and life are also constantly evolving. Increasingly, we realise that education cannot be front-loaded. Learning continually and undergoing skills development throughout life is becoming the new norm.

This Goal builds on ITE's strengths in applied, hands-on learning, to better support lifelong learning and workforce reskilling. In particular, we will strive to provide customised training and productivity solutions for companies (including SMEs), and reach out more closely to our alumni to help them continually develop their skills throughout their work life.

VERSATILE



Develop **Distinctive CET Niches** for Skills Upgrading of Adult Learners

PROGRAMME 6



Enhance Outreach and Promotion for Continual Upgrading of **ITE Alumni**

PROGRAMME 7



Expand **Work-Study Programmes** with Industry

PROGRAMME 8



Contribute towards **Industry Workforce Transformation** through Corporate Training Schemes and Solutions

PROGRAMME 9



Support **Companies' Productivity and Technology Improvements**

PROGRAMME 10

SMART LEARNING, SMART WORKING

With the accelerated pace of technology changes, alongside Singapore's drive towards becoming a Smart Nation, ITE will, under this Goal, seek to uncover the range of possibilities and opportunities that digitalisation brings. Harnessing digital technology, Artificial Intelligence (AI) and analytics will allow us to enhance teaching and learning; deduce better insights to improve decision-making; automate work processes; and create end-to-end services for students, learners, staff, and employers, etc.

Making learning come alive - technologies such as Augmented Reality (AR), Virtual Reality (VR), and Mixed Reality (MR) contribute towards an immersive and authentic learning experience. We will also leverage on Data Analytics and AI more deeply to derive further insights on student learning progress, so as to enhance their learning experiences and ensure successful outcomes.

PROGRAMME
11

Build **Hi-Tech**
Learning
Spaces and
Digital Learning
Approaches @
ITE Colleges

PROGRAMME
12

Leverage
Big Data and AI
for Student Learning
and Performance
Insights

PROGRAMME
13

Enable
Customer-Centric
End-to-End Digital
Services



DYNAMIC

AGILE CAPABILITIES, RESPONSIVE ORGANISATION

PROGRAMME
15

Hone **Staff and Organisational Capabilities** through Digitalisation Roadmap and Industry Experience

PROGRAMME
14

Enhance **Staff Engagement and Passion** at Work

PROGRAMME
16

Enhance **Collaborative Partnerships** with Industry, Educational Partners and Stakeholders

DEDICATED

Being able to sense change and act quickly on it is critical to staying ahead in today's fluid and fast-moving global economy. To be a trailblazer in Career Technical Education, we will continue to create opportunities, relevance, and value for the organisation, partners, and stakeholders.

Apart from working closely with our partners on the joint transfer of knowledge and co-creation of innovations, we will also focus on growing our culture and capabilities to bring out the best in our staff, and our organisation. Ultimately, it is the engagement and passion of our staff that will touch and transform lives.



TOGETHER, WE WILL REALISE OUR ASPIRATIONS

OUR ASPIRATIONS

A New Vision

A Trailblazer in Career Technical Education and Work-Study Training

Our Mission

Create Opportunities for Students and Adult Learners to Acquire Skills, Knowledge and Values for Employability and Lifelong Learning

Our Values – *ITE Care*

Integrity | Teamwork | Excellence | Care

Rising to the Challenge

Having undergone Five Waves of Transformation to become a world-class institution for Career Technical Education (CTE), ITE will continue to set our sights on pioneering new and refined approaches in CTE and work-study training, with an emphasis on integrating real work into our students' learning experiences.

ITE Create (2020-2024) is our new roadmap for the next five years, to guide us in creating valuable, authentic learning experiences for our students and learners to acquire industry-relevant technical skills and essential life skills.

This would take the collective will of all our staff and lecturers, with support from all our stakeholders, including schools, alumni, parents, industry partners, and key agencies. United in our common purpose to uplift our students, we will support one another to make it happen, hand-in-hand.

Together, let us...

**Imagine Possibilities.
Create Change.
Build Dreams.
Transform Lives.**

**For Better Skills,
Better Workforce,
Better Future!**

HEARTBEAT

Mission

Create Opportunities for Students and Adult Learners to Acquire Skills, Knowledge and Values for Employability and Lifelong Learning

Vision

A Trailblazer in Career Technical Education and Work-Study Training

Values

ITE Care — Integrity | Teamwork | Excellence | Care



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