ITE CREATE (2020-24)

Skills for Future, Skills for Life

Goal 1

Employability Resilience, Future Readiness

P1 Deepen Skills through More **Progression Opportunities**

P2 Adopt **Flexible Curriculum Structure and Programming**

P3 Foster **Work Readiness** through 'Work Situation' Curricular Approach

P4 Enhance **Student Success** and **Engagement**

P5 Expand Students' **Internationalisation Mindset** and Cultivate **Entrepreneurship**

Goal 2

Lifelong Learning, Workforce Adaptability

P6 Develop **Distinctive CET Niches** for Skills Upgrading of Adult Learners

P7 Enhance **Outreach and Promotion** for Continual Upgrading of **ITE Alumni**

P8 Expand **Work-Study Programmes** with Industry

P9 Contribute towards **Industry Workforce Transformation** through Corporate Training Schemes and Solutions

P10 Support **Companies' Productivity and Technology Improvements**

Goal 3

Smart Learning, Smart Working

P11 Build **Hi-Tech Learning Spaces** & **Digital Learning Approaches** @ ITE Colleges

P12 Leverage on **Big Data** and **AI for Student Learning** and **Performance Insights**

P13 Enable Customer-Centric **End-to-End Digital Services**

Goal 4

Agile Capabilities, Responsive Organisation

P14 Enhance **Staff Engagement and Passion** at Work

P15 Hone **Organisational and Staff Professional and Digital Capabilities** and **Industry Experience**

P16 Enhance **Collaborative Partnerships** with Industry, Educational Partners and Stakeholders

FACTSHEET ON *ITE CREATE* (2020 – 2024)

INTRODUCTION

1   ***ITE Create (2020 – 2024***) is ITE's sixth five-year strategic roadmap, conceptualised after one year of planning and consultation involving more than 350 stakeholders. It builds on the foundation laid by the previous strategic plan – ***ITE Trailblazer (2015 – 2019)***, while looking ahead to prepare ourselves for the challenges and changes in the environment, and in particular, the changing skills landscape.
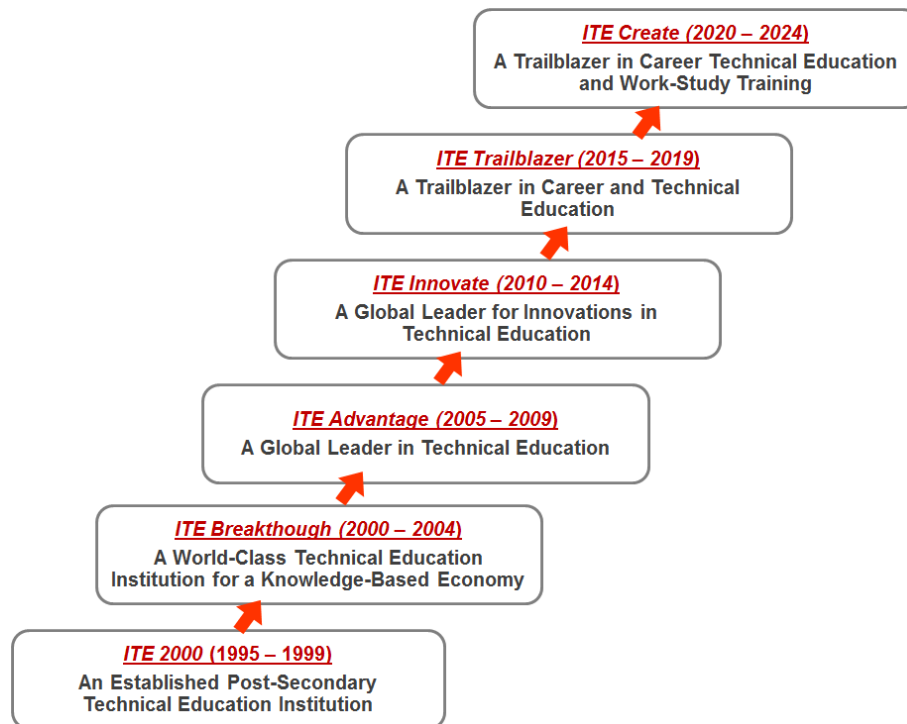
KEY ACHIEVEMENTS UNDER ITE TRAILBLAZER (2015 – 2019)

2   Over the last 5 years under ***ITE Trailblazer***, we have put in place and achieved the following:

a) **Industry-Relevant and Market-Responsive Career-based Training System which brings out the best in our students through both applied and soft skills**

- **Integrated skills training system** responsive to industry needs, aligned to the Singapore Skills Framework, and with progression opportunities for learners to acquire professional skills for career and professional development.

- **Authentic and Innovative Learning Spaces and Systems**, which leverage the latest emerging technologies such as automation and Virtual Reality, mirror Industry 4.0 processes, and support a more immersive learning experience. These include the Smart Manufacturing Hub, ITE-UiPath Robotic Process Automation Experience Lab, designBIM studio and Mixed Reality Lab. An enterprise-wide learning management system – MyConnexion, was also introduced to facilitate ICT-enabled learning for students.

- **Enhanced Internship opportunities for all students**, with three- or six-month long industry attachment comprising structured training and mentorships, to prepare them to be career-ready for the workplace. Some **3,500** companies have worked with ITE to provide a systematic work environment and valuable industry experience.

- **Infusion of Generic Skills and Competencies (GSCs)** under the Skills Framework into our courses. The 18 essential GSCs have been infused in our curriculum development process i.e. skills standards, and ultimately into teaching and delivery, so that students are equipped with important soft skills to support their career readiness.

  o Apart from the curriculum, ITE CCA Participation Rate was over **90%**, where students continue to develop soft skills such as teamwork and initiative

  o Around **20%** of students participate in Global Education Programmes

- **Introduction of Discipline-Specific Pedagogies**, to equip our lecturers with the professional knowledge and skills to customise their teaching methods according to the professions students are trained for. This has resulted in higher learner engagement and better performance during industry attachment.

  o **Digital and Technology roadmaps** were also rolled out for staff to keep abreast with the latest industry and technology developments, for incorporation into their teaching. Close to **40% of academic staff** had conducted CET courses for industry, took on industry projects or provided consultancy.

b) Confident and Successful Graduates

- **Student satisfaction** increased to **97%** (from 96% in 2014)
- Increase in **student success rate** to **88%** in FY2019 (from 85% in 2014)
- Higher employer satisfaction at **95%** in FY16 (from 90% in FY13) – triennial survey

- Increase in gross mean salaries of graduates by **18%**, from $1,782 in FY2014 to **$2,109** in FY2018
- 10-year Graduate Employment Survey showed **59%** of ITE Graduates in 2007 achieved beyond an ITE Certificate
  - 25% Polytechnic Full-time Diploma, 19% Other Diploma, and 15% Degree certifications
  - Median Salary more than doubled (from $1,200 in 2007 to $3,000 in 2017)

c) Expanded, Flexible Pathways to facilitate Student Success and Skills Upgrading of Adult Learners

- **New Work-Study Pathway** leading to award of Diploma certification by ITE, with **24** Work-Study Diplomas (WSDips) offered in 2020, up from four WSDips in 2018.

- **More opportunities for *Nitec* students to progress** to *Higher Nitec* and WSDips*,* with currently **seven in 10** *Nitec* graduates going on to upgrade themselves beyond the *Nitec* qualification over the course of their careers.

- **Broadened Aptitude-based Admissions** for half the *Nitec* courses so that more secondary school students can pursue their course of choice based on their strengths and interests. Early Admissions Exercise (EAE) is conducted for *Nitec* and *Higher Nitec* courses and around **10%** of the 2019 intake were admitted under EAE.

- **Expansion of Just-in-Time Certificate of Competency (CoCs) and Short Courses**, with the emphasis on quickly getting adult learners up to speed with industry-relevant skills. We have **more than 90** Certificates of Competency (CoCs) under the SkillsFuture Series of courses, with many focusing on skills in demand, as well as emerging skills and technology needs. We also embarked on joint certifications in partnership with other agencies, to cater to companies' workforce upgrading needs.

d) Strong Industry and Global Partnerships

- **More than 40 Overseas Partners in 14 Countries; More than 200 local industry partners**
- Some **3,500 companies** providing **internship** opportunities for our students, and **some 270 companies** providing **WSDips places**
- **Over 50 industry projects** completed in 2019 to help companies find solutions and also develop capabilities of staff in the process
- Overseas consultancy and projects in **>25 countries** (through subsidiary ITE Education Services Ltd)

e) Enhanced Public Image and Global Recognition

- **79%** for **Brand Equity**, which represents a remarkable **11% point increase** from 68% in 2015.
- Endorsements through prestigious awards won both locally and globally, such as:
  - **Singapore Quality Award with Special Commendation** (2018) – Second time winner
  - **Global Performance Excellence Award – 'World-Class' Category**
  - (2019)
  - **USA Association for Talent Development Excellence in Practice Award** (2018)
  - **Excellence in Manpower and Training Development Award (Special Mention)** at the Singapore International Maritime Awards (2019)

- Increasing number of successful ITE graduates profiled by the media

WHAT'S NEW UNDER *ITE CREATE*?

3   *ITE Create* will focus on enhancing, innovating and initiating programmes and approaches in these broad areas:

- Expand opportunities for work-based learning
- Adopt demand-driven skills training
- Respond to new industry trends and job roles
- Develop the mindset to leverage opportunities (local and overseas)