

Institute of Technical Education  
**ANNUAL REPORT**  
2015/2016

for the Year Ended 31 Mar 2016



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In the opinion of the Board of Governors, the Annual Report of the INSTITUTE OF TECHNICAL EDUCATION presents fairly the state of affairs of the INSTITUTE OF TECHNICAL EDUCATION as at 31 Mar 2016.

On behalf of the Board of Governors:



**Bob Tan Beng Hai**

Chairman  
30 Jun 2016



**Bruce Poh Geok Huat**

Director & Chief Executive Officer  
30 Jun 2016

## ORGANISATION DETAILS

Board Secretary	Sabrina LOI Deputy Chief Executive Officer (Corporate)
Address	Institute of Technical Education 2 Ang Mo Kio Drive Singapore 567720
Telephone	(65) 6590 2016
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## ABOUT ITE

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ITE is the principal provider of career and technical education in Singapore and authority in development of occupational skills and standards. Set up as a post-secondary institution under the Ministry of Education (MOE) in 1992. ITE is responsible for developing programmes to enhance the competitiveness of Singapore's workforce locally and globally. ITE adopts a '*One ITE System, Three Colleges*' Governance and Education Model, to deliver consistent standards, quality programmes and successful graduates. Under this system, ITE Headquarters oversees system and policy issues and ensures standards and quality, while the 'Three Colleges', namely, **ITE College Central**, **ITE College East** and **ITE College West**, are empowered to develop capabilities and niches of excellence, to enhance students' success and the attractiveness of ITE Education.

### MISSION

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

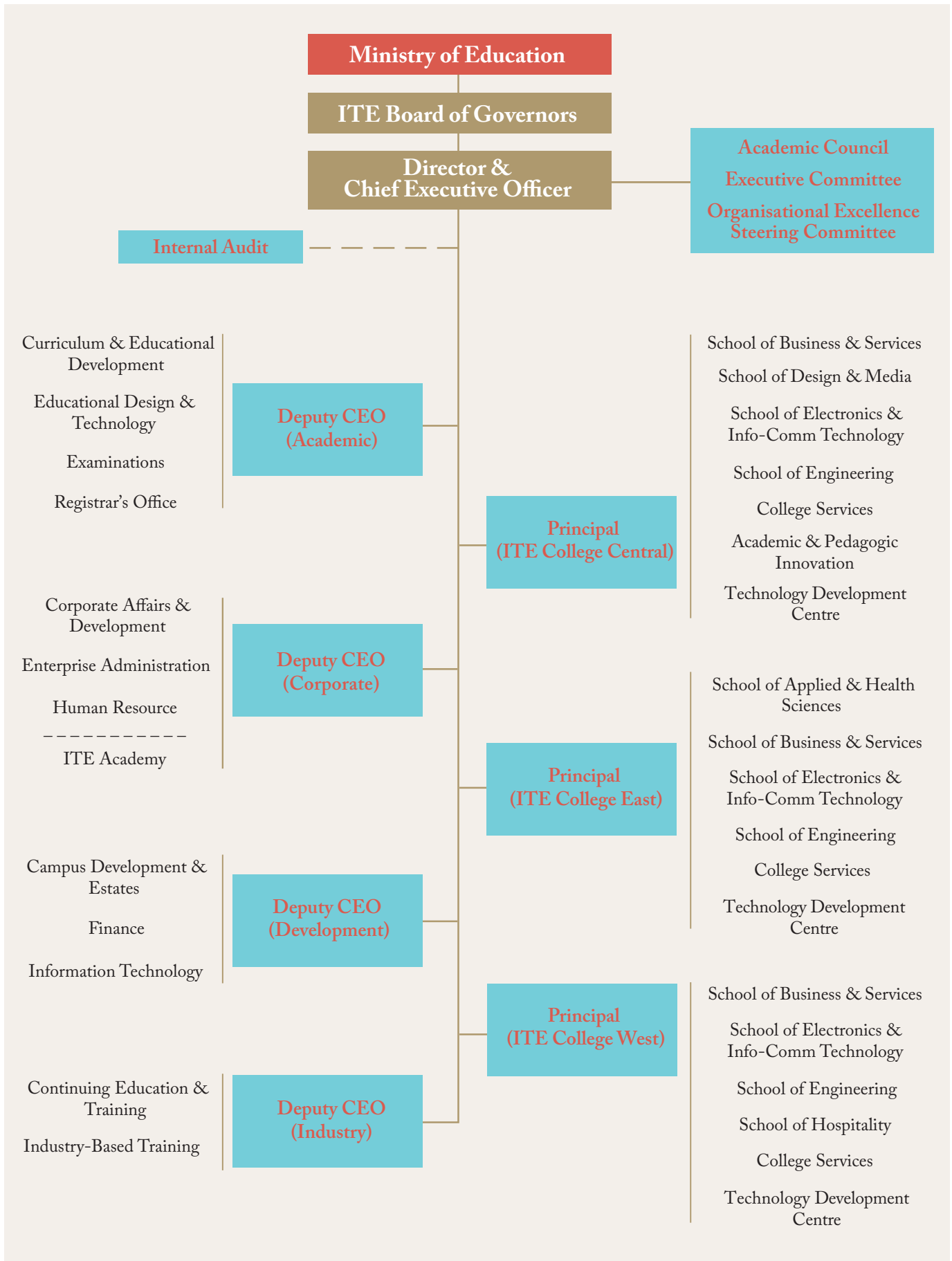
### VISION

A Trailblazer in Career and Technical Education

### VALUES

ITE Care – Integrity, Teamwork, Excellence, Care

As at 31 Mar 2016  
**ORGANISATION STRUCTURE**



## ITE BOARD OF GOVERNORS

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The ITE Board of Governors provides counsel to Management and steers ITE towards its vision and goals. As at **31 Mar 2016**, the tripartite Board comprised the following representations from Government, Industry and the Unions:

**Chairman &  
Chairman, Nominating Committee**

**Mr Bob Tan Beng Hai**  
Chairman  
Jurong Engineering Ltd

**Deputy Chairman &  
Chairman, Establishment Committee**

**Mr Heng Chiang Gnee**  
Executive Director  
Singapore Maritime Institute

**Chairman, Audit Committee**

**Dr Ernest Kan Yaw Kiong**  
Partner,  
Chief-of-Operations (Clients and Market)  
Head of Global IFRS & Offerings Services  
Deloitte & Touche LLP, Singapore

**Chairman, Finance and Investment Committee**

**Mr Kuah Boon Wee**  
Group Chief Executive Officer  
MTQ Corporation

**Chairman, Fund Raising Committee**

**Mr Tong Chong Heong**  
Senior Advisor  
Keppel Offshore & Marine

**Director & Chief Executive Officer**

**Chairman, Technical Education Promotion Fund Board of Managers &  
Chairman, ITE Education Fund Management Committee**

**Mr Bruce Poh Geok Huat**  
Institute of Technical Education

## Members

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**Mr Chang Chin Nam**

Executive Director (Precision Engineering)  
and Singapore Welcome Centre for Corporates (SWCC)  
Economic Development Board

**Ms Malathi Das**

Director  
Joyce A Tan & Partners LL

**Mr Fong Yong Kian**

Chief Executive  
Singapore Totalisator Board

**Mr Heinrich Grafe**

General Manager  
Conrad Tokyo, Japan

**Mrs Chua-Lim Yen Ching**

Deputy Director-General of Education (Professional Development)  
and Executive Director, Academy of Singapore Teachers  
Ministry of Education

**Ms Melissa Kwee**

CEO  
National Volunteer & Philanthropy Centre

**Dr Lim Boon Huat**

Managing Director  
Rohde & Schwarz Systems & Communication Asia Pte Ltd

**Dr Intan Azura Binte Mokhtar**

Chief Operating Officer  
Leeds HR Group of Companies &  
Member of Parliament  
Ang Mo Kio Group Representation Constituency (*Jalan Kayu*)

**COL Ng Chad-Son**

Deputy Chief C4I (Int)  
Ministry of Defence

**Mr Ong Hwee Liang**

General Secretary  
SIA Engineering Company Engineers and Executive Union (SEEU)

**Mr Phua Han Tian**

General Manager  
VIPColor Technologies Pte Ltd

**Mr Gilbert Tan Chye Hee**

Chief Executive Officer  
Employment and Employability Institute (e2i)

**Mr T K Udairam**

Group Chief Executive Officer  
Eastern Health Alliance

**Dr Carrie Yau**

Executive Director  
Hong Kong Vocational Training Council

## ITE SENIOR MANAGEMENT TEAM

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The Senior Management Team shapes and guides the development of ITE under the '*One ITE System, Three Colleges*' Governance and Education Model. As at **31 Mar 2016**, the Team comprised:

### Senior Management

**Mr Bruce Poh Geok Huat**  
Director & Chief Executive  
Officer

**Dr Benjamin Tan Lin Boon**  
Deputy Chief Executive Officer  
(Development)

**Dr Ang Kiam Wee**  
Principal  
ITE College Central

**Mr Heng Guan Teck**  
Deputy Chief Executive Officer  
(Academic)

**Mr Aw York Bin**  
Deputy Chief Executive Officer  
(Industry)

**Dr Yek Tiew Ming**  
Principal  
ITE College East  
(from 1 Apr 2015)

**Ms Sabrina Loi**  
Deputy Chief Executive  
Officer (Corporate)

**Dr Goh Mong Song**  
Principal  
ITE College West  
(from 1 Apr 2015)



## ITE Headquarters

### Academic

**Mr Cheang Wee Kok Shang**  
Senior Director & Registrar

**Ms Michelle Low**  
Divisional Director  
Examinations

**Ms Iris Seet**  
Senior Director  
Curriculum & Educational  
Development 1

**Dr Thang Tze Yian Theresa**  
Divisional Director  
Educational Design & Technology

**Mr Soh Sze-Wei**  
Divisional Director  
Curriculum & Educational  
Development 2

### Corporate

**Ms Tham Mei Leng**  
Divisional Director  
Corporate Affairs & Development

**Ms Susan Lim**  
Divisional Director  
Enterprise Administration  
(from 1 Jan 2016)

**Ms Jane Chia**  
Divisional Director  
Human Resource

### ITE Academy

**Mr Tan Seng Hua**  
Dean  
ITE Academy

**Mr Eden Liew**  
Vice Dean  
ITE Academy

**Dr Samuel Ng**  
Director  
VTE Development

### Development

**Mr Lim Cheng Siong**  
Senior Director  
Campus Development & Estates

**Ms Lana Tan**  
Divisional Director  
Finance

**Mr Lee Foo Wah**  
Divisional Director  
Information Technology

**Mr Chong Weng Foo**  
Director  
Estates Services & Security

### Industry

**Mr Aw Kim Geok**  
Divisional Director  
Continuing Education & Training

**Mr Ting Kok Guan**  
Divisional Director  
Industry-based Training

**College Directorate (ITE College Central)**

**Dr Ang Kiam Wee**  
Principal

**Ms Yeo Sock Tin**  
Director  
Academic & Pedagogic  
Innovation

**Mr Tan Kay Chuan**  
Director  
School of Electronics &  
Info-Comm Technology

**Mr Chong Leong Fatt**  
Deputy Principal  
(Academic) &  
Covering Deputy Principal  
(Administration)

**Mrs Ong-Cheong Hwa Yew**  
Director  
College Services

**Mr Kong Chee Seng**  
Director  
School of Engineering

**Mr Suresh Natarajan**  
Deputy Principal  
(Development)

**Dr Derek Yeo**  
Director  
School of Business & Services

**Mr Lee Teck Kheng**  
Director  
Technology Development

**Mr Callistus Chong**  
Director  
School of Design & Media

**College Directorate (ITE College East)**

**Dr Yek Tiew Ming**  
Principal  
(from 1 Apr 2015)

**Mr Tan Wee Khiang**  
Director  
College Services  
(from 1 Jan 2016)

**Dr Lim See Yew**  
Senior Director  
School of Electronics &  
Info-Comm Technology

Divisional Director  
Enterprise Administration  
(until 31 Dec 2015)

**Mr Lim Teck Lee**  
Deputy Principal  
(Academic)

**Dr Lionel Lau**  
Director  
School of Applied &  
Health Sciences

**Mr Loh Kum Fei**  
Director  
School of Engineering

**Ms Alice Seow Chui Hoon**  
Director  
School of Business & Services

**Dr Lim Soon Huat**  
Director  
Technology Development

**College Directorate (ITE College West)****Dr Goh Mong Song**

Principal  
(from 1 Apr 2015)

**Mr Peh Wee Leng**

Director  
School of Business & Services

**Mr Seng Chin Chye**

Director  
School of Engineering

**Mr Liew Beng Keong**

Deputy Principal  
(Academic)

**Dr Eric Cheung**

Director  
School of Electronics &  
Info-Comm Technology

**Ms Denise Tan**

Director  
School of Hospitality

**Mr Lim Chwee Seng**

Deputy Principal  
(Development)  
(from 1 Apr 2015)

**Mr Yeow Swee Soon**

Director  
College Services

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# FY2015 | HIGHLIGHTS

## A New Vision, A New Future

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Guided by our fifth five-year strategic roadmap, the *ITE Trailblazer* (2015 – 2019), ITE focused on programmes that encouraged skills mastery, lifelong learning and holistic development of the young talents in its care.

FY2015 was a special year for ITE and the nation. Together with the rest of the nation, we celebrated the Golden Jubilee of Singapore through a series of SG50 festivities. Among the most memorable events of the year was the staging of *Becoming Home*, our first original musical that told the story of Singapore through the eyes of five young Singaporeans. Directed by our own staff, the musical celebrated the skills, talents and creativity of ITE students and staff in both front and back of house. During the year, ITE, together with the five Polytechnics, organised the International Technical and Vocational Education and Training (TVET) Conference 2015 with Temasek Foundation as the Principal Sponsor. The Conference attracted more than 350 participants from 30 countries. To celebrate the work of pioneer generation staff and stakeholders, who had contributed to technical education in the last 50 years, we organised the *Tribute Nite*.

While ITE looked back to honour the past, there was strong impetus to look ahead and forge forward. One key driving force in 2015 was *SkillsFuture* – the national movement to develop all Singaporeans to their fullest potential. In line with *SkillsFuture* and *ITE Trailblazer*, ITE bolstered linkages with industry and international partners to create a network of strategic collaborations to support our students in their journey of skills mastery through enhanced internship and career and education guidance.

FY2015 was a year where we broke new grounds to create opportunities and the environment for a new future.

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# Gearing Up for the Future

## Our Corporate Highlights

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### Looking to the Future

ITE's fifth five-year strategic roadmap – *ITE Trailblazer* (2015-2019) – was ITE's strategic response to Singapore's next phase of development as an advanced economy and society. Aligned with both *ITE Trailblazer* and *SkillsFuture*, ITE enhanced its programmes to cultivate:

- Confident and well-rounded students
- Career-ready and world-ready graduates
- Passionate and professional staff
- Engaged and valued partners

### Learning & Teaching Anew

In response to industry demand and to cater to the interests of students, ITE launched **four new courses** in FY2015. As at 31 Mar 2016, ITE offered **101 courses**. Three *Higher Nitec* courses in Broadcast & Media Technology, Interactive Design, and Rapid Transit Engineering were launched in Apr 2015 and the *Nitec* in Logistics Services course was launched in Jan 2016.

To better prepare ITE students for their careers, ITE established an **Enhanced Internship Framework**, where students could deepen their skills in an industry setting alongside other skilled professionals. The new framework featured:

- Longer internships of three to six months
- Structured learning outcomes
- Formal internship agreements between ITE and companies
- Co-assessment of students by company trainers and ITE lecturers

The Scheme was successfully piloted for the *Nitec* in Retail Services and *Higher Nitec* in Space Design Technology courses in 2015. In 2016, 60% of ITE courses embarked on Enhanced Internship. By 2020, all full-time students would have the opportunity to undergo Enhanced Internship. As at 31 Mar 2016, more than 1,000 companies have signed the Internship Participation Agreement with ITE.

To suit the learning style of today's tech-savvy students, ITE intensified **ICT-enabled learning** among students. By the first quarter of FY2016, all learning modules had digital resources that could be accessed anytime, anywhere by the students. With the successful completion of the 'Bring Your Own Device' (BYOD) pilot, the initiative was extended to five courses in 2016. Eventually, it will be rolled out to more courses in phases over the next four years.

Over the next five years, ITE will also implement **Discipline-Specific Pedagogies** (DSP) in 17 courses where students will be taught in ways that suit the profession they are training for. So far, two batches of DSP Pioneers have completed their training in Germany and acquired the professional knowledge and skills to customise teaching methods for their respective trades.

To maximise ITE students' potential, ITE also embarked on a series of initiatives to help students make well-informed education and career choices via **Education and Career Guidance (ECG)**. In Jan 2015, a new 40-hour ECG-infused curriculum was introduced in the Lifeskills (LFS) modules for Year 1 ITE students. In all, 84 LFS lecturers have gone through ECG training. All Class Advisors will be trained to conduct first-level career guidance to their students by the first half of 2017. During the year under review, ITE also set up a Career Services Centre (CSC) at each ITE College. A total of 18 ECG counsellors have been deployed to the three Colleges, with six at each College since Feb 2016.

The CSC serves as a one-stop Centre to provide ECG information, resources and services to students which include:

- Individual or group ECG counselling
- Conduct career preparation workshops for students
- Organise career and education fairs
- Work with College Academic Schools and industry partners to organise industry talks

### Learning New Skills for Life

On the adult learning front, the SkillsFuture Credits Scheme, which was launched in Jan 2016, has seen ITE offering more than **450 Continuing Education & Training (CET) modules** under the SkillsFuture Credits Scheme to encourage adult learners to use their SkillsFuture credits to attend any of these CET courses. To reach out to more adult learners, ITE has partnered institutions such as the Council for Third Age, Employment and Employability Institute and Chinese Development Assistance Council.

### New Perspectives through International Collaborations

In the year under review, ITE enhanced its international profile via the fourth **International Technical and Vocational Education and Training (TVET) Conference 2015** organised in conjunction with the five Polytechnics, with Temasek Foundation as the Principal Sponsor. The Conference brought together leading specialists from Asia, Europe and USA, who shared strategies for advancing TVET and workforce development. The Conference was a success, attracting a total of 352 local and foreign participants from 109 organisations. Of these, 145 were international participants from 30 countries. Ninety-eight per cent of the participants indicated that they found the Conference useful in meeting their objectives.

To extend learning and collaboration opportunities with lead VTE organisations worldwide, ITE signed four **International Memoranda of Understanding (MOU)** this FY:

- Renewal of four-year MOU with **Global Education Network (GEN)** partners in **Australia, Canada** and the **United States**, to create more opportunities for cross-cultural learning and growth amongst staff and students.
- Renewal of five-year MOU with **Institut Paul Bocuse, France**. Through the partnership, both institutions hope to facilitate greater sharing and learning of best practices, and identify new areas of collaboration, including more opportunities for staff and student capability development.



- Renewal of sixth MOU with the **Ministry of Education, Youth and Sports, Baden-Württemberg (KM), Germany**. The MOU was signed in conjunction with a visit led by Acting Minister of Education (Higher Education & Skills) Ong Ye Kung to Germany. Besides the main MOU, a sixth Supplemental MOU was signed among the three ITE Colleges, **six KM Colleges** (including new partner, Gewerbliche Schule Göppingen) and the **State Academy for In-Service Training and Human Resources Development for Schools, Esslingen** (new partner). The MOU with Germany is, by far, ITE's most significant and successful partnership since 1991. The 25 years of strong partnership has yielded significant benefits and value for ITE, our staff and students.

As at end-FY2015, ITE has a total of **21** corporate-level international MOU partners. These strategic linkages have provided opportunities for ITE to learn from international best practices, and increased the exposure and worldviews of staff and students.

### Bringing Industry into ITE

To facilitate applied learning that is industry-relevant, ITE strengthened its partnership with industry organisations through MOUs. In FY2015, ITE signed **22** new local MOUs with companies such as Wing Tai Retail, Carrier Singapore, Sennheiser Electronic Asia, Far East Management, Systems on Silicon Manufacturing Co., Toni & Guy Singapore and StarHub. By end-Mar 2016, ITE had established some **123** local MOUs. ITE's industry partners contribute to curriculum renewal, technology transfer, equipment donation and opportunities for staff and student learning. To enhance student learning through Enhanced Internship, many of these MOUs included opportunities for structured internships at industry for three to six months.

### Bringing ITE Students to the World

As part of holistic education for ITE students, 28% of the student cohort participated in the Global Education Programme (GEP) through exchange programmes, industrial attachments, community service programmes, cultural or sports activities in FY2015. The aim of GEP was to nurture students with global mindsets and perspectives and through this, to build self-confidence and leadership in students.

One GEP activity that students participated in was the 5th biennial VTC-ITE International Student Seminar 2015 held in Hong Kong from 15 to 17 Jun 2015. The Seminar, which was attended by 600 participants from Hong Kong and Singapore, was jointly organised by the Hong Kong Vocational Training Council (HKVTC) and ITE, to provide a platform for discussion and to exchange ideas on the theme Social Innovation. A total of 19 student projects were showcased during the event. Besides acquiring insights and perspectives on Social Innovation, the 300 ITE students also benefitted from the exchanges and friendship with the participants.

Through GEP, ITE students have developed better understanding of work styles, culture and lifestyles in other countries. They have become more community and service minded in their orientation.

## Opening Our Doors to the World

In FY2015, ITE hosted over **2,300** foreign visitors from **77** countries, including Ministers and high-ranking government officials from Australia, Bangladesh, Belgium, Egypt, India, Lao PDR, Malaysia, Myanmar, Solomon Islands, Spain, Taiwan, Tanzania, Thailand and Timor-Leste.

Most prominent of all was the visit by Indian Prime Minister Narendra Modi to ITE College Central on 24 Nov 2015. Prime Minister Modi was in Singapore for a two-day visit at the invitation of Prime Minister Lee Hsien Loong, and his visit was especially significant, as both countries commemorated the 50th anniversary of diplomatic ties. During the visit, Prime Minister Lee Hsien Loong and his Indian counterpart toured the maritime, aerospace and precision engineering hubs, and were briefed on the facilities and training available. Prime Minister Modi had noted with satisfaction, Singapore's contribution in upgrading selected Industrial Training Institutes in India. ITE was honoured to be the only Singapore education institution Prime Minister Modi visited.

# Celebrating Today

## Achievements of Staff and Students

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### Affirmation for an Organisation of Excellence

At the core of the work in nurturing skilled and well-rounded ITE students, is an organisation that is committed to excellence in leadership, student development human resource, innovation and environmental sustainability. ITE, as an organisation, was affirmed through several key corporate awards this year:

- **Singapore International Maritime Awards 2015 (Special Mention)** in Apr 2015, by the Maritime and Port Authority of Singapore, in recognition of ITE College Central's highly commendable contributions to the growth of Maritime Singapore.
- **May Day Model Partnership Awards 2015 (Management Category)** in May 2015, by the National Trades Union Congress, for both ITE and the Amalgamated Union of Public Employees (AUPE), in recognition of ITE's strong partnerships with AUPE, in improving productivity through up-skilling of our staff and shaping a resilient and adaptable workforce.
- **Universal Design (UD) Mark Platinum Award** in May 2015, by the Building and Construction Authority, for the adoption of user-centric philosophy in the building design for ITE Headquarters and ITE College Central.
- **NS Advocate Award (Organisation)** in Jul 2015, by Ministry of Defence and Ministry of Home Affairs, in recognition of ITE's strong support for pro-active policies and roles towards National Service.
- **Wenhui (文暉) Award for Educational Innovation 2015** for ITE College Central's unique pedagogic innovations for skills education – *the 3D Virtual Reality (VR) and 3D Augmented Reality (AR) projects*. Organised by the National Commission of the People's Republic of China for UNESCO and UNESCO Asia-Pacific Programme of Educational Innovation for Development (APEID). The award was presented at a ceremony held in Xiamen, China, in Nov 2015.
- **2015 ASEAN Energy Awards (New & Existing Buildings Category)** in Oct 2015, from the ASEAN Centre for Energy, for ITE's energy efficient efforts for the ITE Headquarters and ITE College Central.

## Students Making Us Proud

Many ITE students took centre stage during the year, as they participated in competitions that enhanced their confidence and ability to collaborate with others. A number of them won various Awards for their excellence and achievements. Among these included:

- Hay Choon Leong, an ITE *Higher Nitec* in Accounting student from College Central, who won the **Halogen Foundation's National Young Leader Award** for 2015. Since its introduction in 2013, the Award has been won consecutively by ITE students. Choon Leong was among five finalists, which included students from top secondary schools and Junior Colleges. Choon Leong stood out with his cheerful and positive can-do attitude. Despite having to earn his own keep as a part-time dumpling seller, he excelled in his studies to win the ITE Top Student Award in 2013 (*Nitec*). He was also the President of ITE College Central's Library Club.
- A total of **44** ITE students from the three Colleges were conferred the 2015 **National Youth Achievement Award (NYAA) Gold Awards**. The ITE winners were selected from some 350 entries received for the award each year.
- Two ITE students, **Danniel Khor** from ITE College East's *Nitec* in Facility Technology in Landscaping Services course and **Daniel Ravindran S/O Thangaraju** from ITE College West's *Higher Nitec* in Electronics Engineering course, were among eight awardees of the HSBC/NYAA Youth Environmental Award 2015. Both ITE winners played very active leadership roles in promoting healthy environmental practices in and out of their Colleges.
- **Forty-four** ITE students received the prestigious **Lee Kuan Yew (LKY) Awards** in the following three categories: **LKY Model Student/Trainee Award**, **LKY Co-Curricular Activity (CCA) Award** and **LKY Technology Awards**, for achievements in academic studies, CCA, sports, arts and innovation.
- **Mavis Tan**, ITE College Central student in Visual Communications, who conceptualised the winning designs for a Commemorative Stamp Design Contest to mark the 50th Anniversary of the Citizens Consultative Committee. Jointly organised by People's Association, Singapore Post and ITE, her designs, depicting racial harmony in Singapore through four egg-shaped characters, were adopted for two limited edition stamps which were launched nation-wide in Oct 2015.
- The Team, comprising 22 ITE and polytechnic students participated in the WorldSkills Competition (WSC) 2015 in São Paulo, Brazil. They achieved a **record number of Medals and Medallions for Excellence**, including one Silver Medal (for IT Network Systems Administration), two Bronze Medals (for Health & Social Care, and Visual Merchandising) and 14 Medallions for Excellence (given to those who achieved at least 500 out of 600 points).

The Silver Medal in IT Network Systems Administration was won by Lee Wei Meng, Daniel, while one Bronze Medal was clinched by Lim Ling in Health and Social Care. Both of them had progressed from ITE, and are currently studying at Nanyang Polytechnic. The Bronze Medal in Visual Merchandising was awarded to Temasek Polytechnic's Quek Wen Hui, Josephine.

Five ITE competitors, who were among the WorldSkills Singapore 2014 and Asean Skills Competition 2014 top medallists, represented Singapore at WSC 2015. Four of them won the Medallions for Excellence. They are:

- Elaine Sz Hui Min for Hairdressing
- Farisha Dhamiera Bte Bohari for Restaurant Service
- Loh Fook Lee for Cooking
- Vanessa Quek Hui Min for Beauty Therapy

## Fruit of Success

ITE's drive to provide excellent skills training has borne fruit. These are the educational outcomes achieved as at 31 Mar 2016:

- High student enrolment of **28,870**
- High student success rate of **87%**
- High student satisfaction level of **96%**
- High student overseas participation rate of **28%**
- Strong employment rate of **85%** for our full-time graduates<sup>1</sup>

A total of **12,522** students graduated from ITE's full-time courses for the 2014/2015 Academic Year. Among them, **631** received Certificates of Merit, with **223** receiving Course Medals for excellence.

These top graduates received prestigious awards:

- Lee Kuan Yew Gold Medal – Tan Guan Rui Ray, Tan Kai Hao, Andrew and Daniel Ravindran S/O Thangaraju
- Tay Eng Soon Gold Medal – Ng Zheng Jie Samuel, Kang Xing and Gay Bing Shuen
- Sng Yew Chong Gold Medal – Ku-Nuramalina Bte Ku-Azaman, Eunice Wong Wan Yun and Moses Charles S/O Felix
- Singapore Labour Foundation Gold Medal – Goh Miah Meng and Boon Chong Chin
- IES Engineering Award – Tan Kai Hao, Andrew (who also won the Lee Kuan Yew Gold Medal)

At the 2015 Ministry of Education Special Awards Presentation Ceremony, **15 ITE graduates**, who had progressed to full-time studies at the Polytechnics, received the **Lee Kuan Yew Scholarship to Encourage Upgrading (LKY STEP) Award**. Of the 15, six also received the **Sultan Haji Omar Ali Saifuddien (SHOAS) Book Prize** for obtaining outstanding academic results. Adalene Chua You Yan, recipient of the LKY STEP Award, also clinched the Lee Kuan Yew Award for Outstanding Normal Course Students and the Lee Kuan Yew Award for All Round Excellence in 2012. Daniel Ravindran S/O Thangaraju won the SHOAS Book Prize and the Lee Hsien Loong Award for Outstanding All-Round Achievement.

<sup>1</sup> The Employment Rate is defined as the percentage of economically-active graduates who were employed at the point of survey. 12% of full-time graduates had received job offers, but were seeking alternative employment or were yet to start work at the point of survey. Only 3% of full-time graduates did not have any job offers or were not working at point of survey.

## Building Professional and Passionate People

As at 31 Mar 2016, there were **2,719** staff in service, comprising **1,835** academic and **884** non-academic staff.

ITE is committed to grow its staff into passionate educators and professional skills masters, through a rich environment where both staff and students can learn and flourish. ITE's **Total System Capability** initiative seeks to level up the professional capability of academic staff in light of rapid technology changes. The initiative aims to develop individual competencies in relevant and new areas as well as integrate competencies across disciplines as total system capability for each College or ITE-wide.

**Ninety-five per cent** of ITE staff attained the professional capability to 'Do' or 'Lead' in industry projects or consultancy work in FY2015. That was a leap of 57 percentage points from FY2007 when this scheme started. A new Total Organisational Capability (TOC) Framework will be introduced to replace the Total System Capability initiative. TOC will further uplift both ITE staff's individual capabilities to support total organisational capabilities through strengthening ITE's core competencies and individual job mastery.

## Good Work Rewarded

In recognition of their exemplary service and contributions, some 60 ITE staff were conferred the following awards:

- **National Day Awards 2015, Prime Minister's Office**  
Awarded to 14 staff
- **National Day Awards 2015 – Long Service Medals, Prime Minister's Office**  
Awarded to 6 staff
- **PS21 Distinguished Star Service and PS21 Star Service Awards 2015**  
Awarded to 1 staff
- **Excellent Service Award (EXSA) 2015, SPRING Singapore**  
Awarded to 34 staff
- **MOE Innergy (Statutory Board) Gold Award 2015**  
Awarded to 1 team
- **ITE Teacher Awards 2015**  
Awarded to 15 staff

## Working with Our Unions

ITE continued to enjoy harmonious relations with our two staff unions – the Union of ITE Training Staff and the ITE Staff Branch of the Amalgamated Union of Public Employees. This close relationship was deepened with two annual events held during the year – the Management-Union Games and ITE BOG-Union Golf Friendly in Oct 2015 and Feb 2016, respectively.

# Honouring Our Past

## Golden Jubilee Celebrations

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### Eye on the Past

2015 was a celebratory year for the nation, when Singapore took stock of its 50 years of nation building. ITE, in its own way, celebrated how it had been part of Singapore's economic and social development. A series of activities helped ITE students foster a sense of responsibility for the community and a deeper appreciation of the nation's history.

### Tracing the Journey

As part of the SG50 celebrations, more than 2,000 ITE students and staff walked down memory lane, to document our developments over the years in the **ITE SG50 Portal**. Using their skills in video production, animation and web development, students documented ITE's history and journey over the last five decades, its contributions towards nation-building, and its aspirations for the future. The development of the portal had enabled students to better appreciate the role of Vocational and Technical Education in the country's economy.

### Gift of Giving

Among the community engagement activities planned for the year was **ITE SG50 Gifting** – a community service event held at ITE College Central that brought together some 650 beneficiaries from 12 charities for a morning of activities, entertainment and interaction with ITE students and staff. At the event, guided by ITE students, beneficiaries tried their hands at assembling a dish garden. In all, ITE engaged 29 charities.

### Reaching the Community

Held at ITE College East in Aug 2015, the **SG50 ITE Fiesta 2015** was organised to encourage the community to discover ITE and understand the importance of skills and skills careers. The event drew 12,000 public visitors and 1,250 secondary school students from 22 schools (compared with 8,500 public members and 2,000 secondary school students in 2014), a record to date. The fun-filled event was graced by Manpower Minister, Mr Lim Swee Say, and his fellow Grassroots Advisors in the East Coast Group Representation Constituency. Besides a carnival, project booths, games and outdoor activities, volunteerism activities for elderly folks were organised, too. In addition, visitors had the opportunity to participate in 52 free learning workshops covering topics from cloud computing, arts and crafts, to Do-It-Yourself activities.

## Becoming Home

ITE staged its first original Musical **Becoming Home**, from 30 Jul to 1 Aug 2015, at the Tay Eng Soon Convention Centre. The seventh in the series, the Musical was produced by ITE's Centre for Music and the Arts. For 2015, the story and production were inspired by Singapore's celebrations of the Golden Jubilee. Directed by well-known local theatre artiste and current ITE staff, Tony Quek, **Becoming Home** was ITE's most ambitious musical to date. Besides being its first original musical, it was supported by a cast of 66 ITE students, alumni, and staff, a crew of 193 students representing the skills and talents of ITE from its various courses, and talents from the community, including three Pioneer Generation cast members and 15 students from Jing Shan Primary School. The Gala Night on 30 Jul 2015 was graced by Deputy Prime Minister Teo Chee Hean and premiered to a house of 900 guests that included members of embassies, industry partners, former and current members of ITE Board of Governors, Management and pioneer ITE staff. The outstanding performance by the cast and crew thrilled the audience.

## Running Down Memory Lane

From Apr to Jun 2015, 50 ITE staff and students took turns to run 50 km a day over 50 days. This was part of the **Go50: A Nation in Motion** event, which aimed to commemorate the Nation's 50th birthday by uniting Singaporeans through the run. The 2,500 km feat was undertaken by two lead runners: Mr Lim Nghee Huat, a Chinese Editor at MediaCorp, and Mr Yong Yuen Cheng, a Teacher at Hwa Chong Institution. Jointly organised by ITE and Heartware Network, the event encouraged interested participants in and out of Singapore to pledge their own distance to be covered and run 'in spirit' with the lead runners over the 50-day schedule. Participants could make their pledges via a web portal designed by ITE staff and students. Possibly the longest event of the SG50 Celebrations, the run culminated in the Grand Finale of the Torch Light-up Ceremony of the 28th SEA Games Ceremony.

## A Befitting Tribute

ITE ended the year on a high note, by honouring 330 pioneers and stakeholders for their roles in the development of vocational education at a **Tribute Night** held in Nov 2015. ITE students and staff put up a series of performances to thank the pioneers. During the event, an inspiring video containing interviews with some pioneer staff set the stage to trace ITE's history and celebrate its past. The event was very well-received by the 1,120 guests who attended the celebration.



# Celebrating the Future

## Outlook for FY2016

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With the successful conclusion of FY2015, ITE is ready to forge ahead in FY2016.

ITE's Corporate Theme for FY2016 is 'Creating Opportunities, Enhancing Capabilities'. Guided by this theme, ITE will focus on:

- Creating more opportunities for students to build strong foundations in technical competencies, life skills, and desirable values, while guiding them for personal growth and preparing them professionally for their career aspirations.
- Providing adult learners with opportunities to continually learn, upgrade and master new skills through CET.
- Growing staff capabilities in pedagogy, technology and professional domain areas to raise the quality of teaching and learning, as well as realise their potential. A new Total Organisational Capability (TOC) Framework will be introduced to replace the Total System Capability (TSC) initiative. TOC will further uplift both Academic and non-Academic staff's individual capabilities to support total organisational capabilities to strengthen ITE's core competencies and individual job mastery.

Building on the strong foundation of the past and gearing up for an exciting future, ITE is ready to bring its students and staff to even greater heights in the next year.



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