

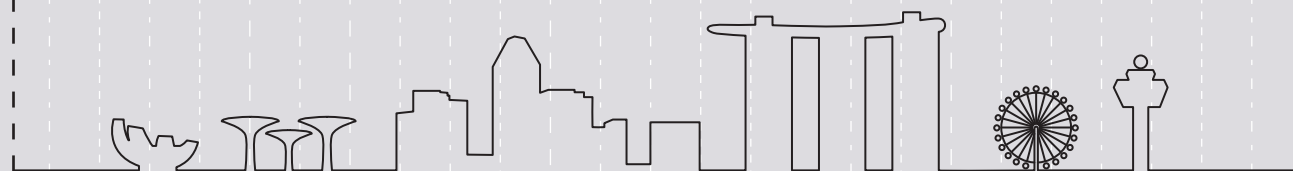
ITE:
GOING

1992

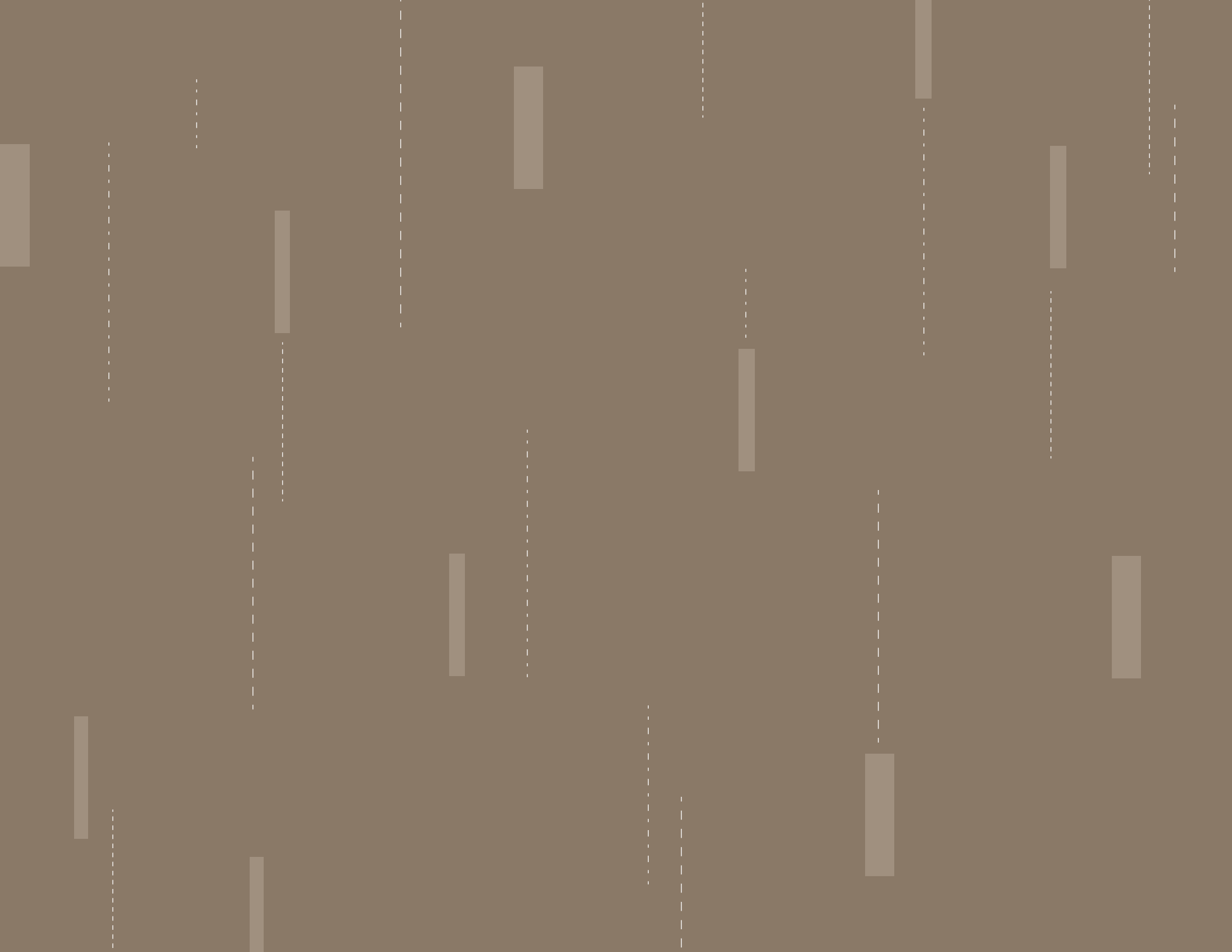
2022

#ITE30

B EY ND



PAVING PATHS IN SKILLING SINGAPORE



ITE: GOING 30th EYOND

PAVING PATHS IN SKILLING SINGAPORE



ITE: Going 3ey0nd

Copyright © 2022 Institute of Technical Education, Singapore

All rights reserved. No part of this book may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, scanning, or otherwise, without written permission from the Institute of Technical Education, Singapore.

'Hands-on, Minds-on, Hearts-on'[®] is a registered trademark of the Institute of Technical Education, Singapore, and is registered in Singapore.

Hardback: ISBN: 978-981-18-4687-8

E-book: ISBN: 978-981-18-4688-5

PREFACE

The growth of the Institute of Technical Education (ITE) is closely linked to Singapore's economic development and industry transformation. Having been tasked to equip a quarter of each school cohort with market-relevant and marketable skills, ITE has had to continually transform itself to remain responsive to the needs of its students, industry, and the social and economic needs of the nation. How we set about transforming ourselves has gained us respect, locally and globally.

Our story, over these 30 years of growth and transformation, can easily be broken down into three phases.

Our first decade was a *time of knowing*. The move towards becoming a post-secondary institution was a paradigm shift for the organisation. The challenges were many then. ITE had to figure out how best to tackle them, and translate them into growth opportunities.

In the second decade, we were starting to get the hang of things. It became a *time of growing*. We further refined our policies and practices, improved our programmes and pedagogy, enhanced our profile, levelled up on people capabilities, and expanded our partnerships. We gained recognition as a leading career and technical institution for developing 'Hands-on, Minds-on, Hearts-on' learners and graduates.

As ITE entered its third decade, we found our groove. It was a *time for glowing*. We refined best practices that were already in place, expanded our pathways, enhanced curricula, and infused technology into our teaching and learning environment. With an eye for the future, we continued to have higher aspirations for our students and set the bar higher for ourselves.

This book allows you to journey through these three phases through photos and quotes from our stakeholders. While it cannot fully convey ITE's rich history, we hope it offers you a glimpse of ITE's role in paving paths in skilling Singapore. We express our deepest appreciation to the key players and stakeholders who have helped us, and our immense joy in seeing our students grow and glow in these past three decades.

We are 30, so let's celebrate and look forward to a brighter future >>

CONTENTS

06

A MOMENT IN HISTORY
Before 1992...

40

T I M E T O G R O W
**DARING DREAMS,
INVIGORATING INNOVATIONS**
2002-2011

08

T I M E T O K N O W
**AMBITIOUS ASPIRATIONS,
PURPOSEFUL POSITIONING**
1992-2001

130

**CELEBRATING 30 YEARS
OF SKILLS EDUCATION**
2022 and Beyond

136

OUR CHAIRMEN & CEOS
PAST & PRESENT

88

T I M E T O G L O W
**STELLAR SKILLS,
SUSTAINABLE SUCCESS**
2012-2021

139 ■ **ACKNOWLEDGEMENTS**

139 ■ **REFERENCES**

138 ■ **EDITORIAL COMMITTEE**

A MOMENT IN HISTORY

Before 1992...

Skills training has had a place in Singapore's history since the 1930s, when the first government trade school and St Joseph's Trade School by the Catholic Mission were established to provide pre-apprenticeship for primary school leavers.



St Joseph's Trade School (1938)



Balestier Trade School (1940)



Singapore Vocational Institute (1963)



Singapore Technical Institute (1969)



Baharuddin Vocational Institute (1969)



St Joseph's Trade School, renamed
Boys' Town Vocational Institute (1971)

The post-war years saw a revival in vocational training, especially in the 1960s when Singapore gained independence in 1963. At the same time, technical and vocational secondary schools were slowly replaced by vocational institutes. The first vocational institute, the Singapore Vocational Institute, was built in 1963. More significantly, a new Technical Education Department was set up within the Ministry of Education to manage the impending growth of vocational and technical education.

A more consolidated effort in skills training was established in 1973, with the formation of the Industrial Training Board (ITB) as industrialisation of the economy took off. A standardised trade certification system – the National Trade Certificate – was established.



Pasir Panjang Vocational Institute



Geylang Serai Vocational Institute



Aljunied Vocational Institute



Bukit Merah Vocational Institute



Jurong Vocational Institute



Ponggol Vocational Institute



Bedok Vocational Institute



Ayer Rajah Vocational Institute



Mountbatten Vocational Institute



Kim Keat Vocational Institute



McNair Vocational Institute



Ang Mo Kio Vocational Institute



Vocational and Industrial Training Board Headquarters

In 1979, ITB and the Adult Education Board (AEB) were merged to create the Vocational and Industrial Training Board (VITB). The VITB was the face of technical and vocational education from the 1980s to the early 1990s, providing mass vocational training to support the expanding economy. VITB's cohort comprised 50% post-secondary students and 50% with less than secondary education. The latter group had weak success rate and employability.

By 1991, however, it was clear a change was needed.

AMBITIOUS ASPIRATIONS

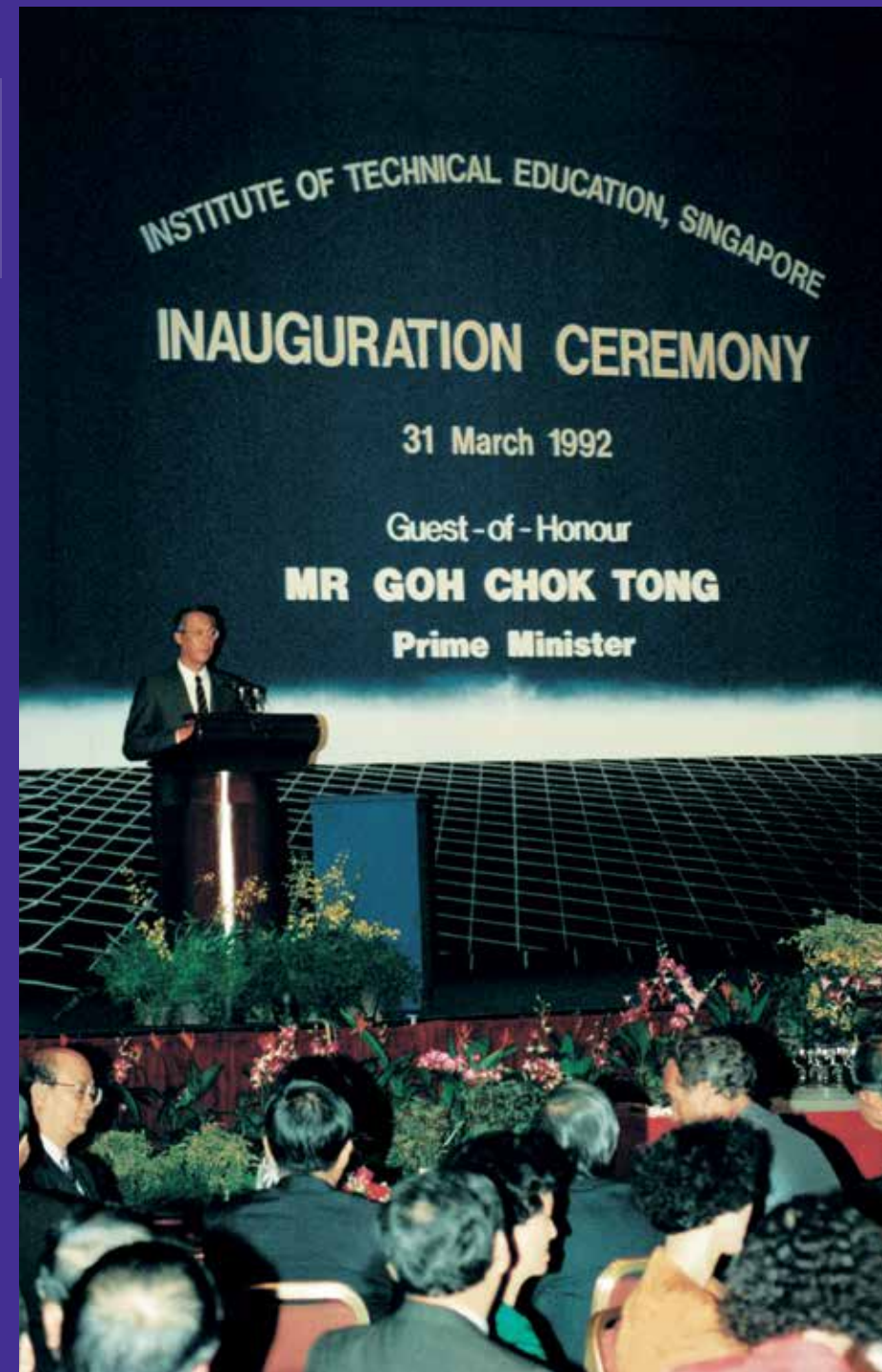
PURPOSEFU

POSITI

NING

1992

2001



“

The evolution of the ITE, from its humble beginning in the Technical Education Department in the Ministry of Education, to the Industrial Training Board in 1973 and the Vocational & Industrial Training Board in 1979 and to ITE today, shows our adaptability in a changing world.

It is this willingness and ability to respond to changing circumstances that keeps us ahead of the competition. Responding to change has brought us success and prosperity. I have no doubt that ITE will upgrade the skills of Singapore workers to world-class standards.

”

MR GOH CHOK TONG, THEN-PRIME MINISTER,
AT THE INAUGURATION OF ITE ON 31 MARCH 1992

A TIME FOR CHANGE

In the 1990s, Singapore was a Newly-Industrialised Economy and one of the four Asian Tigers. As a nation, Singapore had progressed much since its independence and there was optimism in the air. As affluence rose, so did aspirations.



From 1976 to 1981, the Industrial Training Board (ITB), and later, VITB, was helmed by then-Director of Vocational Training, Mr Lim Jit Poh.



Opportunities abound for this new economy that was based on knowledge. But not for Vocational & Industrial Training Board (VITB) graduates, half of whom possessed only primary school certification, and had basic skill certificates.

“ It has become clear that trainees with only primary school education have not been successful. It appears that employers prefer vocational graduates to have at least a secondary education. ”

DR TAY ENG SOON, THEN-SENIOR
MINISTER OF STATE FOR EDUCATION
AND CHAIRMAN OF VITB AND ITE
(1981 TO 1993), ON 27 FEBRUARY 1992



To meet industry demand for better-skilled workers, the idea of establishing ITE as a post-secondary education institution was mooted and realised.

“

The formation of ITE opens a new chapter in the development of technical education and training in Singapore... ITE's mission will be to 'maximise the potential of Singaporeans through excellence in technical education and training in order to develop the quality of our workforce and enhance Singapore's global competitiveness'.

This mission statement reflects ITE's role and commitment in meeting the skilled manpower needs of our economy. ”

DR TAY ENG SOON, THEN-SENIOR MINISTER OF STATE FOR EDUCATION AND CHAIRMAN OF VITB AND ITE (1981 TO 1993), AT THE INAUGURATION OF ITE ON 31 MARCH 1992



THE TRANSFORMATION BEGINS

As a post-secondary institution, ITE's focus was to provide higher-level technical training courses for secondary school leavers. New courses were developed to meet industry's needs.



To complement the transfer of technical knowledge, ITE would also work on character development so students enjoy a holistic education. A conducive environment was needed to make this happen.



“To provide a total learning environment conducive for both skills training and character development, seven new institutes will be built and three existing ones will be upgraded...”

DR TAY ENG SOON, THEN-SENIOR MINISTER OF STATE FOR EDUCATION AND CHAIRMAN OF VITB AND ITE (1981 TO 1993), AT THE INAUGURATION OF ITE ON 31 MARCH 1992

1993



ITE Bishan

1995



ITE Headquarters & ITE Dover

As part of the 10-year *Physical Development Plan*, these 10 satellite campuses were strategically located in high-density population and industrial areas to bring technical education to the doorsteps of young people and the workforce.

1996



ITE Ang Mo Kio (upgraded)



ITE Clementi (upgraded)



ITE Bedok (upgraded)

1997



ITE Balestier

1998



ITE Yishun



ITE Tampines

2000



ITE Bukit Batok

2001



ITE MacPherson

NURTURING

A

NEW GENERATION

To complement the modern campuses and their high-quality training facilities, and match expectations for more highly-skilled graduates, a new curriculum was needed, to be delivered by competent and professional staff.



“The physical upgrading of the institutes must be complemented by the upgrading of the teaching staff in order to develop their professional expertise and teaching skills. This will be done by upgrading programmes for existing staff, as well as by recruiting better-trained and qualified staff.”

**DR TONY TAN, THEN-DEPUTY PRIME MINISTER AND MINISTER FOR DEFENCE,
AT THE OFFICIAL OPENING OF ITE HEADQUARTERS AND ITE DOVER IN JUNE 1996**

*Dr Tony Tan, with Mr Ahmad Mattar(right),
Chairman of ITB and VITB (1976 to 1981),
touring ITE HQ during its Official Opening.*





“ The greatest challenge faced by ITE during the earlier years of its establishment was its poor image inherent in a culture and society that overly revered academic studies. We embarked on a journey of transformation – one forged through strategic planning, organisational excellence, innovation and ingenuity. ”

—
DR LAW SONG SENG, CEO OF VITB AND ITE (1981 TO 2007)



Staff had to upskill and be retrained to cope with the demands of higher-level skills courses. Such a major overhaul required a strategic plan with clear goals to guide the organisation.

—

“ When then-Minister for Education, Mr Lee Yock Suan, asked me to be the Chairman of ITE, he outlined two priorities for ITE – to improve the image of vocational training and ITE, and have a clear roadmap for ITE as a new post-secondary institution.

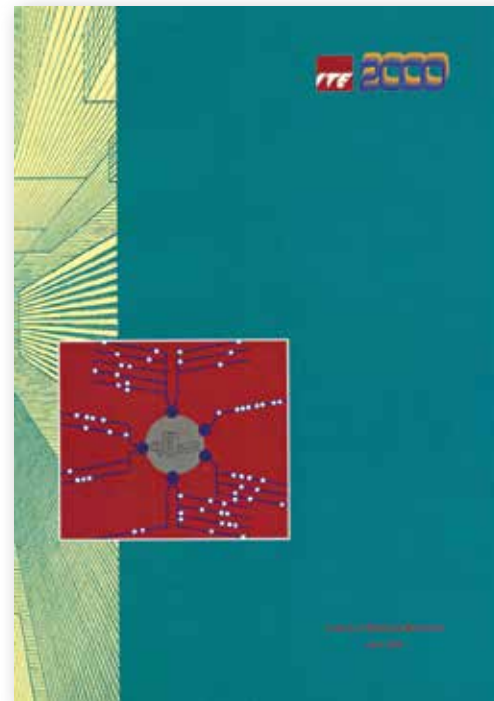
Image was the key to transforming ITE, but it was a very difficult thing to do at that time. To improve ITE’s image then, there were many things we needed to do. In particular, we needed a vision and roadmap: a roadmap to find and create the path to where we wanted to go.

Vision and forward planning was the other priority for ITE, to transform itself from a lowly-regarded institution to one that is well-received by the public, parents, students and employers. So the Board and management started to envision and create five-yearly strategic plans to guide and bring the organisation and staff along on a new journey of reinventing ITE. It was one of the best strategies which ITE has embarked on to transform itself, in successive waves. ”

—
MR ERIC GWEE, CHAIRMAN OF ITE (1994 TO 2007)



ITE's first five-year strategic plan, **ITE 2000** (1995 to 1999), was born. With a vision to build ITE into an established post-secondary institution, the first blueprint focused on completing the infrastructure improvements that had already started, and people development.



To encourage staff to remain competent to match the upgrading of ITE courses, new staff upgrading and reskilling schemes were introduced. These schemes, and the introduction of Individual Learning Plans and Establishment Learning Plans, encouraged staff to upskill to at least a diploma level.



“ Since its inception as a post-secondary institution, ITE has continued to evolve and transform. Its brand of ‘*Hands-on, Minds-on and Hearts-on*’ training system has gained acceptance by students, parents and industry, and also gained recognition at an international level. Such success could be attributed to ITE’s firm belief in staff training and development. The Establishment Learning Plans are developed annually, incorporating digitalisation and technology roadmaps, to support staff learning and growth. These are continually reviewed to keep its relevancy. ”

MR JEFFREY KOH, PRESIDENT OF UNION OF ITE TRAINING STAFF (2008 TO 2018). JEFFREY JOINED ITE (THEN VITB) IN 1985 AS A TRAINING INSTRUCTOR. TODAY, HE IS DEPUTY DIRECTOR/ BUILT ENVIRONMENT ENGINEERING AT ITE COLLEGE EAST.

REDEFINING

VOCATIONAL TRAINING

“Many rewarding careers require good, sound knowledge, as well as manual dexterity and other talents... Not all Singaporeans are academically inclined, but almost all have qualities and abilities which can be developed to benefit society and themselves.

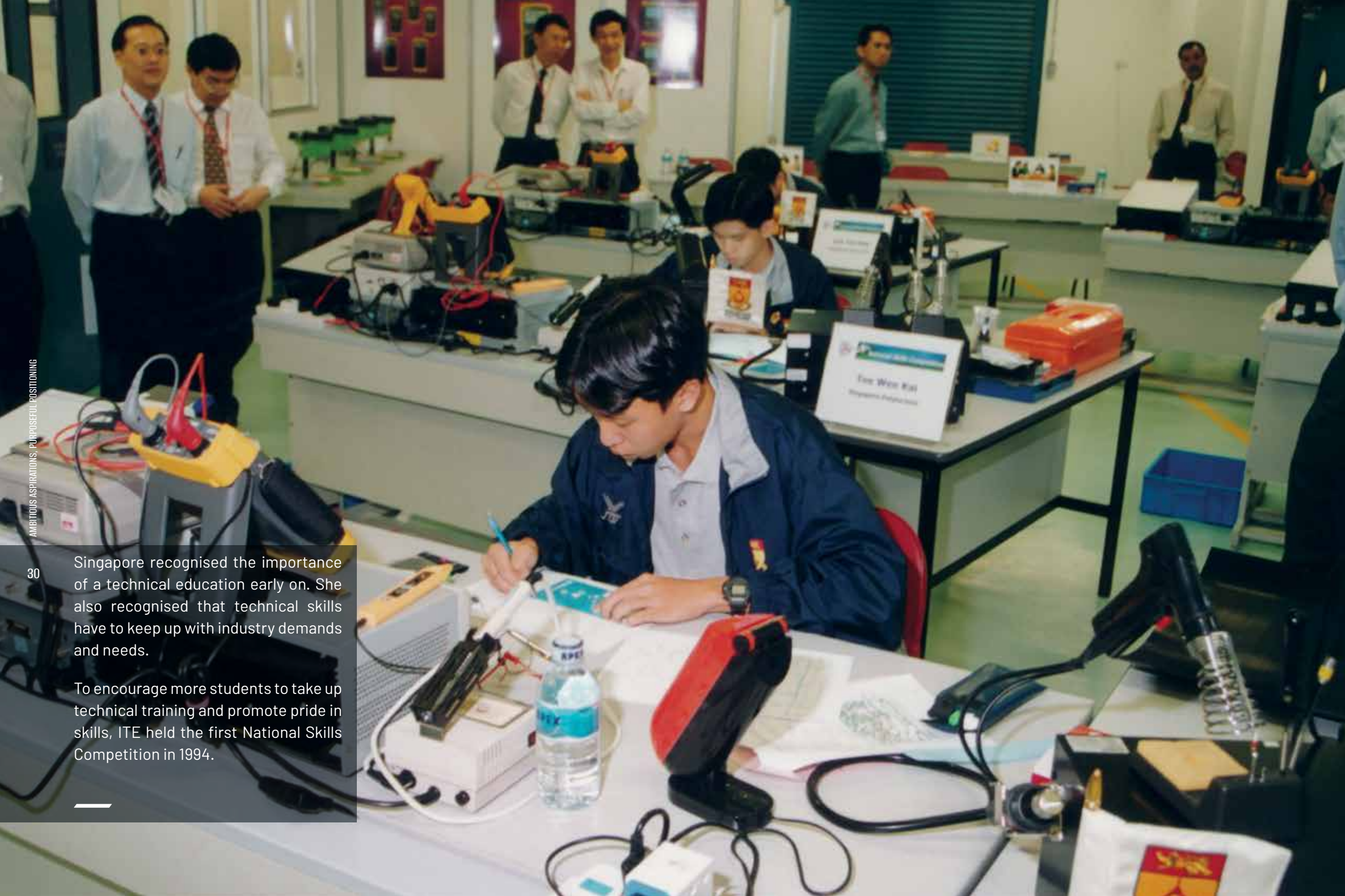
Singapore will be poorer if everyone aspires to and gets only academic qualifications, but nobody knows how to fix a TV set, a machine tool or a process plant. We need a world-class workforce with a wide variety of knowledge and skills to achieve a world-class standard of living. ”

MR LEE YOCK SUAN, THEN-MINISTER FOR EDUCATION, AT THE OPENING OF THE FIRST NATIONAL SKILLS COMPETITION, ORGANISED BY ITE, ON 13 JUNE 1994



Singapore recognised the importance of a technical education early on. She also recognised that technical skills have to keep up with industry demands and needs.

To encourage more students to take up technical training and promote pride in skills, ITE held the first National Skills Competition in 1994.



“

To succeed in this new economic landscape, our students entering the workforce must not only be skilled and technologically savvy, but also be creative and adaptable. They must be able to think critically, come up with innovative solutions to problems, and work effectively as individuals and in teams.

Every Singaporean needs to constantly train and re-train to equip themselves with the skills that will be in demand... To prepare students for the new economy, ITE has reviewed its curriculum and formulated a new model for the next five years. ”

MR TEO CHEE HEAN, THEN-MINISTER FOR EDUCATION AND SECOND MINISTER FOR DEFENCE, AT THE OPENING OF ITE BUKIT BATOK AND THE OPENING OF THE 4TH NATIONAL SKILLS COMPETITION ON 28 JUNE 2000





“It was very sad and disappointing to be posted to Singapore Technical Institute (STI, part of VITB) at that time. The reputation wasn’t so good then – you felt like there was no future. But when I started my lessons, things changed. The lecturers, their way of teaching, was different. They were very caring and always motivated us not to give up. They didn’t just teach; they really cared for us and counselled us. The two years at ITE were my most enjoyable.

And it was my ITE certificate that I used to clinch my first job. What I learnt in ITE was very relevant and gave me a good foundation so I was able to pick up skills on the job more quickly. I find the same solid foundation in many ITE graduates as well. ”

—
MR KENNETH NEO, CLASS OF 1991. KENNETH WENT ON TO WORK HIS WAY UP, EVENTUALLY GRADUATING WITH A DEGREE AND SETTING UP HIS FIRST COMPANY IN 2000. TODAY, HE IS AN ESTABLISHED BUSINESSMAN, THE PRESIDENT OF THE ITE ALUMNI ASSOCIATION, AND A GREAT SUPPORTER OF ITE’S INITIATIVES AND EVENTS.



The National Technical Certificate had replaced the VITB-issued National Trade Certificates in 1992. In the next 10 years that followed, with the addition of many new courses, it became clear that a newer, clearer certification system was needed to accommodate the variety of courses ITE was offering.

“It was ITE that ignited my curiosity in learning – the hands-on approach here made studying a pleasure, compared to the usual academic-centric syllabus. Hence, it was an easy decision for me to pay forward what I had received and I started teaching at my alma mater in 2006.

Having taught in ITE for 16 years, I’ve witnessed ITE’s transformation and its significant contributions to technical and vocational education and training. I always feel proud whenever our industry partners praise our graduates for their work competency because it affirms the effectiveness of our pedagogic methods. ”

—
MR OH CHEE KIAT, SENIOR MENTOR, ITE ACADEMY/HQ. CHEE KIAT GRADUATED FROM STI IN 1991 WITH AN INDUSTRIAL TECHNICIAN CERTIFICATE IN ELECTRONICS ENGINEERING. AS A LECTURER, CHEE KIAT’S PASSION FOR HIS STUDENTS LED TO HIM WINNING THE PRESTIGIOUS PRESIDENT’S AWARD FOR TEACHERS IN 2020.





The biggest stakeholders here were the potential students. A Networking System with secondary schools was set up to create awareness on the viability of a technical education to prospective students. In addition, engagement programmes to introduce ITE to secondary school students and their parents soon became a mainstay to help improve perceptions and build ITE's image.



Dr Aline Wong, then-Minister of State for Health and Education (in blue dress), with Mr Goh Chok Tong and other ITE representatives, at the first National Skills Competition.



Then-Prime Minister, Mr Goh Chok Tong, wanted recognition to be accorded to the valuable contributions skilled workers had made to Singapore's economic development. The inaugural National Skills Competition was held in 1994 for this purpose – to raise the image and status of skilled workers and to encourage a new generation to take up technical training.



Dr Tay Eng Soon addressing guests at the inauguration of Advisory Council on CET in 1992.

To do this, industry-based training gained momentum in the early 1990s. ITE was tasked to expand the scope of apprenticeship and encourage companies to set up in-house training centres. ITE also helped companies identify training needs, develop training programmes, design training blueprints and train in-house trainers. All these meant that ITE needed to forge closer ties with industry.

ITE Board Visit to Mobil Oil/Glaxo Wellcome in 1999



“ITE will also support Singapore's role in the international community by sharing its experience and expertise in technical training.

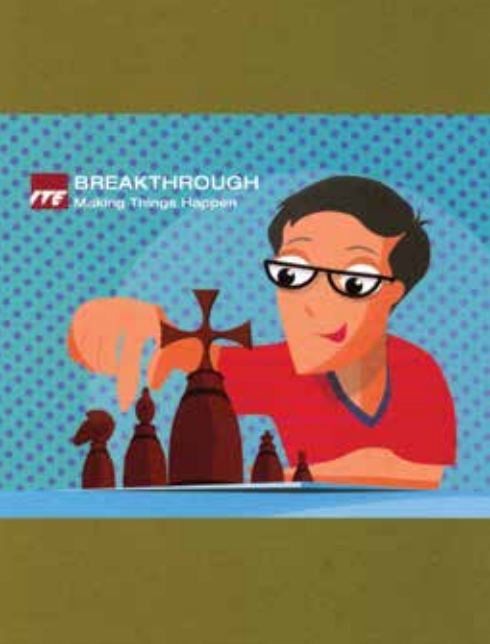
ITE will have a significant role to play in the training of our workforce... Our mission is to prepare a better educated and trained workforce to meet the challenges of the 21st century.”

DR TAY ENG SOON, THEN-SENIOR MINISTER OF STATE FOR EDUCATION AND CHAIRMAN OF VITB AND ITE (1981 TO 1993), AT THE INAUGURATION OF ITE ON 31 MARCH 1992

The Certified On-The-Job Training Centre (COJTC) Scheme was formed in 1994 to provide structured on-the-job training for the industry workforce. The scheme was meant to upgrade the core skills of employees in critical sectors and was a step towards securing ITE's status as a trusted and credible certification provider.



Dr Law Song Seng, CEO of VITB and ITE (1981 to 2007), conferring the Approved Training Centre certificate to Alexandra Hospital on 29 January 2001.



Towards the end of ITE's first decade, ITE had fulfilled the functions first laid out by Dr Tay Eng Soon at its inauguration in 1992. ITE was now mid-way through its second strategic plan – **ITE Breakthrough**.

Its focus was now on revamping and reengineering its systems to elevate its standards to be on par with other world-class institutions. And on the home front, *A Force Behind the Knowledge-based Economy*.

“ITE has managed to restructure and transform itself into a dynamic and progressive post-secondary technical institution. It is viewed by many, both locally and internationally, as an institution of international standard and ‘best in class’ in vocational technical training.”

MR PETER CHEN, THEN-SENIOR MINISTER OF STATE FOR EDUCATION, AT THE 4TH ITE INSTITUTE DAY STUDENT AWARDS PRESENTATION CEREMONY AT THE ITE AUDITORIUM ON 25 APRIL 2000



DARING DREAMS

INVIGO

R

ATING

INN

J

VATIONS

2002

2011



“

I think it (ITE) is one of the success stories of Singapore that we are able to uplift the academically less-advantaged 25% and use their other skills, hands-on skills and ability to improvise, to give them that added value so that they can make a contribution to life, to society, and to make a good living.

”

MR LEE KUAN YEW, SINGAPORE'S FIRST PRIME MINISTER (1959 TO 1990),
DURING HIS VISIT TO ITE COLLEGE EAST ON 21 FEBRUARY 2008

ALL GEARED UP

In the 10 years since ITE started, technological advances had gone into overdrive. An increasingly globalised economy meant increasing competition for Singapore as well; so there was a need for us to differentiate ourselves.

Recognising this, the Singapore Government aimed to turn the country into a global hub for several industries. ITE had to step up its game to match this new direction.



Having established ourselves as a post-secondary institution for secondary school leavers, ITE's task now was to produce work-ready and world-ready graduates to meet increasing global competition and ensure lifelong employability.



REVAMPING THE SYSTEM

“

This new ITE Certification System will give ITE greater flexibility in introducing new courses to meet the changing needs of the new economy. It will align certifications with pre-requisite entry requirements and will provide a clearer definition of the different levels of ITE training to school leavers, employers and the public.

The new National ITE Certificate, or *Nitec*, is in essence, the new benchmark for ITE training... The incorporation of the ITE name in the new system of certification will further enhance the recognition and value of an ITE qualification. It better reflects the ITE today and the quality of its graduates. ”

MR TEO CHEE HEAN, THEN-MINISTER FOR EDUCATION AND SECOND MINISTER FOR DEFENCE, AT THE OPENING OF ITE MACPHERSON ON 4 JULY 2002



The first step was the introduction of a new certification system. Introduced in 2002 to replace the National Technical Certificate System, the new system was an effort to address the limitations of existing certification titles to respond to new needs and streamline ITE's certifications into three main certifications - *Nitec*, *Higher Nitec*, and *Master Nitec*.



Nitec was to be the new benchmark for ITE training. It would be to ITE what a diploma is to polytechnics or a degree to universities.

UNDER

ONE ROOF

Besides a change in certification, the time was ripe for change on another front.

To accommodate the growing popularity of ITE's courses, new initiatives, and changing economic needs, the idea of regional campuses was mooted as early as 1998 by then-Minister for Education and Second Minister for Defence, Mr Teo Chee Hean.

It was announced by then-Prime Minister, Mr Goh Chok Tong, in 2001, and a 15-year Master Plan (later revised to 12 years) for the ITE Regional Campuses was developed and put into place.

Mr Teo Chee Hean with Mr Lee Tzu Yang (wearing blue tie), then-Chairman of Shell Companies in Singapore, Mr Roger Lee (far right), first President of ITE Alumni Association, and community and ITE representatives, at the Launch of the Techno Achievers' Congress cum Inaugural Shell Livewire Young Business Start-up Award on 15 November 2001.





“The concept of a Regional Campus goes beyond the physical and infrastructural aspects. It embodies opportunities for breakthrough changes in educational approaches, systems, processes and practices. All these possibilities and changes will further reinforce the standing of ITE as an established post-secondary education institution.”

DR NG ENG HEN, THEN-MINISTER OF STATE FOR EDUCATION AND MANPOWER, AT THE GROUNDBREAKING CEREMONY OF ITE COLLEGE EAST ON 7 SEPTEMBER 2002



In 2004, then-Minister for Education, Mr Tharman Shanmugaratnam, formally announced the renaming of ITE campuses as 'Colleges' and the new 'One ITE System, Three Colleges' Governance and Education Model.

“

The new model of ITE Colleges, with each college having greater autonomy in responding to the market, and carving out its own niche, will encourage innovation, diversification, and competition.

With Hands That Think, I'm Building My Future

I'm gifted. With my hands. All that I learn, acquire and know - my hands put into action. They have a mind of their own. These thinking hands. At ITE, be it a course in Precision Engineering or Mechatronics, I'm always given that free hand to develop my skills, put theory into practice, and transform thought into action. ITE. Hands-on. Minds-on. Hearts-on.

www.ite.edu.sg 1800-CALL ITE (1800-2255 483)

With my heart and mind in the right place, my hands are my cutting edge.

Hands-on for the relevant skill sets, minds-on for independent thinking, hearts-on for passion and self-belief. With ITE's unique brand of Hands-on, Minds-on, Hearts-on College Education, I'm definitely world-ready. Bringing knowledge to life in the workplace and contributing to the country's skilled workforce - I've got all the know-how I need to meet the needs of the new globalised economy.

Thinking Hands Create Success in the Global Economy
Hands-on, Minds-on, Hearts-on

www.ite.edu.sg 1800-CALL ITE (1800-2255 483)

When my heart is set on success, my hands give me a flying start.

Hands-on for the relevant skill sets, minds-on for independent thinking, hearts-on for passion and self-belief. With ITE's unique brand of Hands-on, Minds-on, Hearts-on College Education, I'm definitely world-ready. Bringing knowledge to life in the workplace and contributing to the country's skilled workforce - I've got all the know-how I need to meet the needs of the new globalised economy.

Thinking Hands Create Success in the Global Economy
Hands-on, Minds-on, Hearts-on

www.ite.edu.sg 1800-CALL ITE (1800-2255 483)

The greater consolidation of resources... provides more options for cross-level and multi-disciplinary learning... With these enhancements, ITE's Brand of Education will be a triumvirate of what it calls '*Hands-on, Minds-on and Hearts-on*' Learning. ”

MR THARMAN SHANMUGARATNAM, THEN-MINISTER FOR EDUCATION, ON 12 OCTOBER 2004



In January 2005, ITE College East, the first Regional Campus, started operations. ITE's first mega campus' opening heralded the start of an exciting new era.



ITE COLLEGE EAST

College of Enterprise & Innovation

Campus Size: 10.7ha
Started Operations: January 2005
Officially Opened: 24 March 2006
Niche School: School of Applied & Health Sciences



ITE

BREAKTHROUGH

“

ITE has grown into an institution that has international reputation for excellence in technical training. As a World Bank report put it, 'ITE has achieved significant breakthrough by establishing itself as a post-secondary institution. It has effectively rebuilt and transformed its former vocational institutes into top-line educational colleges. ITE has given skilled occupations a new social and economic importance, creating viable careers for its graduates.' ”

PRIME MINISTER LEE HSIEN LOONG, AT THE OFFICIAL OPENING OF ITE COLLEGE EAST ON 24 MARCH 2006



***ITE Advantage** (2005 to 2009)*
is ITE's third strategic roadmap.



The first comprehensive ITE College, ITE College East, was designed to give our students the ***ITE Advantage*** – to be adaptable, work-ready and world-ready.



Visits to ITE College East by prominent figures like Prime Minister Lee Hsien Loong, Senior Minister Tharman Shanmugaratnam, and the late President S R Nathan

The fully wireless-networked campus, with its state-of-the-art facilities, represented the Government's commitment towards skills investment. It was also a shout-out to the public – that ITE is not a last resort, but one where students can dare to dream and find new beginnings, discover confidence and passion; and for many who have difficult backgrounds, create a home away from home.



“ Back in those days, studying at ITE was pretty fun and enjoyable. The hands-on training was authentic and suited my style of learning. I was able to efficiently apply the knowledge and skill sets gained for my academic journey and career.

I joined ITE in 2014 and as a former ITE student, I totally understand the struggles and challenges our students face. So I want to use my experience to instil the right attitude and values to inspire our students. As a teacher, my biggest reward is witnessing my students discover their full potential and excelling in their careers. ”

MR MAX CHUA, CLASS OF 2009. MAX GRADUATED FROM ITE WITH A *HIGHER NITEC* IN ELECTRONICS ENGINEERING.

HE STARTED AT ITE AS A TEACHING ASSOCIATE IN 2014 AND HAS WON THE ITE TEACHER’S AWARD IN 2021 FOR HIS OUTSTANDING PERFORMANCE AS AN ACADEMIC STAFF. TODAY, HE IS AN INFO-COMM TECHNOLOGY (ARTIFICIAL INTELLIGENCE) LECTURER AT ITE COLLEGE WEST.



Left to Right: Mdm Stella Lai, Alvin Lee, and Mdm Julie Choo

“ ITE’s holistic pedagogic approach provided me with many opportunities, such as authentic learning, overseas exchange, and exposure in terms of competitions and seminars. These helped us learn and develop new perspectives so we can excel. I’m very thankful to my former lecturers, Mdm Stella Lai and Mdm Julie Choo (who are now my colleagues!), for their nurturing and caring nature when I was their student. They never fail to inspire their students! ”

MR ALVIN LEE, CLASS OF 2011, WANTED TO REPAY HIS FATHER FOR BELIEVING IN HIM DESPITE HIS SETBACKS. HE WORKED HARD AT ITE AND WITH THE HELP OF HIS LECTURERS, ALVIN EXCELLED AND WENT ON TO COMPLETE HIS DIPLOMA BEFORE RETURNING TO ITE IN 2014. WHILE AT ITE, HE COMPLETED HIS DEGREE UNDER AN ITE SCHOLARSHIP AND TODAY, HE IS AN INFO-COMM TECHNOLOGY (IT APPLICATIONS) LECTURER AT ITE COLLEGE CENTRAL.

CLOSER TIES

With technological advances come rapidly-changing industry demands. ITE had to prepare its students for the future if it wanted its graduates to remain an attractive choice for employers. This meant introducing new courses based on emerging trends and demands, building even closer ties with industries, as well as the setting up of the Centres of Technology (COTs).

Opening of the ITE-HP Infocomm Security Resource Centre on 25 November 2008



A key programme under the **ITE Advantage** plan, these specialised centres were set up with global industry partners to strengthen ITE's core technical knowledge and capabilities.

“

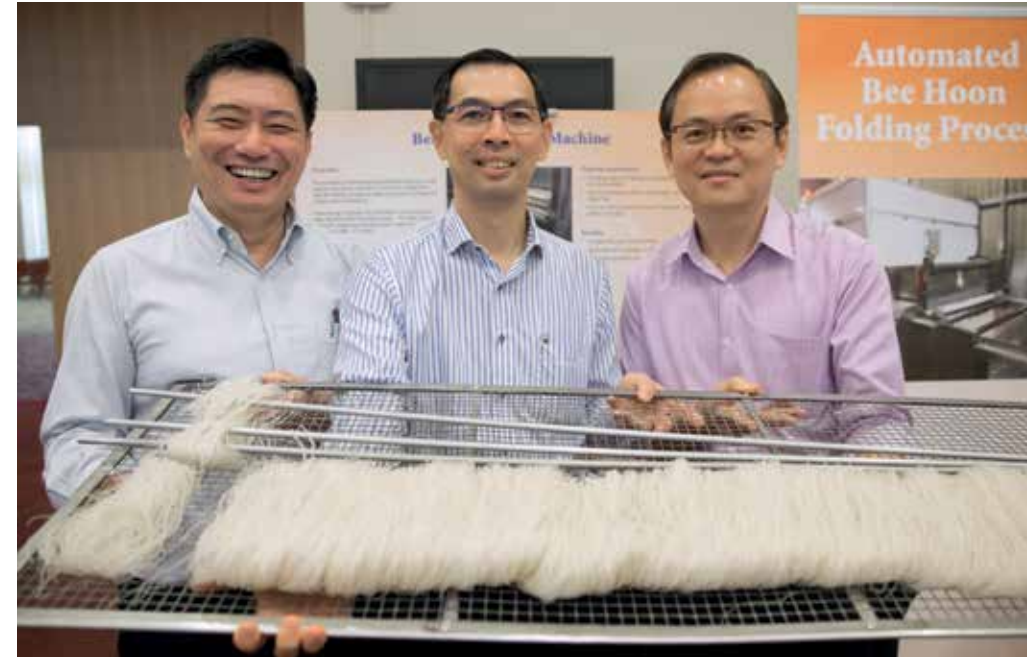
Centres of Technology represent a critical ITE-Industry partnership in building capabilities for global challenges. This close partnership will benefit ITE and industry in the following ways:

Transfer of technology to ITE and industry; development of Joint Certification Programmes (students acquire professional certifications jointly issued by ITE and industry partners in addition to their *Nitec* or *Higher Nitec* qualifications); and real-life industry learning opportunities through industry projects, internships and technology seminars. ”

DR LAW SONG SENG, CEO OF VITB AND ITE (1981 TO 2007), AT THE OPENING OF THE FIRST CENTRE OF TECHNOLOGY WITH SUN MICROSYSTEMS ON 21 FEBRUARY 2005



Staff were also encouraged to level up their capabilities and remain relevant with industry developments. This was done through the introduction of an organisation-wide Total Systems Capability Initiative in 2007. The success of this programme saw 95% of academic staff achieving competence to 'Do' and 'Lead' in industry projects in 2015.



The Automated Bee Hoon Folding Process and Low Sugar/No Added Sugar Gelato were some industry projects that were the result of brainstorming business solutions for Small & Medium-sized Enterprises caught in decades-old, labour-intensive processes.



GLOBAL CONNECTIONS

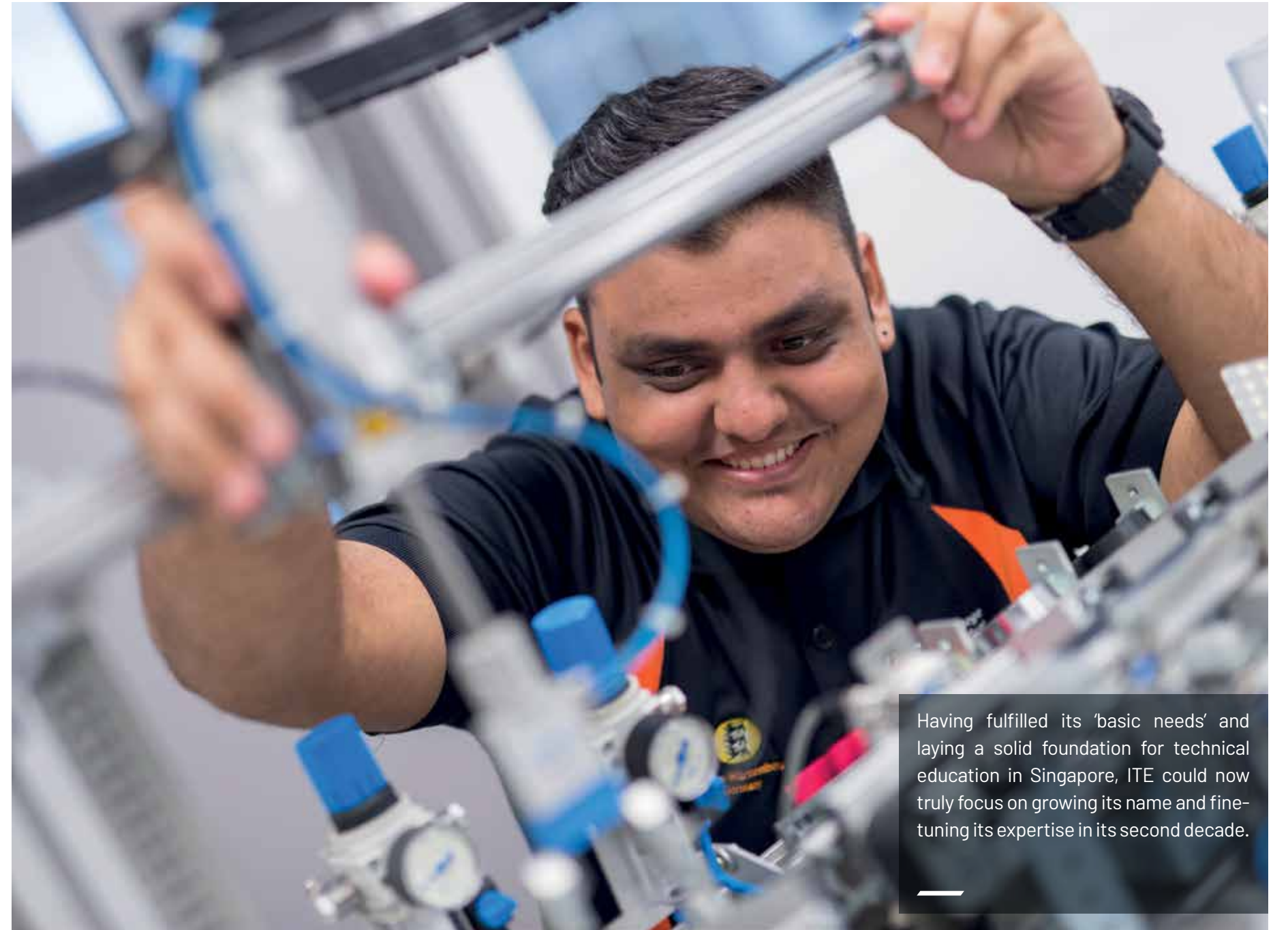


“

To remain relevant to the globalised world, we will need to ensure that our education system, in particular Vocational and Technical Education (VTE), is able to keep pace with changes in the world. We will need to prepare our students so that they are aware of the developments worldwide. We must nurture in them an outward-looking global mindset. We must equip them with skills that are needed by the new world. At the same time, we must equip them with the ability to interact and work with people from diverse cultural and social backgrounds. ”

—

MR GAN KIM YONG, THEN-MINISTER OF STATE FOR EDUCATION AND MANPOWER, AT THE OPENING OF THE FIRST INTERNATIONAL TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET) CONFERENCE AT RAFFLES CITY CONVENTION CENTRE ON 17 AUGUST 2006



Having fulfilled its 'basic needs' and laying a solid foundation for technical education in Singapore, ITE could now truly focus on growing its name and fine-tuning its expertise in its second decade.



“

You've got to recognise that employment these days is global... people are moving all over the place. Companies are global. So we need to make sure that our students have the best opportunities to succeed. And that's why we have global partnerships, constantly learning from each other and helping each other to be better. ”

—
**MR BOB TAN, CHAIRMAN OF ITE
 (2007 TO 2019)**



The Global Education Programme was started in 2005 to prepare students for the challenges and opportunities of globalisation. These overseas community, study and work immersion programmes allow students, many of whom have never gone overseas before, a glimpse of the world beyond Singapore.



By now, ITE's success in transforming technical education has started to garner attention in the global arena. A key indicator of this was the increasing number of requests to learn from us. The ITE Education Services (ITEES) was established as a subsidiary in 2003 to meet this demand.



Handover of Singapore-Myanmar Vocational Training Institute to Myanmar Government on 19 February 2020

“The success of the ITE system is also gaining much attention and recognition overseas... ITE is also being called upon to provide consultancy services and technical assistance to governments and technical education institutions in many countries, such as China, Vietnam, Indonesia and Jordan.”

MR THARMAN SHANMUGARATNAM, THEN-MINISTER FOR EDUCATION AND SECOND MINISTER FOR FINANCE, ON 24 JULY 2007



“Over the years, ITEES' contributions and services have meaningfully impacted people and Technical and Vocational Education and Training (TVET) organisations from more than 27 countries across Asia, Africa, Middle East and Latin America. We have significantly helped our TVET partners raise their labour productivity, increased the employability of their youths and adults, enhanced their economic and business competitiveness and transformed the lives of thousands of individuals.”

MR BRUCE POH, CEO OF ITE (2007 TO 2017) AND CEO OF ITEES (2017 TO PRESENT)



Signing of Memorandum of Understanding with Odisha Skills Development Authority, India on 12 November 2018



Establishing a solid global network of partners has allowed ITE to incorporate best practices and form its own brand of vocational training. Maintaining and expanding that network is equally important for ITE to remain at the forefront.



The first International TVET Conference was held in August 2006 for that purpose. Leading experts on TVET shared their insights with 400 participants from more than 20 countries.



“ITE is certainly the leading TVET provider in the Asia Pacific region, if not the world. It’s always innovative and student-centered. The greatest achievement out of the [ITE-VTC] partnership is that we learn to grow together.”



MRS CARRIE YAU, EXECUTIVE DIRECTOR, VOCATIONAL TRAINING COUNCIL, HONG KONG (2013 TO 2021). VTC HAS BEEN AN EDUCATIONAL PARTNER OF ITE SINCE 1998.



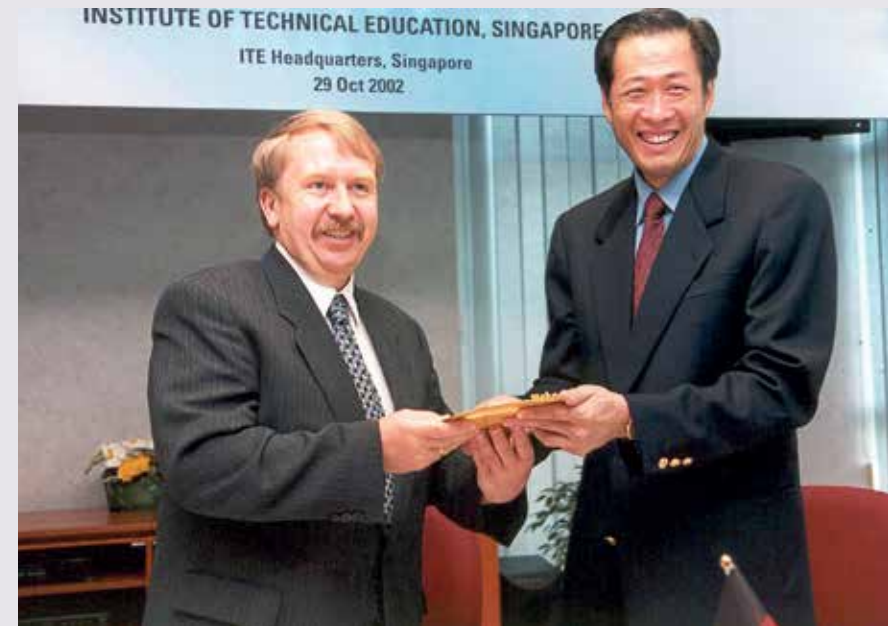
“The Global Education Network has been very successful... it’s about the exchange of experience. We have students and teachers that have been part of the exchange programme and they always come back better, bigger and more excited about what’s happening in education and the experiences that they gain.”

MS VIVIENNE KING, CHIEF EXECUTIVE OFFICER & MANAGING DIRECTOR (2018 TO 2022), BOX HILL INSTITUTE, AUSTRALIA

HALLMARKS OF EXCELLENCE

ITE’s remarkable transformation in just 15 years was clear and the progress made was marked with accolades, which included:

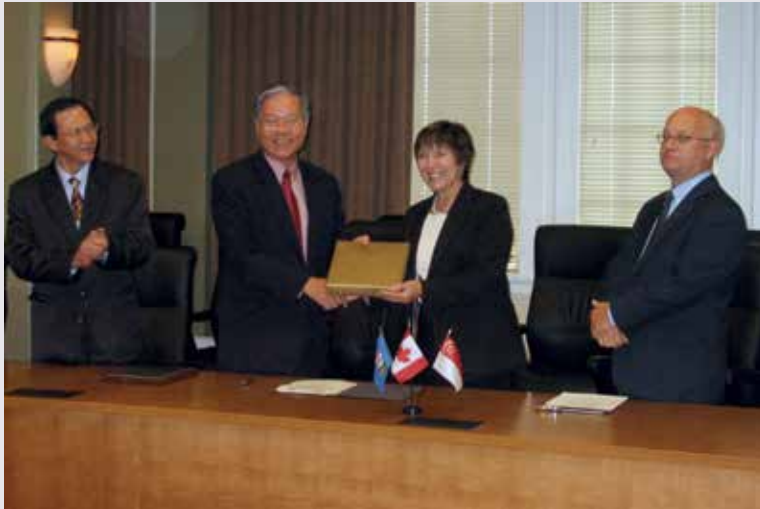
- Singapore Quality Award for business excellence in 2005
- Harvard-IBM Innovations in Transforming Government Award in 2007
- Singapore Quality Award with Special Commendation in 2011



“Not a single country, starting at the same level like ITE some 20 years ago, has achieved the same level of excellence and quality like ITE Singapore. This explains why ITE Singapore is the only institution worldwide where we decided to offer our Technical Engineer Diploma in Machine Technology and grant the same examination and qualification offered in Germany. This means that the TED offered by ITE is fully recognised in Germany.”

MR HELMUT RAU, FORMER MINISTER OF EDUCATION, YOUTH AND SPORTS, BADEN-WÜRTTEMBERG, FEDERAL REPUBLIC OF GERMANY, ON 29 OCTOBER 2002

More than just an affirmation of the direction ITE has taken, these awards opened doors for ITE to work even more closely with our overseas partners.



“

Built on fundamental principles, the well-designed campuses, holistic education, competency-based curriculum and high graduate employability eventually led to ITE winning the Singapore Quality Award in 2005 and Harvard-IBM Innovations in Transforming Government Award in 2007.

Shaping the lives of many students through a ‘*Hands-on, Minds-on and Hearts-on*’ education, ITE’s unique brand soon became synonymous with a world-class educational institution. It was a compelling Singapore story; it was a breakthrough in vocational and technical education. ”

DR LAW SONG SENG, CEO OF VITB AND ITE (1981 TO 2007)



TICKET TO THE WORLD



“Over the years, ITE has introduced new initiatives and created many opportunities to enhance the learning and overall experience of ITE students... in its drive to be *A Global Leader in Technical Education*. In line with the government's efforts to offer a greater diversity of pathways in the education system, I am pleased to announce that ITE will tie up with Gottlieb-Daimler-Schule (under the Ministry of Education, Youth and Sports of Baden-Württemberg, Germany) to offer the first ITE Technical Engineer Diploma (TED) in Machine Technology. ”

—
**MR THARMAN SHANMUGARATNAM, THEN-MINISTER FOR EDUCATION AND SECOND MINISTER FOR FINANCE,
ON 24 JULY 2007**

German delegation, led by Mr Klaus Lorenz (in red tie), Head of Vocational Education Department, Ministry of Education, Youth and Sports, Baden-Württemberg, touring ITE's Automotive Engineering facilities during the commencement of the TED in Machine Technology on 31 March 2008.





In 2008, ITE launched its first technical diploma – the Technical Engineer Diploma in Machine Technology. This was quickly followed by the Technical Engineer Diploma in Automotive Engineering in 2010, and the Technical Diploma in Culinary Arts in 2011 with famed French culinary school, Institut Paul Bocuse.

“

I remember feeling excited to be part of the pioneer batch of TED students. This was the journey I had long waited for – I could finally pursue a career in the automotive industry!

The TED in Automotive Engineering is the only full-fledged automotive course where graduates are awarded a diploma by both ITE and the Ministry of Education, Youth and Sports in Baden-Württemberg, Germany. Students acquire knowledge and skills that are highly sought after by the automotive industry – aside from engineering topics, the course also covers business strategies, business communication and supervisory practices. I really appreciate the learning experience as I also learnt to work more productively and communicate effectively in a group setting.

Since its launch, all TED graduates have found employment in the automotive sector soon after graduation or after completing National Service! ”



MR WILLIAM CHEONG, PIONEER BATCH, TED IN AUTOMOTIVE ENGINEERING AND CURRENT LECTURER IN THE TED PROGRAMME.

WILLIAM'S FASCINATION WITH CARS GOES BACK TO WHEN HE WAS A CHILD. HE STARTED OUT IN THE ELECTRONICS INDUSTRY UPON HIS PARENTS' ADVICE, BUT DECIDED TO PURSUE HIS PASSION AFTER 15 YEARS AS A PROCESS ENGINEER.

WILLIAM EXCELLED IN THE TED IN AUTOMOTIVE ENGINEERING COURSE, ACHIEVING THE COURSE GOLD MEDAL FOR HIS OUTSTANDING PERFORMANCE. HE JOINED ITE AS A LECTURER IN 2015, AFTER THREE YEARS AT ST ENGINEERING LAND SYSTEMS.



“

At ITE, we found each other and our passion for cooking. It's because of ITE that we are here today. We had very good teachers who held our hands and guided us. We still keep in contact with them. Our wish is to groom talents and to help them believe in themselves the same way ITE helped us to realise our strengths and believe in ourselves. ”

MR ANDREA LIM, OWNER OF 5 SENSES BISTRO AT THE STAR VISTA AND FUNAN MALL, AND TECHNICAL DIPLOMA IN CULINARY ARTS GRADUATE (2013). HE MET HIS WIFE AND CO-OWNER, MS ALINA HAR, WHILE STUDYING AT ITE.

SECOND WAVE

ITE truly came of age in its second decade, having revamped its certification system, introducing new pathways and courses, and earning several accolades along the way. It was therefore a befitting 'end' to the decade when ITE officially opened its second Regional Campus – ITE College West – with much aplomb.



ITE COLLEGE WEST

College of Service & Innovation

Campus Size: 9.54ha

Started Operations: July 2010

Officially Opened: 18 April 2011

Niche School: School of Hospitality





“Singapore has an excellent school system, but there are good school systems elsewhere, too. We have good universities, but so do other countries. But hardly any other country has anything similar or comparable to ITE.”

PRIME MINISTER LEE HSIEN LOONG, AT THE OFFICIAL OPENING OF ITE COLLEGE WEST ON 18 APRIL 2011



With two ‘Colleges of the Future’ up and running, ITE was poised to take on new challenges, and to pursue creativity and innovation in earnest. With **ITE Innovate**, ITE’s fourth strategic plan, ITE set its sights on becoming A *Global Leader for Innovations in Technical Education* as it entered its third decade.





“

In many countries, technical education is looked down upon as a dead-end option, of low quality and typically out of step with the changing needs of employers. But vocational education has been an important pathway in Singapore’s journey to educational excellence.

The resources devoted to vocational and technical training are immense and the vocational and technical system is perhaps the best in the world – a significant element of the Singapore success story. ”

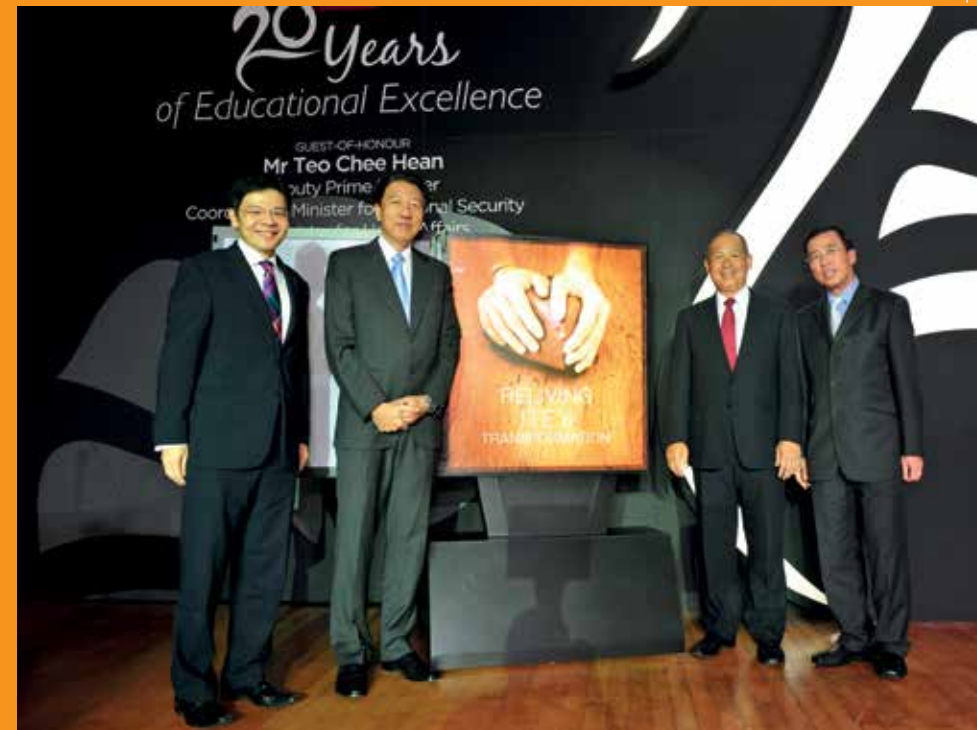
—
OECD PUBLICATION 2011, ‘STRONG PERFORMERS AND SUCCESSFUL REFORMERS IN EDUCATION’

STELLAR SKILLS

SUSTAINABLE SUCCESS

2012

2021



“The investment that the Government has made in ITE has borne fruit. It is a key pillar in the Government’s aim of building an inclusive society where every Singaporean has the opportunity to strive for a better life through education and training in institutions, which are among the best of their class in the world. I am confident that ITE will remain a beacon of hope for a better future for many more generations of young and adult learners in Singapore.”

MR TEO CHEE HEAN, THEN-DEPUTY PRIME MINISTER,
WITH MR LAWRENCE WONG, THEN-MINISTER OF STATE FOR EDUCATION,
AT THE ITE 20TH ANNIVERSARY DINNER ON 3 APRIL 2012



“ITE’s journey reflects the Government’s commitment to develop every student to his/her full potential... ITE is a critical pillar of our education system together with our polys and universities. It gives students a solid foundation for lifelong learning and relevant skills for future employment.”

PRIME MINISTER LEE HSIEN LOONG,
AT THE OFFICIAL OPENING OF ITE HQ AND
ITE COLLEGE CENTRAL ON 8 NOVEMBER 2013

TIME TO GLOW



By 2012, technology had started to permeate every aspect of our lives, and digital disruption became more apparent as the years progressed. This, and the widening digital divide, prompted the Singapore Government to place greater emphasis on skills deepening and lifelong skills training.



“...no one can any longer stop at what they learnt in their teens or early 20s, in education. That’s pre-employment. What is now becoming very important is how we keep learning throughout our careers. So we are giving much greater emphasis now to linking up and integrating pre-employment education with post-employment training.”

MR THARMAN SHANMUGARATNAM, THEN-DEPUTY PRIME MINISTER, AT THE OPENING CEREMONY OF WORLDSKILLS SINGAPORE ON 5 JULY 2012

ITE was a natural choice in providing an avenue for this. With 20 years of experience in post-secondary skills training and developing close ties with industry, the time was ripe for ITE to ramp up efforts in Continuing Education & Training (CET).



HOME COMING

The push towards giving equal importance to CET was supported by the completion of the new ITE Headquarters (HQ) and ITE College Central in 2012. It was a homecoming of sorts, as the new HQ and campus were sited across the road from the original ITE Ang Mo Kio campus. This marked the completion of the *'One ITE System, Three Colleges'* Governance Model.



Photo: PMO

Officially opened in 2013 by Prime Minister Lee Hsien Loong, the new ITE HQ and ITE College Central was an attention-grabber. From its façade and top-notch facilities, to being the venue of choice for important events like National Day Rallies, the new campus signals the heavy investment by the Government on professional skills and technical education and lifelong learning.



ITE COLLEGE CENTRAL
College of Creativity & Innovation

Campus Size: 10.64ha
Started Operations: January 2013
Officially Opened: 8 November 2013
Niche School: School of Design & Media



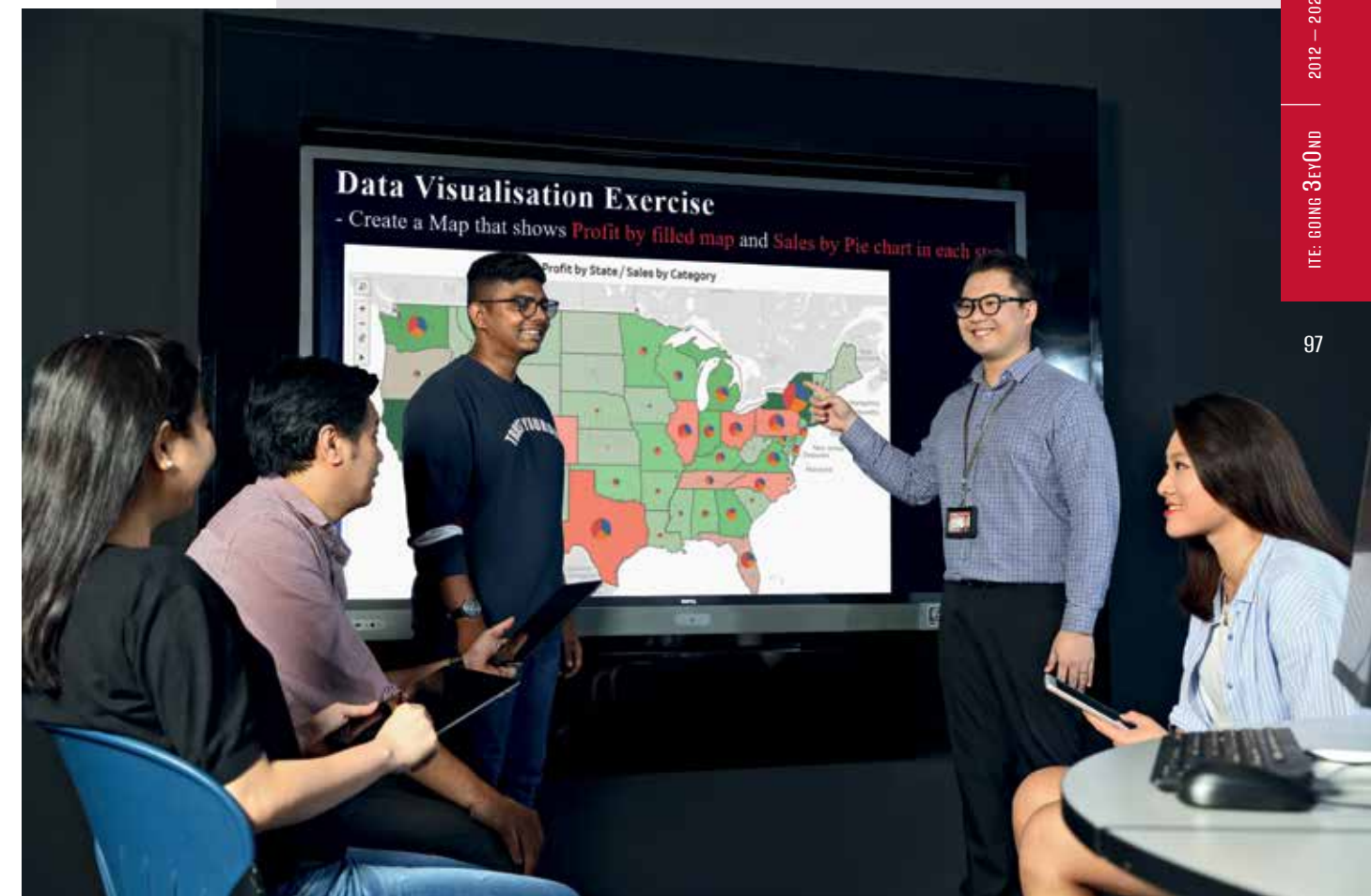
PAVING THE WAY

With the Government-driven SkillsFuture initiative in place, ITE broadened its pedagogic training to provide career-based technical education that is industry focused. This was to prepare ITE students to be nimble and adaptable to rapidly-changing industry demands.

At the same time, technology and digitalisation were starting to displace traditional roles and skills at an increasing rate. ITE found itself being able to play a role in dampening its effects by placing equal importance on CET and increasing collaboration with industry. By refining and adding on to its CET offerings, a key focus of ITE in its third decade was to ensure graduates and adult learners alike can look forward to lifelong career progression.

“A key thrust for supporting SkillsFuture is fostering a culture of lifelong learning amongst Singaporeans. It takes an entire community to build this mindset.”

MR ONG YE KUNG, THEN-MINISTER FOR EDUCATION (HIGHER EDUCATION AND SKILLS), AT THE LIFELONG LEARNING FESTIVAL ON 7 NOVEMBER 2015



ONWARDS AND UP

Making skills training an integral part of the education system was one way of promoting its importance to the masses, especially when academic success has traditionally been theory-based. Starting young, and offering a clear progress pathway, was key to making this a success – something which the Government recognised early on.



In 2007, NorthLight School, a subsidiary of ITE, was launched to cater to post-primary kinaesthetic learners with a preference for vocational education. Lauded as a school for second chances, NorthLight was able to help 45% of its graduates move on to ITE in 10 years; an improvement from the 30% in its initial years.

“

We need to also acknowledge that for a young person to learn, there are diverse pathways, and we have to cater to those diverse pathways... age differentiation for learning is increasingly obsolete as learning is inherently lifelong. ”

MR ONG YE KUNG, THEN-MINISTER FOR EDUCATION (HIGHER EDUCATION AND SKILLS), AT THE SIGNING CEREMONY FOR ENHANCED INTERNSHIP ON 18 NOVEMBER 2015



LAYING THE FOUNDATION



The opening of the Specialised Schools for Normal (Technical) students (SSNT) – Crest Secondary School in 2013 and Spectra Secondary School in 2014 – helped normalise the notion of practice-based, applied training among secondary school leavers. Both schools, owned by ITE, provide a practice-oriented curriculum that's similar to ITE's practice-based training.



This allowed secondary school students to obtain an ITE Skills Subject Certificate, in addition to their General Certificate of Education 'Normal' Level. They could then leverage on these certificates to help them further their studies at ITE.



“

At ITE, I finally found a field of study that I had an interest in. ITE provided me with the skills and knowledge that I needed to further my studies. ”

—

MR MUHAMMAD SUZAIREE BIN SUHAIREE, PIONEER COHORT FROM CREST SECONDARY SCHOOL. SUZAIREE CHOSE THE ITE SKILLS SUBJECT CERTIFICATE IN FACILITY SERVICES COURSE AT CREST SECONDARY SCHOOL AND WENT ON TO COMPLETE THE *NITEC* IN FACILITY TECHNOLOGY (AIR-CONDITIONING & REFRIGERATION) COURSE AT ITE COLLEGE WEST IN 2018.



To further encourage all secondary school leavers to make ITE a preference, the Early Admissions Exercise was introduced in 2017 to allow them to secure a place in ITE based on their aptitude and interests.

AN ALTERNATIVE PATH

Previously, only students with General Certificate of Education 'Ordinary' Levels could progress directly to a *Higher Nitec* course. In 2008, this option was made available to academically-stronger Secondary 4 Normal (Academic) students through the new Direct Entry Scheme.



The scheme was expanded in 2013 and renamed as Direct Entry Scheme to Polytechnic Programme. Successful applicants could now progress directly to selected polytechnic diploma courses via *Higher Nitec* courses in ITE – this proved to be a popular choice for many Secondary 4 N(A) students.



PREPARING FOR THE FUTURE



ITE's pride in producing work-ready graduates meant having to deal with the effects of increasingly shorter and more disruptive technology cycles. To keep them on top of the game, they need to be agile and adaptable. ITE's pedagogic structure had to be refined further to achieve this and the New Career Cluster Framework was thus introduced in 2014.



“

We will move away from the existing trade-specific preparation model, towards a more career-oriented, professional-skills preparation model. ”

MR BRUCE POH, CEO OF ITE (2007 TO 2017) AND CEO OF ITEES (2017 TO PRESENT),
AT THE MEDIA CONFERENCE FOR *ITE TRAILBLAZER* ON 16 FEBRUARY 2015

“

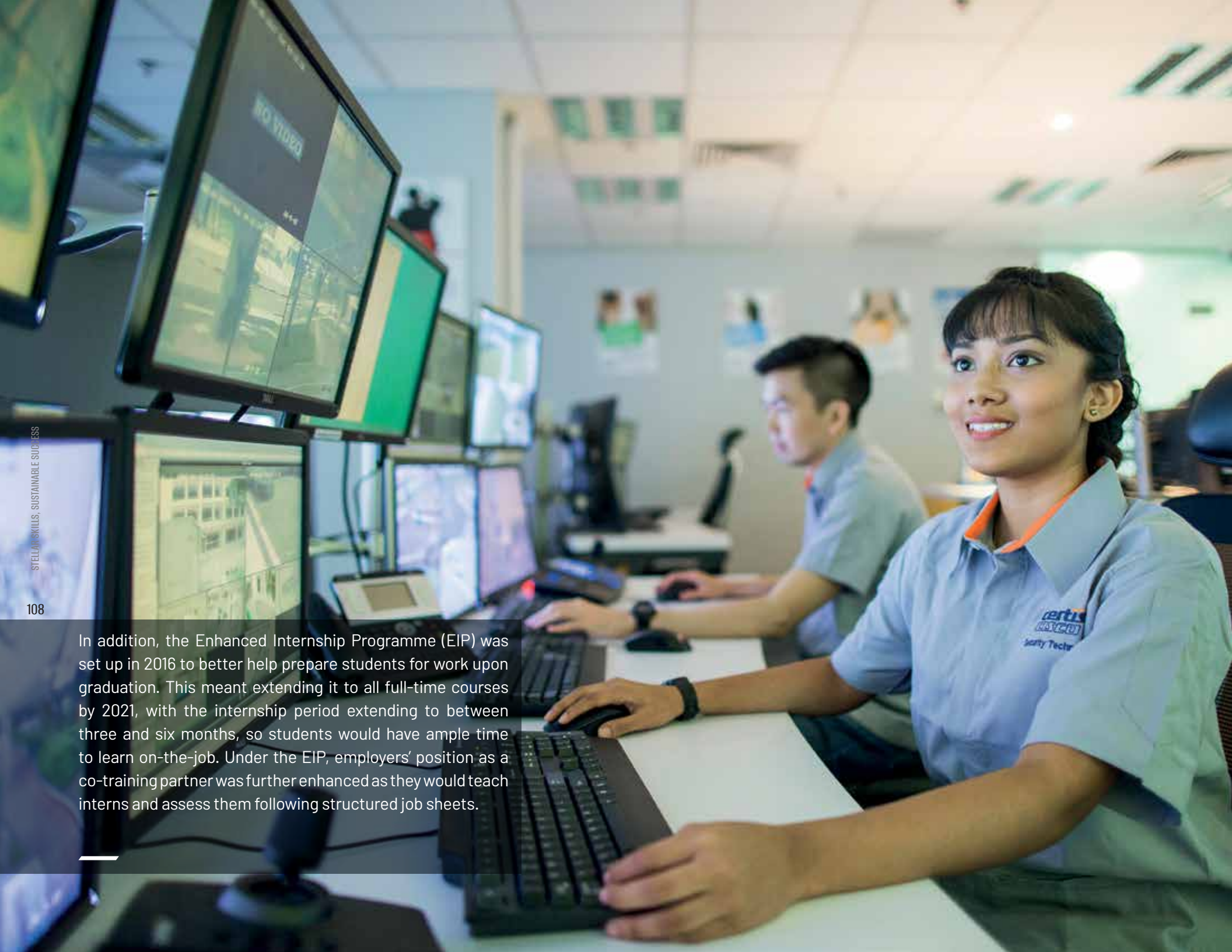
The new broad-based cluster-centric approach will first equip ITE graduates with a strong foundation in core technical and life skills relevant to a 'cluster' of occupations. This foundation will be the very base upon which graduates can further upgrade into deeper specialisations. Graduates can also take on alternate specialisations more easily in future.

This cluster-based structure will thus enhance ITE graduates' versatility and adaptability in the workforce compared with the current occupation-centred structure, and make them more work-ready in an ever-changing job landscape. ”

MS INDRANEE RAJAH, THEN-SENIOR MINISTER OF STATE,
MINISTRY OF EDUCATION AND MINISTRY OF LAW, AT THE ITE
GRADUATION CEREMONY ON 11 JUNE 2013



In addition, the Enhanced Internship Programme (EIP) was set up in 2016 to better help prepare students for work upon graduation. This meant extending it to all full-time courses by 2021, with the internship period extending to between three and six months, so students would have ample time to learn on-the-job. Under the EIP, employers' position as a co-training partner was further enhanced as they would teach interns and assess them following structured job sheets.



“

It is through internships that students do not just learn, do not just hear, they also do not just see, but they actually do. That's when they start to experience the university of life and start to understand the vocation that they want to go into, and they start to cultivate their passion. They also start to see role models within the industry. As such, internships are important in ITE's model of education. ”

MR ONG YE KUNG, THEN-MINISTER FOR EDUCATION (HIGHER EDUCATION AND SKILLS), AT THE SIGNING CEREMONY FOR ENHANCED INTERNSHIP ON 18 NOVEMBER 2015

THE LEARNING NEVER STOPS

It was also around this time that the buzzword(s) for the new era – Lifelong Learning – became the main driving force for ITE. And ITE's fifth Strategic Plan, *ITE Trailblazer*, was formulated with this in mind.



“ITE’s mission is very clear. It helps you discover your interests and passions, develops your skills and puts you on a lifelong learning path.”

MR ONG YE KUNG, THEN-MINISTER FOR EDUCATION, AT THE ITE GRADUATION CEREMONY ON 17 JULY 2019



To provide ITE graduates with more options for upgrading, the Work-Study Diploma (WSDip) was launched. It commenced in April 2018 with four courses. Open only to ITE graduates and in-service employees of WSDip partners, the programme allows successful applicants to work, learn and earn at the same time.

“

The ITE WSDips represent a win-win-win proposition for ITE, ITE graduates, and our partners in industry. With the WSDips, ITE has, together with industry, created a new skills-upgrading and career-progression pathway for ITE graduates. Employers can use this pathway to groom and develop their employees to take on higher level jobs.

The WSDip will be delivered ‘Apprenticeship-style’, comprising 70% on-the-job training by employers, 30% ‘off-the-job’ training by ITE. This means our ITE graduates, having benefitted from ITE’s ‘learning-by-doing’ pedagogic method, are able to continue their learning journey using the same applied and hands-on approach when they sign up for the WSDips. ”

—
MS LOW KHAH GEK, CEO OF ITE (2017 TO PRESENT), AT THE INAUGURAL WSDIP SIGNING CEREMONY ON 13 NOVEMBER 2017



Photo: Jue Ming, Plus Collaboratives

“

The WSDip programme allowed me to earn a diploma and gain relevant work experience at the same time; so I decided to apply for the WSDip after completing my *Higher Nitec* in Cyber & Network Security course... [Because] I alternate between eight weeks in school and three to six months at work – this allowed me to apply the knowledge I pick up in school. ”

—
MS NURAINI BTE ISMAIL, WSDIP IN SECURITY SYSTEMS ENGINEERING GRADUATE (PIONEER BATCH). NURAINI WAS PROMOTED TO CYBER SECURITY ANALYST UPON GRADUATION.



The WSDip programme quickly gained traction. From just four courses and 40 companies in 2018, ITE steadily expanded the programme to 36 courses and 410 companies by 2022. The beauty of the programme was that industry took ownership of the learning by working with ITE to develop curriculum and conducting on-the-job training at their workplaces.

Industry partners also saw the expansion of the WSDip programme as a timely move to help support industry manpower shortages in emerging areas and to close the hiring gap.



Dr Maliki Osman, Second Minister for Education and Foreign Affairs, at the first WSDip Awards Presentation Ceremony on 8 December 2020.

“

We received very good feedback from hiring managers that the WSDip candidates who joined us were able to put what they had learnt into transferable skillsets that value-add to NEC and the industry at large. The trainees were competent, reliable, and contributed greatly to all our projects. ”

—

MS VIVIAN TAY, SENIOR VICE PRESIDENT, NEC ASIA PACIFIC PTE LTD. NEC ASIA PACIFIC HAS BEEN A WSDIP PARTNER SINCE 2018. THEY EXPANDED THEIR OFFERINGS TO THREE WSDIP COURSES IN 2021.



“

ITE graduates are equipped with work-ready skills, which are adapted to changing industry needs. From my experience working with ITE graduates, I find that they are always ready for any challenge and capable of finding a way to excel despite obstacles. ”

—

MR ANDERS TAN, ITE ALUMNUS AND CO-FOUNDER, INCLUS PTE LTD

REACHING OUT

Now that learning throughout one's life is becoming a norm, and not just being confined to young students, it was time for ITE to roll out more courses that catered to busy, working individuals.



The Certificates of Competency (CoC) courses – short, bite-size modules that serve to bridge knowledge gaps – were introduced in 2018 so adult learners could deepen their skills quickly and more conveniently. From drone operations to first aid, the CoC courses helped learners of all ages to upskill, reskill, and learn new skills.



In 2020, Covid-19 hit. Lockdowns and travel restrictions worldwide led to the global economy coming almost to a standstill. At the same time, it also highlighted the importance of skills upgrading, adaptability and agility. ITE's move towards expanding its CET offerings in the years before was most timely.

That same year, the SGUnited Train & Place and SGUnited Traineeship programmes were introduced to help those affected by Covid-19 to learn new skills and gain employment.



“

I hope our students will develop a lifelong relationship with ITE, and return regularly to top up their skills in a fast-changing job market. I also hope more of our companies will partner ITE to provide good learning opportunities for our students. I am deeply impressed with the passion of our ITE educators who are constantly helping our students and inspiring them on their lifelong learning journey. ”

**MR CHAN CHUN SING,
MINISTER FOR EDUCATION,
IN A FACEBOOK POST AFTER
A VISIT TO ITE COLLEGE
EAST ON 20 MAY 2021**



GIVING A STEP UP



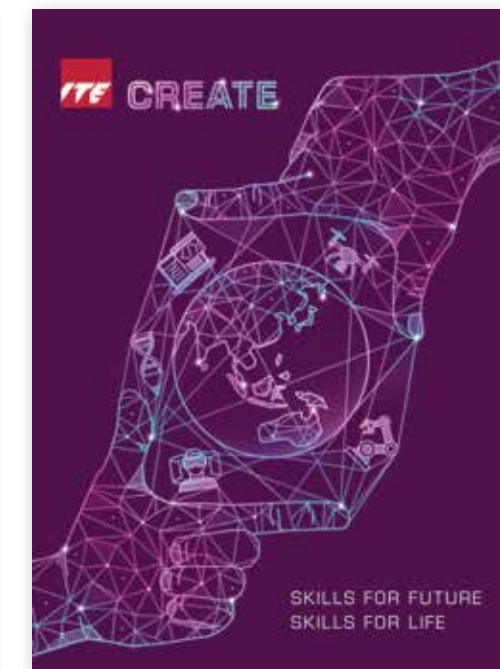
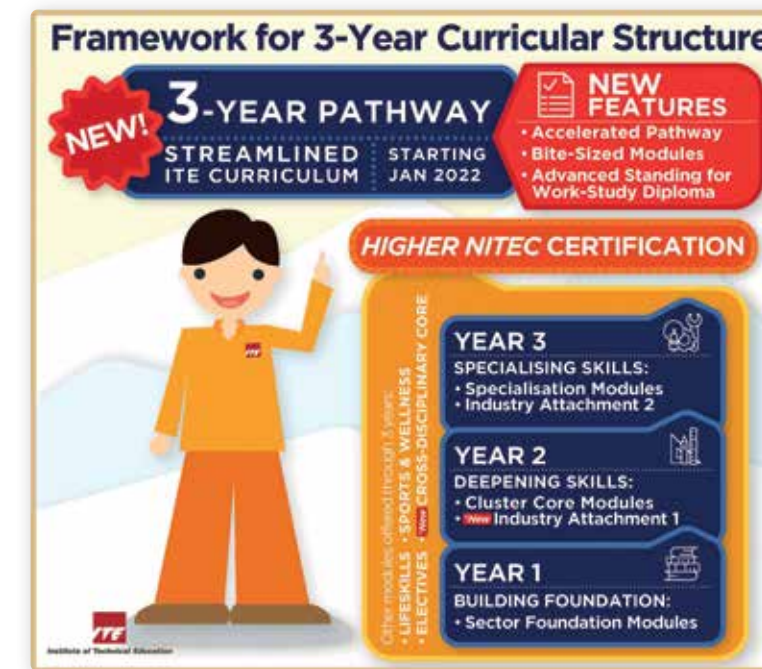
Placing more emphasis on CET courses also meant ensuring ITE's Pre Employment Training (PET) students had more options to choose from upon graduation. In just six years, the percentage of ITE students moving on from *Nitec* to *Higher Nitec* has increased from 37% in 2014 to 54% in 2020. The deepening of skills meant graduates are more ready to take on higher-level skills and perform more complex jobs when they enter the workforce.

In March 2021, Mr Lawrence Wong (centre), then-Minister for Education, said in a budget debate that the Ministry hope to have all ITE graduates upgrade beyond a *Nitec* qualification over the course of their careers by 2030. A month later, MOE and ITE announced the launch of the enhanced 3-year *Higher Nitec* Curricular Structure.

“

The ITE curricular structure is built to be flexible and responsive to the changing and rising skills demands of industry, as well as enable students to be better equipped to secure good jobs, pursue skills upgrading and build their careers. ”

MS LOW KHAH GEK, CEO OF ITE (2017 TO PRESENT)
[LEFT IN PICTURE]



This will provide opportunities for ITE graduates to upgrade beyond a *Nitec* qualification, and at the same time, remove overlapping competencies between related *Nitec* and *Higher Nitec* courses for a more streamlined curricular structure. This move is in line with ITE's goal of providing its students with *Skills for Future*, *Skills for Life* under its sixth strategic plan, **ITE Create**, which it embarked on in January 2021.

AFFIRMATION



ITE's third decade was when it started to 'glow'. By making use of its years of experience in vocational and technical education, ITE was able to blaze new pathways for its students, alumni and adult learners. For its efforts, ITE was rewarded with the Singapore Quality Award with Special Commendation in 2018 for the second time, and the Asia-Pacific Performance Excellence Award (World-Class) in 2019.

Winners of the PAT: (from left) Mr Jeff Koh Hock Tong [2021], Ms Asrina Abdul Samad [2018], and Mr Oh Chee Kiat [2020]



These recognitions were the result of hard work and heart work by staff. While the non-academic staff kept the organisation running, the academic staff shone with their commitment towards the holistic development of the students. The awarding of three President's Award for Teachers (PAT) to ITE lecturers in four years (since the award included polytechnic and ITE lecturers in 2018) is testament of that.

“

I have been very privileged to be associated with ITE staff and students over many years and during this time, I have seen how the care and passion of the teachers have helped transform the lives of those students who were not academically strong in their early years by providing them with the opportunity to succeed through hands-on learning and a renewed confidence and belief in themselves.

Apart from teachers, ITE draws in many volunteers, companies and stakeholders who supported the organisation on the boards and various advisory committees in the areas of governance, curriculum development and industry best practices. My greatest satisfaction is seeing how ITE has gained greater acceptance in the eyes of parents and students and that ITE graduates can hold their heads high and progress to meaningful and successful careers. ”

MR BOB TAN, CHAIRMAN OF ITE (2007 TO 2019)



Perhaps, the best outcome of this is the increasing number of ITE students who were able to gain the confidence to go beyond and chase after their aspirations.

“

Going to ITE is the best decision I have made! I'm thankful to Mr Tay Wei Sern (Deputy Director, Health Sciences, ITE College East) who literally gave me a lifeline. He interviewed me before allowing me to enter ITE. He had an eye to look beyond the superficial – my coloured hair, pierced ears and half-hearted answers. He saw the potential in me and gave me an opportunity to shine. Had I not passed that interview, I don't know what would have become of me now. ”

MR SURESH RAJASEKARAM, REGISTERED NURSE. SURESH TRANSFORMED INTO A DEDICATED HEALTHCARE WORKER AFTER HE TOOK A LEAP OF FAITH TO ENROL IN NURSING IN ITE. HE GRADUATED WITH A *NITEC* IN NURSING IN 2008 AND IS NOW WORKING AT THE INTENSIVE CARE UNIT AT NATIONAL UNIVERSITY HOSPITAL.



“

In ITE, I found a supportive environment where I could develop both my skills for the industry and my artistic skills. Through ITE, I found mentors from the arts industry to hone my skills in songwriting. The highlight of my ITE days was when ITE alumna and theatre actress, Siti Khalijah, performed one of my songs at an ITE musical. It was a huge honour and a great boost to my confidence. My experience at ITE helped me to grow. I learned to be kind to myself, to rise above my circumstances and be brave enough to keep trying. ”

MR HADY ADDAMS, *NITEC* IN BUSINESS SERVICES, ITE COLLEGE EAST, CLASS OF 2015. HADY COMPOSED TWO ORIGINAL SONGS, WHICH WERE FEATURED IN THE ITE MUSICAL '*LETTERS TO ITE*'. THE MUSICAL WAS PRESENTED BY THE ITE CENTRE FOR MUSIC AND THE ARTS, IN CONJUNCTION WITH ITE'S 25TH ANNIVERSARY IN 2017. IT WAS ITE'S FIRST MUSICAL WITH AN ORIGINAL SCRIPT AND SONGS.



“

My ITE lecturers were the best teachers I've had in all my years of education. They showed great care for me, gave me valuable advice, and brought out the best in me. ”

MS NOR SHAHIDAH BTE SARIFI, PASTRY JUNIOR SOUS CHEF AT PAN PACIFIC SINGAPORE. SHAHIDAH SHARPENED HER SERVICE SKILLS AND PURSUED HER LOVE FOR BAKING AT ITE, COMPLETING A *NITEC* IN SERVICE SKILLS (TOURISM) IN 2018, A *NITEC* IN PASTRY & BAKING IN 2010, AND THE TECHNICAL DIPLOMA IN CULINARY ARTS IN 2013.





“

ITE gave me both the paper qualifications to become an Enrolled Nurse, as well as the technical ability to do the job well. Thanks to my *Nitec* in Nursing certificate, I was able to gain acceptance into Nanyang Polytechnic, and eventually into National University of Singapore.

While the road may have been longer and more winding, the fact is that none of it would have been possible if not for ITE giving me a second chance to begin with. My friends and lecturers from ITE played the largest role in keeping me motivated. I am filled with nothing but immense gratitude and humility when I recall how this journey of mine began. ”

—

MR NICHOLAS CHAN, MEDICAL STUDENT AND ITE NURSING GRADUATE, CLASS OF 2015. NICHOLAS, WHO DID NOT COMPLETE SECONDARY SCHOOL, GOT A SECOND CHANCE AT FULFILLING HIS DREAM TO BE A DOCTOR AT ITE. HE BECAME THE FIRST ITE GRADUATE TO GET INTO A MEDICAL SCHOOL IN 2019.



“

ITE has done well in terms of preparing our youths with a strong foundation for their future. I am heartened to witness ITE's efforts to provide our youths with a well-rounded education, especially in equipping them with the right skills and attitude to future-proof themselves. ”

—

PRESIDENT HALIMAH YACOB, IN A FACEBOOK POST AFTER A VISIT TO ITE COLLEGE WEST ON 19 APRIL 2018

“

How can you be the best you can be?

...learn all you can, at all times, everywhere, from everyone around you.

Grab a firm hold of all the learning, upskilling, and training opportunities that are already available to improve yourselves.

Learn not just because jobs are changing, not just because the world is growing more competitive. Do it because your parents and your teachers have so much hope for and in you. **Learn, so that you can fulfil the potential they see in you, the potential that you yourself know you have.**

To learn is to come up against challenges. You may not have this skill today, but... if you apply yourself, one day you will master it. You learn not just with the head, but as the ITE motto goes, with *'Hands-on, Minds-on, Hearts-on'*. **Make the most of each opportunity, and give your best in all that you do. Turn each challenge into an opportunity. Strive to make yourself better, in every way possible, so that you can make a better world.** ”

MR HENG SWEE KEAT, THEN-MINISTER FOR EDUCATION, AT THE ITE GRADUATION CEREMONY ON 12 JUNE 2015





CELEBRATING **30 YEARS**
OF SKILLS EDUCATION



“

Over the years, the staff of ITE have stayed unwaveringly focused on enabling and supporting all ITE students to uncover their strengths, grow their skills, and build their careers and lives. To achieve this in the midst of economic shifts, industry transformation, and job disruptions, staff have to be responsive and ready to innovate and forge new ground to create new opportunities for students.

Hence, ITE has developed two key goals to be achieved in the coming years: (1) Enabling all ITE students to graduate with a *Higher Nitec*, and (2) Enabling more ITE graduates to pursue skills upgrading through Work-Study Diplomas and Technical Diplomas.

Many stakeholders, including employers, the community, and the public, have rallied around to support ITE and the students, cheering them for their achievements, providing mentorship, financial assistance, and various forms of learning opportunities. **I**t **T**akes **E**veryone to nurture the ITE students and I hope in the many years ahead, everyone will continue to support ITE to realise her mission to build a brighter future for all her charges. ”

MS LOW KHAH GEK, CEO OF ITE (2017 TO PRESENT)



“

I look forward to seeing ITE build on its broad industry relationships, dedicated and caring staff, and diligent students. ITE will further develop deep industry partnerships, empower its staff with relevant industry knowledge and reinforce its students with confidence, enthusiasm and adaptability.

The evolving socio-economic environment facing our students, workers and companies demands that we further strengthen our ability to deploy capabilities and resources to deliver relevant, lifelong skills to our students.

We can look forward enthusiastically to continuing to build the success of ITE on the strong foundation of the past 30 years. ”

MR ANDREW CHONG, CHAIRMAN OF ITE (2020 TO PRESENT)

OUR CHAIRMEN
& CEOS

PAST & PRESENT

1 9 7 3 - 1 9 7 9		1 9 7 9 - 1 9 9 2		1 9 9 2 - P R E S E N T	
INDUSTRIAL TRAINING BOARD		VOCATIONAL & INDUSTRIAL TRAINING BOARD		INSTITUTE OF TECHNICAL EDUCATION	
Chairmen	Chief Executive Officers	Chairmen	Chief Executive Officers	Chairmen	Chief Executive Officers
Mr Ronald Sng Ewe Min 1 April 1973 to 31 January 1975	Mr Sng Yew Chong 1 April 1973 to 2 March 1975	Dr Ahmad Mattar 1 April 1979 to 31 May 1981	Mr Lim Jit Poh 1 April 1979 to 31 May 1981	Dr Tay Eng Soon 1 April 1992 to 5 August 1993	Dr Law Song Seng 1 April 1992 to 4 February 2007
Mr Chua Chor Teck 1 February 1975 to 31 March 1976	Mr Ang Gee Bah 3 March 1975 to 30 April 1976	Dr Tay Eng Soon 1 June 1981 to 31 March 1992	Dr Law Song Seng 1 June 1981 to 31 March 1992	Mr Eric Gwee Teck Hai 2 January 1994 to 31 March 2007	Mr Bruce Poh Geok Huat 5 February 2007 to 1 February 2017
Dr Ahmad Mattar 1 April 1976 to 31 March 1979	Mr Lim Jit Poh 1 May 1976 to 31 March 1979			Mr Bob Tan Beng Hai 1 April 2007 to 31 December 2019	Ms Low Khah Gek 2 February 2017 to present
				Mr Andrew Chong Yang Hsueh 1 January 2020 to present	

EDITORIAL COMMITTEE

Advisor

Low Khah Gek

Chief Executive Officer

Chairman & Editor

Sabrina Loi

Chief Officer

Organisation Excellence &
International Partnerships &
Dean/ITE Academy

Members

Chua Ai Lian

Divisional Director

Corporate Affairs & Development

Mathusuthan Parameswaran

Deputy Director

Communications & Engagement

Karen Sum (Writer)

Head, Publications

Creative Design by:

Oxygen Studio Designs Pte Ltd

Printed by:

Chung Printing Pte Ltd

ACKNOWLEDGEMENTS

To all staff and students, past and present, who have contributed their stories and photographs: thank you. Without you, ITE would not have achieved so much these past 30 years.

REFERENCES

Mickey Chiang, *From Economic Debacle to Economic Miracle*(The History and Development of Technical Education in Singapore), Times Editions Pte Ltd, Singapore, 1998

OECD, *Lessons from PISA for the United States, Strong Performers and Successful Reformers in Education*, OECD Publishing, 2011
<http://dx.doi.org/10.1787/9789264096660-en>

ITE, *Relieving ITE's Transformation*, Institute of Technical Education, Singapore, 2012

