

**Speech by Er. Chong Kee Sen, President, The Institution of Engineers, Singapore,
at the Official Launch of the Advanced Engineers Leadership (AEL) Programme and
Opening of the IES Academy on Monday, 25 April 2016 at the Devan Nair Institute for
Employment and Employability**

Our Guest-of-Honour, NTUC Secretary-General Mr Chan Chun Sing,

Representatives from our partner, NTUC:

Mr Patrick Tay, Assistant Secretary-General

Mr Melvin Yong, Director of Industrial Relations (Field)

Mr Vivek Kumar, Director, U Associate and U Future Leaders,

Renowned speakers of the Advanced Engineers Leadership Programme,

Members of the media,

Ladies and Gentlemen,

Good morning.

1. Engineering seemed to be a hot topic recently. In January, during his visit to Silicon Valley, Prime Minister Lee Hsien Loong made a call for Singapore to focus on engineering as a key skill in driving its Smart Nation initiative. In February, Deputy Prime Minister Teo Chee Hean announced the Government's plans of hiring 1,000 more engineers for the public sector this year and just a few weeks ago, DPM Teo also announced that the Government will be raising the starting pay of public sector engineers.
2. This attention on engineers is by no chance a coincidence, but the result of a growing necessity to support Singapore's future growth. Some of you may be aware that The Institution of Engineers, Singapore, or IES, is celebrating its 50th anniversary this year. The heart of our celebrations is the remarkable contributions made by engineers to Singapore's economic, infrastructural and societal growth since 1966.

3. It is important to note that these past achievements are not just feats of technical excellence. Singapore's illustrious growth over the past five decades is possible because many of our engineers used not just their technical but leadership talent to navigate us through the many challenges.
4. Similarly, such engineer-leaders will be critically needed to build our future. It is for this reason that IES joined hands with NTUC two years ago to focus our efforts in building a progression pathway to groom current engineers into next-generation leaders. We saw that there was no lack of leadership talent amongst our engineers - they just need to be given the right shove in the right direction at the right time. As the national engineering institution of Singapore, IES is committed to help engineers at various stages of their career move upward and forward, in line with our core mission of advancing and promoting the science, art and profession of engineering.
5. Our collaboration gave birth to the Young Engineers Leadership Programme two years ago. The year-long YEL programme is designed for nurturing young aspiring engineers into outstanding leaders in their respective fields of expertise. I am pleased to inform you that to-date, the programme has enrolled a total of 369 engineers, with 199 of them graduating in October 2015.

Launch of AEL Programme

6. Today, NTUC and IES are moving up the ladder to focus on senior engineers who have five to eight years of engineering experience. With their rich technical experience and unique analytical skills, these mid-career engineers are well-positioned to become organisational and national champions of growth. However, while some of these senior engineers may go on to take on bigger roles in pure technical pathways, others may aspire to shift their career towards management-oriented pathways, but are not adequately equipped to do so.
7. The Advanced Engineers Leadership Programme, or AEL Programme is a strong collaborative effort by IES, NTUC and the industry to help these senior engineers

acquire advanced future-ready technology and leadership skills that traverses industries, disciplines and cultures. It aims to help them take their career to the next level.

8. The AEL Programme stands apart from the other courses in the market in many ways. It adopts a curriculum with high industry relevance and participation. It offers opportunities for cross-disciplinary learning and mentorship by eminent engineer-leaders and networking platforms. It is dedicated to developing participating engineers into effective leaders capable of embracing innovation and sustainability to champion their organisations' growth and address emerging global challenges.
9. This programme is also significant because it does not only serve immediate needs in engineering. By demonstrating that an engineering career entails wide-ranging career possibilities, it will pave the way for attracting the younger generation of Singapore to choose engineering as a course of study and career.

Opening of IES Academy

10. Today, apart from launching the AEL Programme, IES is also celebrating the official opening of The Institution of Engineers, Singapore Academy, or IES Academy. Established ten years ago in April 2006, the academy has been training more than 7,000 engineers annually at the IES headquarters at Bukit Tinggi. To cope with the growing demand in engineering training, IES decided to relocate the academy to this beautiful building – the Devan Nair Institute for Employment and Employability.
11. With its enhanced accessibility and modern facilities, the IES Academy aims to better cater to the increasing demand for continuing education, professional upgrading and career advancement amongst engineers. We hope that the academy's strategic location within the training hub for employment and employability in Singapore will also help it to foster greater linkages between engineers and the industry.

Conclusion

12. On behalf of IES, I would like to express my appreciation to Minister Chan Chun Sing and NTUC U Associate for their strong support towards the development of the AEL Programme and the overall Engineers Progression Pathway. I would also like to thank our various industry partners, experienced engineers and employers for supporting the programme by being course speakers, mentors or being one of the Learning Journey role-model companies. All of your support is instrumental in helping IES prepare engineers of today to become world-class leaders tomorrow.

13. Thank you and have a great day ahead!