



Celebrating 50 Years of Engineering Excellence



Media Release

IES and NTUC Partner Industry Champions to Launch Advanced Engineers Leadership (AEL) Programme

Six-month long programme aims to thrust senior engineers into management career pathways and adopts industry-relevant curriculum, cross-disciplinary learning opportunities, mentorship by eminent engineer-leaders and networking platforms

SINGAPORE, 25 April 2016 – The National Trades Union Congress (NTUC) and its U Associate, The Institution of Engineers, Singapore (IES), today inaugurated the Advanced Engineers Leadership (AEL) Programme at the official opening of the IES Academy (IESA) at the Devan Nair Institute for Employment and Employability. A national initiative strongly supported by the industry and firms such as Rolls-Royce Singapore, SIA Engineering Company (SIAEC) and Intel, the AEL Programme aims to groom senior engineers into leaders of their organisations and the industry, by equipping them with advanced future-ready technology management and leadership skills.

As the latest programme in the Engineers Progression Pathway championed by NTUC and IES, the AEL Programme will focus on enabling engineers with five to eight years of practising experience to push beyond their technical abilities to assume management responsibilities and leadership roles in their respective organisations. It will set participating engineers apart for progression to management positions by their employers. The Programme encompasses strong participation and support from the industry, from course delivery to mentorship.

The six-month long programme scheduled to commence in Q3 2016 offers a unique curriculum that emphasises on cross-engineering knowledge-acquisition, cross-disciplinary project collaboration and cross-linkages with peers and leaders of the industry. The



programme aims to develop participants into effective leaders capable of embracing innovation and sustainability to champion their organisations' growth and address emerging global challenges.

Built around six core modules (ANNEX A) is a holistic learning framework comprising masterclasses conducted by field experts, interactive sessions with industry leaders, learning journeys to leading role-model companies and collaborative projects to promote application of learning. Each class size is capped at 30 participants to facilitate interaction and more effective learning.

Participants will also receive one-to-one guidance from their mentors during the programme. Their leadership learning journeys will continue after their graduation ceremony, whereby they can access quarterly networking sessions featuring talks given by prominent engineers. They can also join talks and mentorship sessions by C-suite leaders under NTUC's U Future Leaders programme. Qualified participants will also enjoy funding support from NTUC's Employment and Employability Institute (e2i).

"In a knowledge-driven industry, the rich technical experience and unique analytical skills of mid-career engineers place them in an advantageous position to become organisational and national champions of growth. The AEL Programme is a strong collaborative effort by IES, NTUC and the industry to help senior engineers acquire management skillsets and perspectives that traverse industries, disciplines and cultures, lining them up for success in a management pathway. Besides reinforcing IES's commitment to help engineers at various stages of their career move upwards and forward, the programme will also attest to the wide-ranging career possibilities of an engineer to the younger generation," said Er. Chong Kee Sen, President of IES.

"We are concerned for the career progression of our engineers and want them to be given fair opportunities to take on bigger roles in their organisations and develop their careers in



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the industry. Hence, as an unusual Labour Movement, NTUC is leveraging on our network of partnerships to bring about the AEL programme, which is a practitioner-led programme to connect and prepare our engineers to remain resilient and stay relevant in a fast evolving economic climate,” said Mr. Vivek Kumar, Director, NTUC U Associate and U Future Leaders.

“The talented and innovative engineering community within Rolls-Royce have been crucial to our success and reputation for engineering excellence. The AEL Programme is an excellent opportunity for engineers looking to develop their management expertise and will help to develop the future generation of engineering leaders required to tackle ever changing organisational and global challenges. We are excited to be part of the AEL Programme, offering Singapore’s future engineering leaders access to our facilities to learn first-hand how to design and implement business strategies that help to unlock local talent and develop high value added manufacturing operations worldwide,” said Dr Bicky Bhangu, Director, Rolls-Royce Singapore.

Apart from the AEL Programme, NTUC and IES also introduced the Young Engineers Leadership (YEL) Programme in 2014, a year-long programme dedicated to train young aspiring engineers into exceptional leaders in their respective fields of expertise. To date, 369 engineers have enrolled in the programme. The first batch of 199 engineers graduated in October 2015.

Opening of IES Academy at Jurong East

The AEL Programme was launched at the official opening of the new IES Academy facility at the Devan Nair Institute for Employment and Employability by NTUC Secretary-General Mr. Chan Chun Sing, who also held a closed-door dialogue session with close to 200 invited leaders of engineering companies, members of IES, union leaders & participants of YEL programme.



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Powered by IES, NTUC U Associate & e2i



With its enhanced accessibility and modern facilities, the IES Academy aims to better cater to the growing demand for continuing education, professional upgrading and career advancement amongst engineers. The academy's strategic location within the training hub for employment and employability in Singapore will also foster greater linkages between engineers and the industry. Established in April 2006, the IES Academy was previously located at IES' Bukit Tinggi premises and has been training more than 7,000 engineers annually.

About The Institution of Engineers, Singapore (IES)

The Institution of Engineers, Singapore (IES) was formally established in July 1966 as the national society of engineers in Singapore. IES is the premier engineering institution in Singapore and is called upon by the Government to provide feedback on professional engineering matters.

IES is well represented among the faculty members of the major engineering institutions of higher learning in Singapore. Through close collaboration with the local universities and polytechnics, IES organises courses, seminars and talks for engineers and IES members to advance the continuous development of engineers.

The Institution maintains close links with professional organisations of engineers regionally and throughout the world. These include organisations in Australia, China, Japan, United Kingdom and the United States. The Institution also represents Singapore in the ASEAN Federation of Engineering Organizations (AFEO) and the Federation of Engineering Institutions of Asia and the Pacific (FEIAP) in promoting goodwill, fellowship and exchange of knowledge among all engineers in ASEAN and the Asia-Pacific region.

Through its Engineering Accreditation Board (EAB), IES obtained full signatory status in the Washington Accord (WA) in June 2006. The entry grants IES the authority to represent Singapore, the first country within the ASEAN region which has obtained full signatory status in the WA, to vet education systems under the WA mutual recognition framework.

For more information, visit www.ies.org.sg.

About National Trades Union Congress

The National Trades Union Congress (NTUC) is a national confederation of trade unions & professional associations in the industrial, service and public sectors in Singapore. NTUC's



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objectives are to help Singapore stay competitive and workers remain employable for life; to enhance the social status and well-being of workers; and to build a strong, responsible and caring labour movement. NTUC's vision is to be an inclusive labour movement for all collars, ages and nationalities. NTUC is at the heart of the Labour Movement, which comprises 60 affiliated unions, one affiliated taxi association, 11 social enterprises, 31 U Associates, five related organisations and over 888,000 members. For more details, visit www.ntuc.org.sg.

About NTUC U Associate Programme

The NTUC U Associate Programme is a key initiative by the Labour Movement to reach out to Professionals, Managers and Executives (PMEs) through professional associations and bring them the U Advantage of the Labour Movement. Launched in March 2011, the programme comprises of an ecosystem of associations across various sectors including Financial, Human Resource, Project Management, Marketing, Engineering and more. NTUC and its U Associates work with a sectorial focus to develop career and skills progression plans for our PMEs in these sectors. Through these alliances, we prepare our PMEs to be future-ready and future-proof and open up greater opportunities for both the associations and PMEs. NTUC U Associates empower the PMEs across four key areas – Protection, Progression, Placement and Privileges (4Ps). Please see attached Annex B for list of U Associates.

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Chinese Names and Terms	中文名称与词汇
National Trades Union Congress (NTUC)	全国职工总会 (职总)
U Associate Programme	U 联合计划
Vivek Kumar Director, NTUC U Associate and U Future Leaders	维韦克。库马尔 职总 U 联合计划和未来领袖计划 署长
The Institution of Engineers, Singapore (IES)	新加坡工程师学会
Er. Chong Kee Sen President, The Institution of Engineers, Singapore (IES)	张奇善 会长, 新加坡工程师学会
Advanced Engineers Leadership (AEL) Programme	资深工程师领袖计划
Young Engineers Leadership (YEL) Programme	青年工程师领袖计划
IES Academy	新加坡工程师学院



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ANNEX A

Six Core Modules of AEL Programme

- Leading towards a Greener & Sustainable Energy Future
- Leading and Sustaining a Culture of Safety
- Leading Innovatively and Leveraging Technology for the Future
- Leading in Smart Nation/Big Data/Internet of Things
- Leading in V.U.C.A. Times & Crisis Communication and Inspiring
- Engaging and Leading Cross-Cultural Teams

List of U Associate partners

ANNEX B

There is a total of 31 U Associates across 21 sectors as follows:

S/N	Sector	U Associate
1	Accountancy	CPA Australia
2	Administration	Singapore Association of Administrative Professionals (SAAP)
3	Building, Facilities and Environment	Singapore Institute of Building Limited (SIBL)
4	Building, Facilities and Environment	Singapore Institute of Landscape Architects (SILA)
5	Creative Media	LASALLE College of the Arts
6	Engineering	Association of Consulting Engineers Singapore (ACES)
7	Engineering	Institute of Electrical and Electronic Engineers (IEEE)
8	Engineering	The Institution of Engineers, Singapore (IES)
9	Entrepreneurship	Action Community for Entrepreneurship (ACE)
10	Financial Planning	Financial Planning Association of Singapore (FPAS)
11	Financial Planning	Singapore Insurance Employees' Union (SIEU) – Insurance and Financial Practitioners Association of Singapore (IFPAS)
12	Healthcare	Association of Psychotherapists and Counsellors (Singapore) [APACS]



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13	Human Resource	Singapore Human Resource Institute (SHRI)
14	Human Resource	Human Capital Singapore (HCS)
15	Information Technology	Singapore Computer Society (SCS)
16	Internet Security	Information Systems Audit and Control Association (ISACA)
17	Legal	Singapore Corporate Counsel Association (SCCA)
18	Marketing / Creative Media	Direct Marketing Association of Singapore (DMAS)
19	Marketing / Creative Media	Institute of Advertising Singapore (IAS)
20	Professional Development	Adam Khoo Learning Technologies Group (AKLTG)
21	Professional Development	Financial IT Academy @ SMU (SMU-FITA)
22	Project Management	Project Management Institute, Singapore Chapter (SPMI)
23	Real Estate	Industrial & Services Employees' Union (SISEU) - Institute of Estate Agents, Singapore (IEA)
24	Real Estate	PropertyGuru Pte Ltd (PG)
25	Real Estate	Singapore Industrial & Services Employees' Union - (SISEU)Singapore Estate Agents Association (SEAA)
26	Safety	Singapore Institution of Safety Officers (SISO)
27	Sales	Singapore Sales Professional Association (SSPA)
28	Sports/ Cybersports	Singapore's Cybersports & Online Gaming Association (SCOGA)
29	Sports/ Cybersports	Singapore Professional Golfers' Association (SPGA)
30	Sustainable Energy	Sustainable Energy Association of Singapore (SEAS)
31	Supply Chain	The Chartered Institute of Procurement and Supply (CIPS)