



Building and Construction Authority

We shape a **safe**, **high quality**, **sustainable** and **friendly** built environment.

01 Nov 2011

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Dear Sir or Madam,

## **LAUNCH OF APPRENTICESHIP, DIPLOMA SCHOLARSHIP AND DIPLOMA SPONSORSHIP PROGRAMMES**

To help the building and construction industry to build up a competent and productive workforce at the technical, supervisory and foreman level, the Building and Construction Authority (BCA) has developed new manpower development incentive programmes under the \$250 million Construction Productivity and Capability Fund (CPCF):

- i. **Built Environment Apprenticeship**
- ii. **BCA-Industry Built Environment Diploma Scholarship / Diploma Sponsorship**

2. The Built Environment Apprenticeship aims to attract new entrants and upgrade the workforce at the tradesman and foreman level. It is essentially a two-stage programme, with the apprentice working for his employer and concurrently undertaking vocational training. Apprentices on this programme will receive attractive remunerations and embark on an articulate progression path, through the CoreTrade<sup>1</sup> Scheme. This initiative will help industry firms to expand their in-house pool of local CoreTrade personnel. To defray the manpower development cost for firms who participate in the programme, BCA will co-fund the salary of apprentices and the skills training course fees.

3. To build a strong workforce at the technical and supervisory level, BCA is also introducing the BCA-Industry Built Environment Diploma Scholarship and Sponsorship Programmes. These programmes seek to attract Diploma students to take up built environment diploma courses at the local Polytechnics and the BCA Academy. Both the scholarship and sponsorship are structured in two stages to encourage the diploma graduates to join and stay on in the building and construction sector.

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<sup>1</sup> The **Construction Registration of Tradesmen**, or **CoreTrade** in short, is a workers registration scheme administered by BCA, for skilled and experienced construction personnel in key construction trades.

- Diploma Study Phase: BCA will partner the sponsoring industry firm to co-fund the diploma students' allowance and / or school fees. In return, the graduates will serve their bond with the sponsoring firms; and
- Post Diploma Development Phase: BCA will partner the sponsoring industry firm to provide the diploma graduates with a structured on-job-training and an upgrading opportunity through part-time specialist / advanced diploma, to deepen their knowledge in specific areas. The diploma graduates under the programme will also receive attractive salary, with co-funding support from BCA. Existing diploma holders in built environment courses can also join directly in Stage 2.

4. BCA strongly encourages industry firms to take the opportunity to tap on the attractive funding programmes to build up the in-house capability. For more information on the new initiatives, please refer to the Annex.

5. BCA is conducting a series of industry briefings on the above new programmes. Please contact Mr. Deva Lutchia at DID: 6325 5000 (Email: [deva\\_lutchia@bca.gov.sg](mailto:deva_lutchia@bca.gov.sg)) or Ms. Koh Shiang Chi at DID: 6325 5916 (Email: [koh\\_shiang\\_chi@bca.gov.sg](mailto:koh_shiang_chi@bca.gov.sg)). Thank you.

Yours faithfully,



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## BCA's New Manpower Development Programmes

### INTRODUCTION

As part of the national productivity drive, BCA has formulated new manpower development programmes to build up a pipeline of localised workforce at the technical, supervisory and foreman levels. Participating companies will enjoy attractive financial incentives,

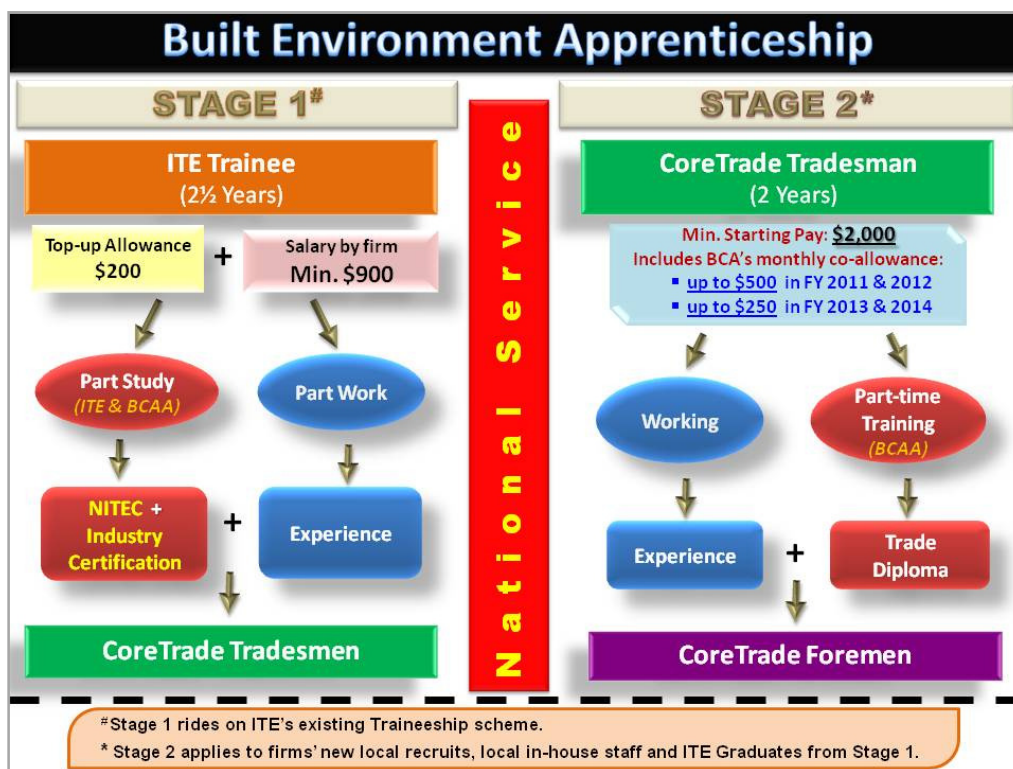
- i. Built Environment Apprenticeship;
- ii. BCA-Industry Built Environment Diploma Scholarship / Sponsorship

### BUILT ENVIRONMENT APPRENTICESHIP

The Built Environment Apprenticeship is essentially a two-stage scheme. In both stages, the local apprentice will be working for his employer and at the same time undergo training to enhance his competency level.

Stage 1 is in partnership with ITE, where BCA will ride on ITE's existing traineeship scheme. At the end of this stage, the apprentice will graduate with both a NITEC qualification and an industry recognised skills certification which will qualify him for BCA's CoreTrade Tradesmen registration. We hope to establish an articulate career progression path to enhance the chances of male apprentices joining back our industry following the completion of their National Service. Participating firms will pay the apprentice a minimum monthly salary of \$900 and the Government will top it up with an additional \$200 monthly, to make it more attractive to the trainees. The Government will also co-fund the course fees for the skills training at the BCA Academy.

Stage 2 serves as a continuation of Stage 1 for the ITE graduates, as well as a progression pathway for firms' new local recruits and existing local in-house tradesmen. While working for his employer, the apprentice will also undertake the part-time Trade Diploma course which will help to qualify him for the CoreTrade Foremen registration. Participating firms will pay the apprentice a minimum monthly salary of \$2,000 which includes the Government's co-allowance of up to \$500 monthly. The Trade Diploma course fees will also be subsidised.



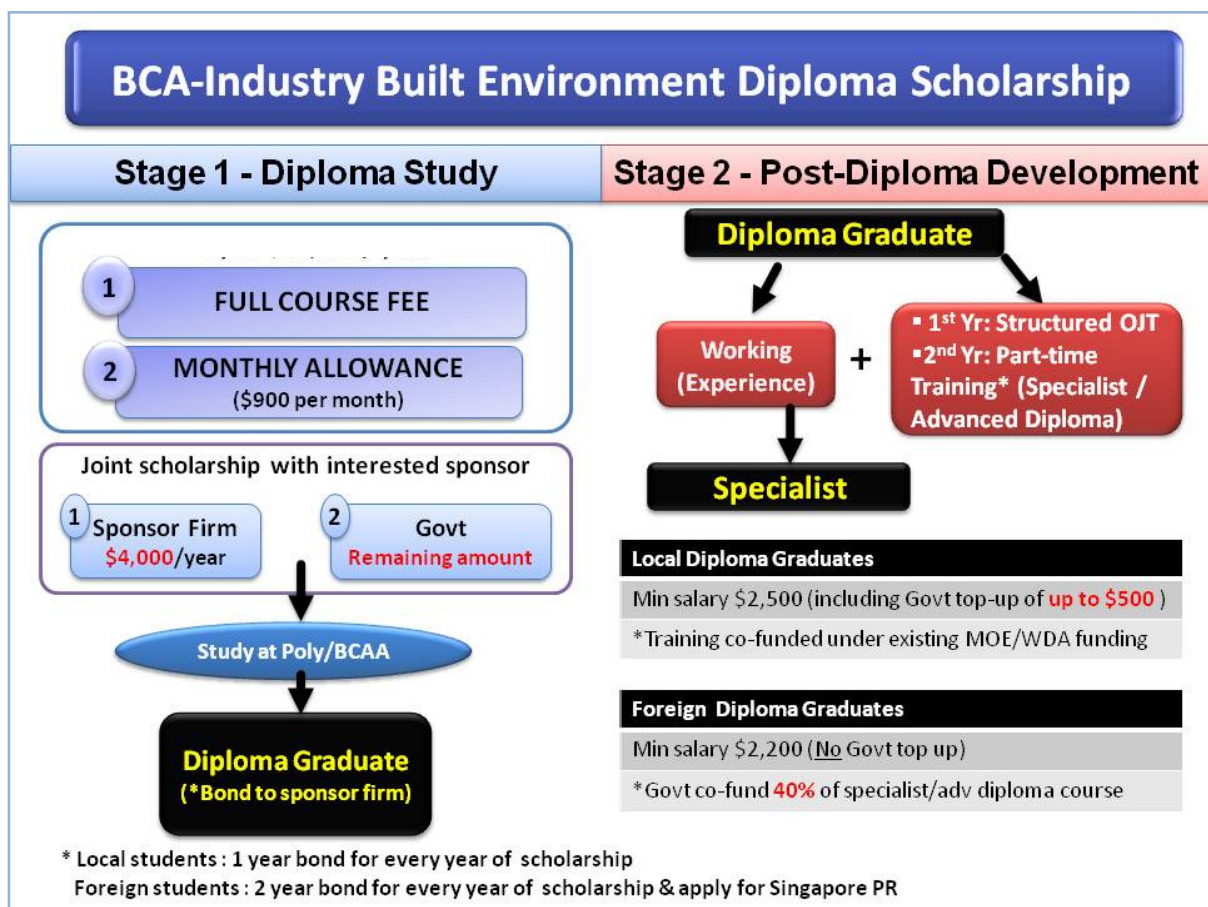
## BCA's New Manpower Development Programmes

### BCA-INDUSTRY BUILT ENVIRONMENT DIPLOMA SCHOLARSHIP

The BCA-Industry Built Environment Diploma Scholarship is offered to both local & foreign students.

Stage 1 of the scholarship covers the scholar's full course fees and provides a monthly allowance of \$900. Participating firms will co-pay \$4,000 per scholar per year, with the Government funding the remaining amount. Local students can apply for the scholarship in their 1<sup>st</sup> or 2<sup>nd</sup> year of Diploma studies. Foreign students can apply in their 2<sup>nd</sup> year of Diploma studies, based on first year results.

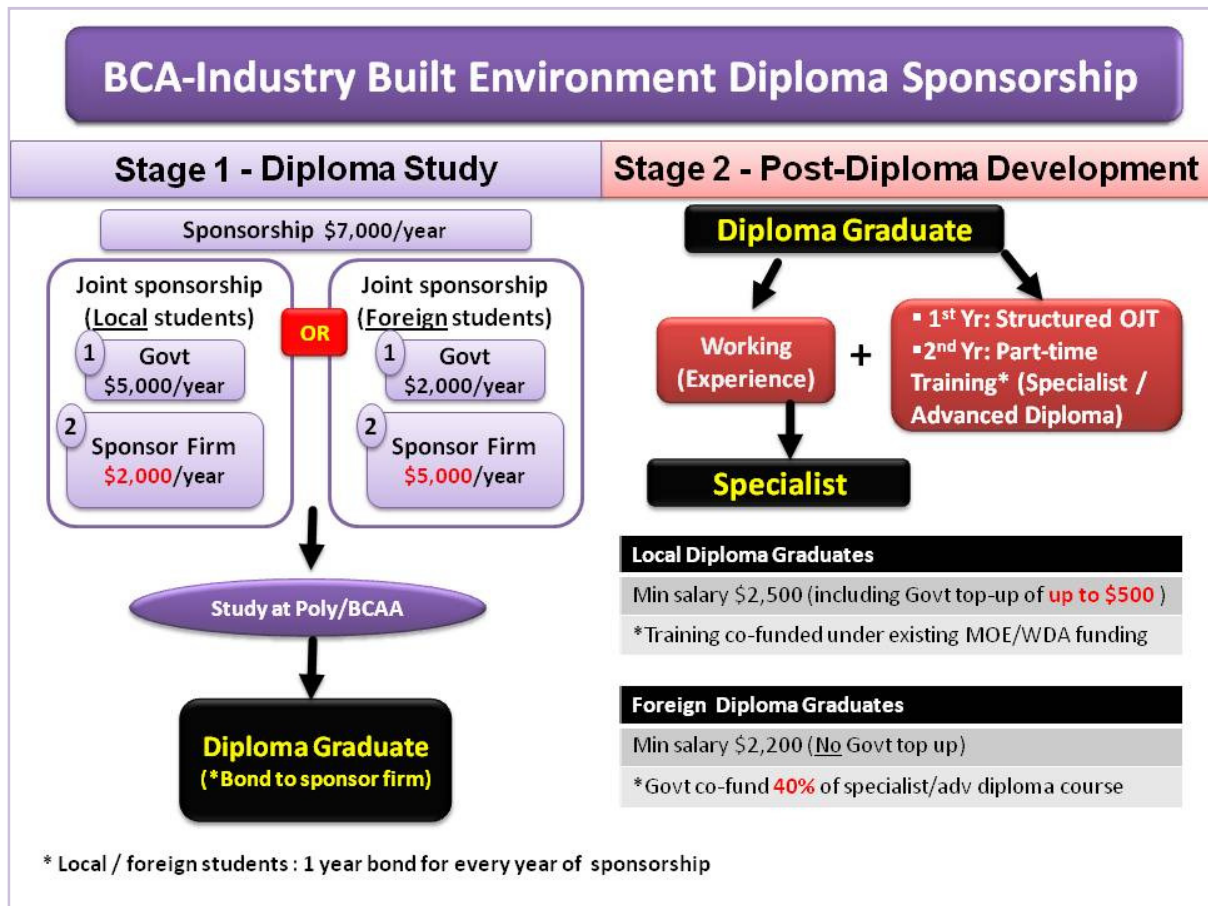
Stage 2 creates a career progression path for the graduated scholars. While working full time with the sponsor firm, the Diploma graduate will undergo a structured On-Job-Training (OJT) in the first year. In the second year, the graduated scholars will take a part time specialist / advanced diploma to upgrade and equip him/her as a specialist in specific areas. To make this scheme more appealing to locals, a minimum starting pay of at least \$2,500 is stipulated. The Government will top up local Diploma graduates' monthly salary by up to \$500. In addition, he/she could also be eligible for existing Government subsidy on the part-time course fees. For foreigners, firms need to commit to a minimum monthly salary of \$2,200 with no salary top-up from the Government. The Government will co-fund 40% of their Specialist or Advanced Diploma course fees.



## BCA's New Manpower Development Programmes

### BCA-INDUSTRY BUILT ENVIRONMENT DIPLOMA SPONSORSHIP

The BCA-Industry Built Environment Diploma Sponsorship is offered to both local & foreign students. It provides an annual allowance of \$7,000 to the students. Firms will co-fund \$2,000 per local student per year, or \$5,000 per foreign student per year, with the Government funding the remaining amount. Upon graduation, both local and foreign students will serve a 1 year bond for each year of sponsorship with the sponsoring firm. Similar to the scholarship, the stage 2 post diploma development phase applies.





## Annex

### BCA's New Manpower Development Programmes

#### Courses Available for Application of Diploma Scholarship and Diploma Sponsorship

##### Stage 1 (Diploma Study Phase)

- Built environment full-time Diploma courses at BCA Academy and Polytechnics

##### BCA Academy

1. Construction Engineering
2. Construction Information Technology
3. Design (Interior and Landscape)
4. Electrical Engineering & Clean Energy
5. Mechanical Engineering
6. Strategic Facilities Management

##### Nanyang Polytechnic

1. Electrical Engineering with Eco-Design (C48)
2. Space and Interior Design (C64)

##### Ngee Ann Polytechnic

1. Clean Energy Management (N84)
2. Electrical Engineering (N43)
3. Environmental & Water Technology (N74)
4. Hotel & Leisure Facilities Management (N40)
5. Mechanical Engineering (N41)
6. Real Estate Business (N48)
7. Sustainable Urban Design & Engineering (N89)

##### Republic Polytechnic

1. Renewable Energy Engineering (R41)

##### Singapore Polytechnic

1. Architecture (S66)
2. Civil Engineering with Business (S68)
3. Clean Energy (S45)
4. Electrical & Electronic Engineering (S99)
5. Environmental Management & Water Technology (S52)
6. Hotel & Leisure Facilities Management (S95)
7. Integrated Events and Project Management (S50)
8. Interior Design (S89)
9. Landscape Architecture (S94)
10. Mechanical Engineering (S91)

##### Temasek Polytechnic

1. Clean Energy (T52)
2. Environment Design (T46)
3. Green Building & Sustainability (T29)
4. Integrated Facility Management (T28)
5. Interior Architecture & Design (T22)

**BCA's New Manpower Development Programmes**

**Stage 2 (Post-Diploma Development Phase)**

- Part time Advanced or Specialist Diploma

Singapore Polytechnic

1. Advanced Diploma in Building Automation & Services
2. Specialist Diploma in Energy Efficiency and Management

Ngee Ann Polytechnic

1. Specialist Diploma in Facility Management

BCA Academy

1. Specialist Diploma in Interior & Landscape Design
2. Specialist Diploma in Facility & Energy Management
3. Specialist Diploma in M & E Co-ordination
4. Specialist Diploma in Construction Management
5. Specialist Diploma in Building Cost Management
6. Specialist Diploma in Building Information Modeling