



**Media Release**  
**22 February 2018**

## **Achieve Global Leadership in Smart Marine & Offshore Engineering Solutions with Optimised Resource Utilisation**

*Industry transformation roadmap aims to create 1,500 new jobs by 2025*

*ASMI to establish Programme Office to help execute ITM initiatives*

1. Minister for Trade and Industry (Industry), Mr S Iswaran, launched the Marine & Offshore Engineering (M&OE) Industry Transformation Map (ITM) today at the Trade Association Hub at Jurong Town Hall, in conjunction with the establishment of an ITM Programme Office within the Association of Singapore Marine Industries (ASMI).
2. Developed by a multi-agency team, led by the Economic Development Board (EDB), together with trade associations and chambers (TACs), unions and industry partners, the M&OE ITM charts the roadmap to drive transformation and help companies, including small and medium-sized enterprises (SMEs), capture long-term growth opportunities in the industry. Through the ITM, the M&OE industry is expected to have a value-added of S\$5.8 billion and create around 1,500 new jobs by 2025.
3. The past three years have been one of the most trying periods for Singapore's M&OE industry. However, despite challenging business conditions, the M&OE industry has remained resilient. In 2016, the industry contributed S\$3.6 billion to Singapore's gross domestic product, S\$12.3 billion to Singapore's total manufacturing output, and employed more than 23,000 locals. The Government, alongside associations and unions, have also introduced interim measures to support M&OE companies.
4. These include SPRING Singapore's Bridging Loan (BL) and International Enterprise (IE) Singapore's enhanced Internationalisation Finance Scheme (IFS) to

help Singapore-based M&OE companies finance their operations and bridge short-term cash flow gaps. Since 2016, the two schemes are administered in partnership with local financial institutions, and have catalysed nearly S\$700 million in loans to more than 100 unique borrowers, 80% of whom are SMEs. ASMI, the Shipbuilding and Marine Engineering Employees' Union (SMEEU), Workforce Singapore (WSG), and EDB have also been supporting the reskilling of affected employees through Professional Conversion Programmes (PCPs) under WSG's Adapt and Grow initiative, so that they may be redeployed into new job roles or in the same or adjacent industries.

5. While it is critical to preserve core capabilities in the M&OE industry and ride through the downturn, Singapore must also be prepared to seize new opportunities on the horizon. The M&OE ITM has identified three key thrusts: preparing for the future through innovation and productivity improvements, pursuing new growth areas, and equipping Singaporeans with relevant skills.

### **Preparing for the future through innovation and productivity improvements**

6. To ensure that our M&OE industry remains globally competitive, the Government is helping companies invest in advanced manufacturing. These include additive manufacturing, robotics and automation to improve productivity. As the global M&OE industry increasingly explores digital technologies to optimise its operations and generate new revenue streams, the Government will support companies in developing next-generation M&OE solutions that can enable remote monitoring, provide predictability and support decision-making.

7. The Government will also support companies' in-house research & development (R&D) initiatives and facilitate public-private R&D through research institutes such as the Technology Centre for Offshore and Marine Singapore (TCOMS)<sup>1</sup>.

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<sup>1</sup> TCOMS, a joint initiative between A\*STAR and the National University of Singapore, is Singapore's R&D centre for the Marine and Offshore Engineering industry.

### **Pursuing new growth areas**

8. Driven by the global transition to a low-carbon economy and increased alternative uses of Liquefied Natural Gas (LNG), global expenditure on LNG is expected to exceed US\$280 billion by 2021<sup>2</sup>. Similarly, on the back of heightened global focus on sustainability, the global offshore wind market is anticipated to exceed US\$130 billion by 2023<sup>3</sup>. These present opportunities for the M&OE industry to leverage its existing capabilities in building offshore structures and supporting offshore projects, to venture into these new areas.

9. The Government will help companies access these new business opportunities by connecting companies with relevant stakeholders and resources, and supporting business partnerships with companies in overseas markets.

### **Equipping Singaporeans with relevant skills**

10. As M&OE companies intensify their transformation efforts and pursue new growth areas, Singaporeans must be well-prepared to take on the new and exciting job roles coming ahead.

11. The Skills Framework for Marine and Offshore was developed by SkillsFuture Singapore (SSG), WSG, EDB and SPRING Singapore, together with industry stakeholders such as employers, industry associations, unions and education providers. The framework allows individuals to explore career advancement opportunities along or across seven career tracks, which include Design and Engineering; Quality Assurance and Quality Control; and Workplace Safety and Health. In total, it covers 29 job roles in the Marine & Offshore industry. It also provides key information on the industry, and identifies a total of 96 existing and emerging technical skills and competencies. The emerging skills and competencies include Additive Manufacturing, Robotics and Automation Application, and Green Ship Design.

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<sup>2</sup> Source: Douglas-Westwood

<sup>3</sup> Source: Global Market Insights

12. SSG has also launched the SkillsFuture Series, which is a curated list of short and modular courses to reskill or upskill the workforce in emerging and priority skills areas required, such as Advanced Manufacturing and Data Analytics. Temasek Polytechnic will also implement two new SkillsFuture Earn and Learn Programmes (ELPs) in emerging and critical areas – Robotics and Automation and the Industrial Internet of Things – this year. In addition, the Institute of Technical Education (ITE) will offer its new Work-Learn Technical Diploma in M&OE this April.

13. PMETs can tap on WSG's PCPs to be reskilled for job roles in the new growth areas such as LNG. Since October 2016, more than 300 PMETs have been reskilled through the three PCPs for Marine Engineers, Assistant Engineers and Technicians.

### **Deepening ties with industry associations and unions**

14. As the champions for companies and employees within the M&OE industry, TACs and unions such as ASMI and SMEEU, play key roles in catalysing the industry and implementing many M&OE ITM initiatives. A prime example of this is the establishment of the M&OE ITM Programme Office at ASMI, with SPRING's support. As part of ASMI's Secretariat, the Programme Office will work with M&OE companies including SMEs, to drive the adoption of productivity solutions, encourage innovation efforts and address future manpower needs.

15. "As the industry champion, ASMI has contributed to the M&OE industry's evolution from its beginning as a regional centre for shipbuilding and repair to its current achievements today of being an international centre of distinction for marine and offshore repair, conversion and newbuilding projects. With the M&OE ITM, we hope to expand and upgrade our expertise and services further so that Singapore remains a premier centre of choice for customized solutions, quality products, value add and reliable services in the global M&OE market. The Programme Office will work with various government agencies and relevant partners to drive initiatives to develop capabilities in the growth areas identified in the ITM to transform the M&OE industry for the future," said Mr. Abu Bakar bin Mohd Nor, President of ASMI.

16. “We are glad that the industry is gradually enroute to recovery. SMEEU will work with our partner companies and stakeholders to strengthen the Singaporean workforce through retaining and deepening the skills of the employees. We hope to retain and attract more Singaporeans to join the industry through a more structured career progression coupled with competitive basic wages,” said Mr. Tommy Goh, President of SMEEU.

17. “The M&OE ITM vision calls for transformation and Singatac has taken steps to reposition ourselves to maintain relevancy to our clients. We have invested in automation and CNC-operated machines where high value-add components are manufactured for integration, diversified our production resources for cost-efficiency and expanded into new growth areas. We are thankful the Singapore Government has been highly supportive and provided assistance throughout our transformation journey and for our employees’ commitment to this change,” said Mr. Tan Soon Keong, Executive Director, Singatac Engineering Pte. Ltd.

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**About the Singapore Economic Development Board (EDB)**

EDB is the lead government agency for planning and executing strategies to enhance Singapore's position as a global business centre. EDB dreams, designs and delivers solutions that create value for investors and companies in Singapore. Our mission is to create for Singapore, sustainable economic growth with vibrant business and good job opportunities.

For more information on EDB, please visit [www.sedb.com](http://www.sedb.com)

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**ASSOCIATION OF SINGAPORE MARINE INDUSTRIES (ASMI)**

The Association of Singapore Marine Industries (ASMI) is a non-profit organisation set up in 1968 to promote and interests and advancement of the marine and offshore engineering industries in Singapore. As the industry champion, ASMI represents a wide cross-section of companies in the business of ship repair, ship conversion, shipbuilding, rig building and offshore engineering. The Association plays an important role in unifying industry players towards shared objectives as well as in directing industry resources towards achieving common goals. ASMI has a membership strength of 250 corporate members.

The Association celebrates its 50th year of establishment this year. Its evolution and growth in the last five decades has paralleled the industry it served.

For more information on ASMI, please visit [www.asmi.com](http://www.asmi.com)

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**FACTSHEET ON SUPPORT MEASURES FOR M&OE COMPANIES**

**Bridging Loan (BL)**

The Bridging Loan for the Marine & Offshore Engineering industry (BL-M&OE) provides companies with access to working capital to finance their operations and bridge short-term cash flow gaps. It is administered by SPRING Singapore and offered through Participating Financial Institutions (PFIs). The scheme has been extended to Nov 2018.

	<b>Criteria for BL-M&amp;OE</b>
<b>Max Loan Quantum</b>	S\$5M per borrower (S\$15M per borrower group <sup>4</sup> )
<b>Loan Tenure</b>	Up to 6 years
<b>Use of Funds</b>	Working capital
<b>Eligibility Criteria</b>	<p>SMEs and non-SMEs that are M&amp;OE industry-specific can apply. They are defined as follow:</p> <p><u>(a) SMEs:</u></p> <p>Is registered and operating in Singapore                      Has at least 30% local shareholding                      Has group annual sales of ≤ S\$100m or group employment size of ≤ 200</p> <p><u>(b) Non-SMEs:</u></p> <p>Is registered and operating in Singapore                      Has at least 30% local shareholding                      Has group annual sales of &gt;S\$100m and group employment size of &gt;200</p> <p><u>Sub-categories include:</u></p> <p>Shipyards                      Contractors to shipyards                      Offshore services providers                      Exploration &amp; Production (E&amp;P) companies                      Oil and gas (O&amp;G) equipment and services companies                      Suppliers to O&amp;G equipment and services companies</p>

<sup>4</sup> SPRING defines a “borrower group” as consisting of the Applicant Company, the Applicant Company’s corporate shareholders who own >50% of total shareholding (all levels up) and the Applicant Company’s subsidiaries where the Applicant Company holds >50% of the total shareholding of the subsidiaries (all levels down). Loans made to any of the entities mentioned above will therefore count towards an aggregated S\$15m limit.



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For more information, please visit [http://www.spring.gov.sg/BL\\_MOE/](http://www.spring.gov.sg/BL_MOE/) or call 6898 1800.

### **Internationalisation Finance Scheme (IFS)**

IFS is designed to facilitate companies' access to financing by co-sharing of default risks between IE Singapore and Participating Financial Institutions (PFIs). Companies in the Marine and Offshore Engineering industry (e.g. Offshore Support Services, Shipyards etc), may access up to S\$70M in loan quantum per borrower group<sup>5</sup>. The scheme has been extended to Nov 2018.

	<b>Criteria for IFS-M&amp;OE</b>
<b>Max Loan Quantum</b>	S\$70M per borrower group
<b>Use of Funds</b>	Asset-based financing to purchase fixed assets Project financing (Bid Bonds, Bankers Guarantee and Structured Loan) Merger and Acquisition financing <i>Projects can be based in Singapore and Assets can be used in Singapore.</i>
<b>Eligibility Criteria</b>	Singapore-based companies with Global HQ anchored in Singapore Singapore-based companies with meaningful business operations and at least 3 strategic business functions in Singapore

For local callers: 1800-IESPORE (1800 437 7673)

Enquiry Form: <https://www.iesingapore.gov.sg/Contact-Info/Enquiry-Form/>

<sup>5</sup> IE Singapore defines a "borrower group" as a Singapore-based company, its subsidiaries and associated companies

**THE TECHNOLOGY CENTRE FOR OFFSHORE AND MARINE SINGAPORE  
(TCOMS) – SINGAPORE’S FIRST RESEARCH AND DEVELOPMENT (R&D)  
CENTRE FOR THE INDUSTRY**

A joint venture between the Agency for Science, Technology and Research (A\*STAR) and the National University of Singapore (NUS), TCOMS enables the local marine and offshore engineering industry to undertake higher-value activities through strategic global partnerships with industry, research institutions and academia.

TCOMS’ anchor research facility will be the next-generation Deepwater Ocean Basin (DOB) which is equipped with state-of-the art wave and current generation systems that can simulate challenging ocean environments – including those in ultra-deep waters.

The facility, slated for completion in 2019, will facilitate the development of innovative concepts including intelligent floating platforms and vessels, autonomous systems, marine robotics and subsea systems.

Research at the facility will be aided by petascale supercomputing capabilities of the National SuperComputing Centre. In addition, forefront capabilities in the coupling of sensing, physical modelling, numerical simulation and real-time data analytics will allow researchers to better capture the physics of complex operations in a real world ocean.

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## **FACTSHEET ON SKILLS FRAMEWORK FOR MARINE AND OFFSHORE**

### **About Skills Framework for Marine and Offshore**

The Skills Framework for Marine and Offshore is an integral component of the Marine and Offshore Engineering Industry Transformation Map (ITM); and is jointly developed by SkillsFuture Singapore (SSG), Workforce Singapore (WSG), the Singapore Economic Development Board (EDB) and SPRING Singapore, together with employers, industry associations, education and training providers and unions.

The Skills Framework supports the manpower strategies of the Marine and Offshore Engineering ITM by providing key information on the sector and employment, career pathways, occupations/job roles, as well as existing and emerging skills and competencies required for the occupations/job roles. It also provides a list of training programmes for skills upgrading and mastery.

### **Who is it for?**

The target groups for Skills Framework for Marine and Offshore are as follows:

- **Individuals** who wish to join or progress within the Marine and Offshore sector, will be able to assess their career interest, identify relevant training programmes to upgrade their skills, and prepare for their desired jobs;
- **Employers** will be able to recognise these skills and invest in training their employees for career development and skills upgrading;
- **Education and training providers** can gain insights on sector trends, existing and emerging skills that are in demand, and design programmes to address the sector needs accordingly; and
- **Government, unions and professional bodies** will be able to analyse skills gaps and design appropriate SkillsFuture initiatives to upgrade the manpower capability and professionalise the sector.

### **Key components of the Skills Framework**

The Skills Framework for Marine and Offshore contains information on the sector, career pathways, occupations/job roles, skills and competencies, and training programmes\*. The key components include:

- Sector information – provides information on key statistics, trends and workforce profiles in the sector;
- Career pathways – depicts the pathways for vertical and lateral progression for advancement and growth. Seven tracks have been identified, covering 29 job roles:
  - Design and Engineering
  - Manufacturing, Building, Maintenance, Repair, Overhaul and Installation
  - Procurement and Aftersales
  - Quality Assurance and Quality Control (QA/QC)
  - Project Management
  - Workplace Safety and Health (WSH)
  - General Management
- Occupations and job roles – covers a total of 96 existing and emerging technical skills and competencies, 18 generic skills and competencies, and their respective descriptions. Some of the emerging skills identified include Additive Manufacturing, Robotics and Automation Application, and Green Ship Design; and
- Training programmes<sup>6</sup> for skills upgrading and mastery – provides information on training programmes, which will help aspiring individuals and in-service employees acquire skills necessary for various jobs.

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<sup>6</sup> The training programmes for the Skills Framework for Marine and Offshore will be made available at [www.skillsfuture.sg/skills-framework/marineandoffshore](http://www.skillsfuture.sg/skills-framework/marineandoffshore)

**FACTSHEET ON SKILLSFUTURE EARN AND LEARN PROGRAMME –  
SPECIALIST DIPLOMA IN ROBOTICS AND AUTOMATION, AND  
SKILLSFUTURE EARN AND LEARN PROGRAMME –  
SPECIALIST DIPLOMA IN INDUSTRIAL INTERNET OF THINGS**

**About SkillsFuture Earn and Learn Programme**

The SkillsFuture Earn and Learn Programme (ELP) is a work-learn programme that gives fresh graduates<sup>1</sup> from polytechnics and the Institute of Technical Education (ITE) a head-start in careers related to their discipline of study. It provides them with more opportunities, after graduation, to build on the skills and knowledge they acquired in school, and better supports their transition into the workforce.

**About SkillsFuture Earn and Learn Programme – Specialist Diploma in Robotics and Automation**

The ELP – Specialist Diploma in Robotics and Automation is a 12-month work-learn programme delivered and managed by Temasek Polytechnic. The programme aims to deepen and equip fresh polytechnic graduates<sup>1</sup> with the relevant skills to undertake the installation and maintenance of robotic and automation equipment and the application of robot for collaboration in the workplace.

**Who is it for?**

- Fresh polytechnic graduates<sup>1</sup> looking for skills deepening through structured workplace learning, mentorship and facilitated learning to get a head-start in their career and meaningful career advancement upon programme completion
- Companies seeking to attract and hire fresh polytechnic graduates<sup>1</sup> as an Associate Engineer in Robotics and Automation through a 12-month work-learn programme

**How does it work?**

## **EMBARGOED UNTIL 22 FEBRUARY 2018, 3.30PM**

Suitable candidates will be matched with a job related to their field of study and participating employers can recruit local fresh talent and benefit from structured career development through the company's talent development plan.

### **Benefits**

#### *For individuals*

- Individuals can acquire relevant work experience and skills valued by the industry and attain industry-recognised qualification/certification<sup>2</sup>
- Receive a competitive starting salary and full-time employment with participating companies
- Eligible individuals can receive a sign-on incentive of \$5,000<sup>3</sup>

#### *For employers*

- Companies will be able to recruit, groom and retain suitable young talents with the relevant skills and aptitude to be developed as future Aerospace leaders to drive advanced manufacturing in the company
- Receive a grant of up to \$15,000<sup>4</sup> per individual<sup>3</sup> places in ELP to defray the costs of developing and providing structured On-the-Job training

### **About SkillsFuture Earn and Learn Programme – Specialist Diploma in IIoT**

The ELP – Specialist Diploma in IIoT is a 12-month work-learn programme delivered and managed by Temasek Polytechnic. The programme aims to deepen and equip fresh polytechnic graduates<sup>1</sup> with the relevant skills in IIoT, engineering analytics, machine learning and smart sensors and devices.

### **Who is it for?**

- Fresh polytechnic graduates<sup>1</sup> looking for skills deepening through structured workplace learning, mentorship and facilitated learning to get head-start in their career and meaningful career advancement upon programme completion.
- Companies seeking to attract and hire fresh polytechnic graduates<sup>1</sup> as an Associate Engineer in IIoT through a 12-month work-learn programme

### **How does it work?**

## **EMBARGOED UNTIL 22 FEBRUARY 2018, 3.30PM**

Suitable candidates will be matched with a job related to their field of study and participating employers can recruit local fresh talent and benefit from structured career development through the company's talent development plan.

### **Benefits**

#### *For individuals*

- Individuals can acquire relevant work experience and skills valued by the industry and attain industry-recognised qualification/certification<sup>2</sup>
- Receive a competitive starting salary and full-time employment with participating companies
- Eligible individuals can receive a sign-on incentive of \$5,000<sup>3</sup>

#### *For Employers*

- Companies will be able to recruit, groom and retain suitable young talents with the relevant skills and aptitude to be developed as future Aerospace leaders to drive advanced manufacturing in the company
- Receive a grant of up to \$15,000<sup>4</sup> per individual<sup>3</sup> places in ELP to defray the costs of developing and providing structured On-the-Job training

<sup>1</sup> Within three years of graduation or Operationally Ready Date for National Servicemen

<sup>2</sup> The industry-recognised qualifications/certificates will vary from sector to sector, and from job to job. They may include Singapore Workforce Skills Qualifications (WSQ) qualifications, or qualifications issued by the polytechnics such as Advanced/Specialist Diploma

<sup>3</sup>For fresh graduates who are Singapore Citizens and within three years of graduation or Operationally Ready Date for National Servicemen only

<sup>4</sup>Terms and Conditions apply

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**WORK-LEARN TECHNICAL DIPLOMA IN MARINE & OFFSHORE ENGINEERING**

**About the Course**

The Work-Learn Technical Diploma in Marine & Offshore Engineering adopts a practice-based curriculum to prepare trainees for a professional career in the Marine and Offshore sector. Its Engineering Design specialisation will provide trainees with skills and knowledge in the design of ships and marine systems. On the other hand, its Production (Repair & Maintenance) specialisation will equip trainees with skills and knowledge in the repair and maintenance of ships and the various marine systems.

**Minimum Entry Requirements**

<b>Graduates from Related <i>Nitec</i> Courses (Minimum GPA 2.0)</b>	<b>Graduates from Related <i>Higher Nitec</i> Courses</b>	<b>Employees in the Industry</b>
Aerospace Avionics Aerospace Machining Technology Aerospace Technology Automotive Technology (Light Vehicles) Automotive Technology (Heavy Vehicles) Electrical Technology (Lighting & Sound) Electrical Technology (Power & Control) Fabrication Technology (Hull & Structures) Fabrication Technology (Marine Pipe) Facility Technology (Air-Conditioning & Refrigeration) Facility Technology (Landscaping Services) Facility Technology (Mechanical & Electrical Services) Facility Technology (Vertical Transportation) Laser & Tooling Technology Marine Electrical Technology Marine Technology	Civil & Structural Engineering Design Electrical Engineering Engineering with Business Facility Management Facility Systems Design Marine Engineering Marine & Offshore Technology Mechanical Engineering Mechatronics Engineering Offshore & Marine Engineering Design Precision Engineering Process Plant Design Rapid Transit Engineering	In-service ITE graduates will require: (a) Relevant work experience; and (b) Support from their employer (a participating company).  Non-ITE graduates will similarly be considered.

<b>Graduates from Related <i>Nitec</i> Courses (Minimum GPA 2.0)</b>	<b>Graduates from Related <i>Higher Nitec</i> Courses</b>	<b>Employees in the Industry</b>
Mechanical Technology Mechatronics Medical Manufacturing Technology Rapid Transit Technology Welding		

*\*Note: Male graduates must have completed/be exempted from full-time National Service.*

### **Duration and Venue**

This is a 3-year course and is available at ITE College Central.

### **Training Mode**

Training comprises of 30 % off-the-job training and 70% on-the-job training.

- **Off-the-Job Training** - Trainees attend theory and practical lessons in one of ITE colleges to receive technical knowledge.
- **On-the-Job Training** - Trainees apply the knowledge learnt in the off-the-job component on their daily job tasks and deepen their skills under the guidance of a qualified supervisor in a company under a real working environment.

### **Career Prospects**

Graduates are employed by Ship Management Operations and Ship Building company. The job titles held by graduates include Assistant Engineer (Operations) and Assistant Engineer (Production). There are excellent opportunities for career advancement to Engineer, Lead Engineer and Superintendent.

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**FACTSHEET FOR MARINE PROFESSIONAL CONVERSION PROGRAMMES  
(MARINE PCPs)**

The Marine PCPs were developed as part of the Adapt and Grow initiative to provide greater support to mid-career PMETs. To help reskill PMETs into job roles in the Marine industry, three PCPs were rolled out in October 2016:

- PCP for Marine Engineer
- PCP for Marine Assistant Engineer
- PCP for Marine Technician

The PCPs are developed to aid in the:

- Recruitment of mid-career jobseekers who are keen to join the marine and offshore engineering sector, by acquiring new skills to perform their role through a structured training programme; or
- Redeployment of employees into new job roles, by acquiring new skills to perform their role through a structured training programme

Trainees will undergo six-month training programme tailored to their new job roles, comprising facilitated classroom sessions and structured On-the-Job Training (OJT). PMETs who have graduated or completed National Service for more than two years are eligible for the Marine PCPs. The PCPs will operate on a Place-and-Train mode where the trainees are employed by participating companies before they embark on the structured training programme.

**Programme Support for Companies**

The PCPs aim to help companies by:

- Providing salary support at 70% of a participant's salary capped at \$4,000 per month for the duration of training period; or
- Enhanced salary support of 90% of a participant's salary capped at \$6,000 per month for Singapore Citizens (SC) who have been unemployed for more than six months or mature SC PMETs who are aged 40 or above; and

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- Providing course fee support of up to 70%.

### **Eligibility Criteria**

Participants must fulfil the following criteria:

- The participant must be a Singapore Citizen or Singapore Permanent Resident;
- Participant must be a newly hired PMET and nominated by an eligible participating company for the PCP; and
- Participant must not be in a similar job role prior to joining PCP and graduated or completed National Service for at least 2 years.

Participating companies must fulfil the following criteria:

- The participating company must be registered or incorporated in Singapore;
- The participating company must issue a valid employment contract; and
- The participating company must be able to provide structured OJT training for the participant.

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