

MEDIA RELEASE

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Republic Polytechnic Teams Up with 16 Industry Giants to Nurture Future-Ready Graduates through Groundbreaking Talent Advancement Programme

Les Amis Group, Marina Bay Sands, Resorts World Sentosa and United Overseas Bank amongst industry heavyweights in novel internship programme



Guest-of-Honour, Second Minister for Education Dr Maliki Bin Osman, with Republic Polytechnic (RP) Board of Governors Chairman Mr Abel Ang (fourth from left), RP Principal & CEO Ms Jeanne Liew (fifth from right) and 16 industry partners of the Talent Advancement Programme

Singapore, 4 January 2024 – Republic Polytechnic (RP) announced today at its annual Open House event that it has launched a first-of-its-kind Talent Advancement Programme

(TAP) to enable students from the School of Hospitality (SOH) to realise their full potential. The structured TAP was developed in collaboration with 16 esteemed industry partners spanning the events, financial services, and hospitality sectors (Refer to **Annex A**). The pilot run of the TAP targets an intake of 100 students who are keen to join the relevant industries upon graduation.

The launch was graced by Guest-of-Honour, Second Minister for Education, Dr Mohamad Maliki Bin Osman. The multi-faceted TAP marks a significant step in providing SOH students with a structured pathway enriched with education and career guidance, on-the-job training, and leadership development modules.

Full-time students will have regular engagements with industry partners and career counsellors through talks and events during the first year of their diploma. The industry exposure enables them to further develop their passion while keeping abreast of the latest developments in the events, financial services or hospitality sector. Upon successful placement into the TAP in their second year, students will receive support from a mentor appointed by the company. Mentorship will begin before the student's early work immersion in their second year. This work immersion can range from part-time roles during weekends to full-time positions during semester breaks. The first batch of SOH students will undergo their work immersion programme in Academic Year 2024.

The mentorship will continue during the 40-week structured internship in the student's final year. This internship model is similar to those at renowned American and European universities with hospitality courses. A pivotal TAP aspect is the co-development of a training blueprint with industry partners, outlining key milestones and competencies. Students will rotate across two to three roles within the company, broadening their competencies and enhancing life skills. Additionally, students will attend a leadership development workshop designed to equip them with the mindset and skills necessary to lead teams and peers within the industry.

Recognising the specialised skillsets and extensive experience gained through TAP, SOH graduates may receive offers of bond-free, full-time employment at a higher position, along with up to 10% additional remuneration, from their internship companies. This initiative ensures graduates are competitively compensated and aims to bolster a talent pipeline to meet the post-pandemic surge. The Singapore Tourism Board has estimated that visitor arrivals for 2023 will range from 12 to 14 million, and tourism receipts will climb

to around \$18 to \$21 billion. The hotel industry also accounted for more than 20% of total tourism receipts in 2022 and is the sector's biggest employer with 30,000 individuals.^{1,2}

Ms Jeanne Liew, Principal & Chief Executive Officer of Republic Polytechnic, highlighted the polytechnic's commitment in preparing students for a future workforce that faces greater disruption and faster pace of work skills obsolescence. "The hospitality sector is a highly contact-intensive service industry, and we have a collective interest with our esteemed partners to reimagine a vibrant learning ecosystem, tapping on the polytechnic's strength in hospitality to position Singapore as an exciting tourism hub. The unique and multifaceted Talent Advancement Programme will equip our students with both hard and soft skills to stay ahead of the curve."



Second Minister for Education Dr Maliki Bin Osman with RP Principal & CEO Ms Jeanne Liew (far left), RP School of Hospitality Director Mr Fu Chuan Chong (far right) and RP School of Hospitality students and alumni

¹ <https://www.wsg.gov.sg/home/media-room/media-releases/launch-of-jobs-transformation-map-to-identify-skills-and-talent-to-grow-hotel-industry>

² <https://www.stb.gov.sg/content/stb/en/industries/hotels.html>

Future-ready Initiatives at RP Open House 2024

Starting from Academic Year 2024, all full-time diploma students from the School of Engineering (SEG) will be able to obtain the Civil Aviation Authority of Singapore (CAAS) approved Unmanned Aircraft Basic Training certificate as part of their curriculum. The certificate allows an individual to fly drones for recreation and educational purposes. Students who are interested in becoming a certified commercial drone pilot and attaining the CAAS Unmanned Aircraft Pilot Licence may enrol in RP's advanced theory and practical lessons.

The launch of the TAP and SEG curriculum updates are part of RP's Open House 2024, which is held from 4 to 6 January at its Woodlands campus. Fresh O-Level, N-Level and Institute of Technical Education (ITE) graduates seeking higher education opportunities are welcome to visit RP to find out more about RP's full-time diploma programmes in Applied Science, Engineering, Management and Communication, Events and Hospitality, Infocomm, Sports, Health & Leisure, and Technology for the Arts.



Second Minister for Education Dr Maliki Bin Osman with RP Principal & CEO Ms Jeanne Liew, interacting with RP School of Hospitality students and alumni

More details on RP Open House 2024 can be found at

<https://www.rp.edu.sg/discover/openhouse>

For high-resolution photos, please download from:

https://drive.google.com/drive/folders/1rzS0EFXJrb5ABDP6UoyeUHfv9QwvAqGI?usp=s_haring

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About Republic Polytechnic:

The first educational institution in Singapore to leverage the Problem-based Learning approach for all its diploma programmes, Republic Polytechnic (RP) has seven schools and two academic centres offering 37 full-time diplomas in Applied Science, Engineering, Management and Communication, Hospitality, Infocomm, Sports, Health & Leisure, and Technology for the Arts.

RP is committed to nurturing professionals with strong problem-solving capabilities through an innovative and entrepreneurial learning environment, based on a holistic and industry relevant curriculum. RP's Academy for Continuing Education also offers a comprehensive suite of lifelong learning programmes to provide adult learners with skills upgrading opportunities.

For more information, visit <http://www.rp.edu.sg>.

Annex A – List of Industry Partners

1. Accor Asia Pacific
2. Capella Hotel, Singapore
3. Constellar Holdings
4. DHL Supply Chain Singapore
5. Hilton Singapore
6. InterContinental Hotels Group (IHG)
7. Koelnmesse
8. Les Amis Group
9. Mandarin Oriental, Singapore
10. Marina Bay Sands
11. Marriott International
12. NowComms Asia
13. Overseas-Chinese Banking Corporation
14. OUE Restaurants
15. Resorts World Sentosa
16. United Overseas Bank

Annex B – Quote sheet

Mr Rajit Sukumaran, Managing Director, South East Asia and Korea, IHG Hotels & Resorts said, “IHG Hotels & Resorts (IHG) is always on the lookout for great talent with a passion for the work that we do. Growth and development opportunities have consistently been the number one reason why people join IHG and we offer wonderful career pathways that people can choose to embark on based on their skillsets, preferences and personalities.

We are pleased to partner with Republic Polytechnic on their Talent Advancement Programme where selected students will join a 12 month rotational programme in Front Office and Food & Beverage departments across three IHG hotels in Singapore - InterContinental Singapore Robertson Quay, Holiday Inn Singapore Little India and Holiday Inn Express Singapore Clarke Quay. This fantastic training programme will provide an opportunity for students to work across a range of IHG brands and functions and be part of the next generation of hospitality talent.”

Mr Mathias Küpper, Managing Director & Vice President APAC, Koelnmesse said, “We have worked closely with Republic Polytechnic over the last decade and trained 34 interns, including those whose internships blossomed into full-time careers with us. Every intern was filled with youthful energy and brought with them the unique RP problem-solving skills. I am confident that the new Talent Advancement Programme will encourage and equip more students with the relevant skills to join the exciting MICE industry.”

Ms Lee Shi Ruh, President, Resorts World Sentosa said, “Resorts World Sentosa is proud to be an industry partner of this meaningful Talent Advancement Programme. We are at the forefront of the tourism industry, creating memorable experiences for our guests. With diverse internship exposure across our integrated resort – including our theme parks, aquarium, hotels, restaurants and facilities, students are exposed to diverse industrial opportunities with real-life on-the-job trainings beyond their campus.

The mentorship from RWS’ experienced team ensures the interns gain practical insights and hands-on development, helping them to build a good foundation for a career in hospitality. Through the Programme, RWS enjoys the benefits of building our workforce of the future, uncovering talents and speedier assimilations – important ingredients as RWS gears up to establish our integrated resort as the most sought-after tourism destination in Asia.”