

# INPUT

Issue 4: December 2025

**TALENTS**  
**FUNDING** **GROWTH**  
**CAPABILITIES**



## **THE ITE WORK-STUDY DIPLOMA (WSDip) PROGRAMME**

is boosted for extra zing with up to \$15,000 employer funding support per trainee to satiate your talent pipeline and business growth needs.



[FOR.EDU.SG/WSDIP](https://for.edu.sg/wsdip)

**Building Tomorrow's Security Workforce: WSDip Partnership Success Story**

[Partner ITE for 2026 Intake](#) | [WSDip Connect Portal](#) | [WTC - 1 Year On](#) | [Learning Highlights](#)



## Spotlight: Security & Risk Solutions Pte Ltd (SRS)'s WSDip Journey

### Investing in Youth Talent for Growth

In today's rapidly evolving landscape, the security industry faces mounting challenges: an ageing workforce, high turnover rates, and increasingly sophisticated client expectations. These pressures demand faster response times and better-trained personnel—making talent development more critical than ever.

Security & Risk Solutions Pte Ltd (SRS), a forward-thinking SME in the security sector, discovered the "Secret Sauce" to building its future workforce through ITE's **Work-Study Diploma Programme (WSDip)**, successfully attracting and developing emerging professionals.

SRS is not just focused on bringing in younger talent but also on reshaping roles within the company and the industry in ways that will attract and resonate with the next generation.

*"It's not just about filling positions. We are future-proofing roles and ensuring they are relevant and attractive for tomorrow's workforce,"* says Adlina Rashid, HR Assistant Manager.

This strategic approach has enabled SRS to hire and sponsor ITE graduates across multiple Work-Study Diploma tracks, with roles spanning Security Operations, Finance, and HR disciplines. This diversity demonstrates the programme's versatility in meeting diverse business needs while building a comprehensive talent pipeline.

### A Collaborative Partnership Experience

The partnership with ITE has been a cornerstone of SRS's success. *"ITE has been incredibly hands-on and supportive, guiding us through every step. The new Work-Study Diploma Connect (WSDC) portal has been particularly valuable, providing an intuitive platform to track employee competencies and programme progress efficiently,"* adds Elaine Khoo, CFO.

ITE's commitment to quality ensures that both trainers and employees are equipped for success in real-world settings, making the collaboration seamless and impactful.

### Real-World Impact: Employee Transformation

While acknowledging the typical adjustment period for fresh graduates, the company has been impressed by their employees' development. Trainers observe significant transformation once employees get into the rhythm of the workplace. They consistently demonstrate positive attitudes, punctuality, and strong ownership of their responsibilities. Most notably, they show remarkable initiative, often finding smarter, more efficient ways to complete tasks and going the extra mile to ensure project success.

### The Employees' Perspective: Learning that Matters

For employees like Zharfan, the WSDip programme offers unparalleled value. *"The Work-Study Diploma Programme stood out to me because it's a 2.5-year route to getting a diploma, with most learning happening on the job while earning a salary. I wanted real work experience—not just classroom theory in a typical polytechnic setting. It's challenging, but it pushes you in ways you never imagined,"* explains Zharfan, an ITE graduate who was hired and sponsored for the WSDip programme.

The hands-on approach resonates strongly with learners who thrive in practical environments rather than traditional academic settings. The mentorship component has also proven particularly valuable, connecting theoretical knowledge with real-world application whilst providing career guidance from experienced professionals.

### Strategic Value for Long-Term Success

The programme delivers strategic benefits beyond immediate staffing needs. It fosters a strong culture of mentorship within the organisation while supporting long-term workforce planning. SRS remains committed to expanding this partnership, actively participating in ITE's industry engagement sessions to share insights and strengthen education-industry collaboration. This ongoing relationship enables early identification of promising talent and contributes to the development of future-ready graduates.



**Ready to experience similar success? The opportunity is here now**

**Key Benefits:**

- ✓ Secure skilled talent early through a structured pipeline
- ✓ Develop and retain workforce with relevant, hands-on training
- ✓ Strengthen employer brand as a committed talent developer

## WSDip Snapshot



**\*93.6%**  
Employers Satisfied  
with ITE WSDip  
programme



**1,000+**  
WSDip Partners  
Since 2018



**\*92.8%**  
WSDip Graduates  
Employment Rate



**40+**  
WSDip Courses  
Across 7 Sectors

\*Data extracted from Work-Study Programme Outcome Survey (WSPOS) 2024

### Transform your talent pipeline through WSDip

**Get Started Today**

### Introducing WSDip Connect (WSDC): Streamlining Your WSDip Experience

#### Transforming WSDip Management with Digital Innovation

On 1 September 2025, ITE's Industry-Based Training Division officially launched the *Work-Study Diploma Connect (WSDC)* portal, a digital platform designed to simplify and enhance the management of the ITE Work-Study Diploma programme.

#### What WSDC Delivers

This comprehensive platform serves as your centralised hub, connecting trainees, employers, and ITE seamlessly. It empowers companies to manage the entire WSDip journey—from onboarding and student placement to on-the-job training (OJT) grading and grant administration—all within one intuitive system.

#### Your Complete WSDC Resource Hub

To help you get the most out of WSDC, we've curated a comprehensive suite of support materials, available on demand. These resources are designed to support self-service learning and ensure smooth adoption across your organisation.

- Step-by-step training videos for all key functions
- Detailed user guides covering every aspect of the platform
- Frequently asked questions with practical solutions
- Quick reference materials for common tasks

Ready to dive in? [Explore the resources](#) and discover how WSDC can transform your WSDip management experience.



## WTC - 1 Year On: Expanding Skills Development ITE's Workplace Training Centre Initiative Grows into Lifestyle Sector

In a continued effort to equip Singapore's workforce with practical, industry-relevant skills, ITE has expanded its **Workplace Training Centre (WTC)**<sup>1</sup> initiative into the lifestyle sector through a strategic partnership with anchor partner Jean Yip Pte Ltd.

This latest addition complements ITE's existing network of 15 WTCs in the Process, Construction & Maintenance (PCM) sector, reinforcing its commitment to hands-on, workplace-based training across diverse industries.

Since the inception of the collaboration with the Singapore Chemical Industry Council (SCIC) in July 2024, more than 10,000 training placements have been provided across these centres, underscoring the programme's scale and impact.

### Driving Workforce Transformation

The WTC model is designed to bring structured, on-the-job training directly into the workplace, enabling companies to upskill employees in real-world environments. With the expansion into the lifestyle sector, ITE continues to respond to industry needs, ensuring training remains relevant, accessible, and aligned with sector-specific demands.



<sup>1</sup>Workplace Training Centres (WTC) are authorised by ITE to conduct training and testing to certify the skills competency of their own workers and/or other workers within the same industry sector, leading to ITE Certificate of Competency (CoC).

### Learning Highlights

#### WSQ: National Electric Vehicle (EV) Specialist Safety (NESS) Certification Course (Classroom & Asynchronous)

28 Jan to 27 Feb 2026  
ITE College West

Registration Period:  
17 Dec'25 - 21 Jan'26

[Register](#)

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