



ELEVATE THE GREEN

FY2024
ITE Environmental
Sustainability
Disclosures



Welcome to **ITE's FY2024 Environmental Sustainability Disclosures**. This report summarises the collective efforts and progress made by our staff and students for the period 1 Apr 2024 to 31 Mar 2025. It also outlines our commitment, broad directions and plans ahead, riding on strong support from our partners and stakeholders.

Under our newly launched 5-year strategic plan – ITE Elevate (2025 – 2029), sustainability remains our key priority over the next five years. Together, we aspire to elevate our impact and contributions towards building a sustainable future for Singapore and the world.



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Our Commitment remains ...



The imperative to protect our environment and ensure a sustainable future is a responsibility that rests upon us.

Singapore's pledge to achieve net zero emissions by 2050 highlights the critical need for every sector of society to embrace sustainability and actively reduce carbon emissions. We are fully committed to supporting this national goal.

We have made significant progress in integrating sustainability in our core activities and mindset. We have embedded sustainability into our operations, practices, curriculum, programmes and decision-making. By doing so, we inspire our students to develop sustainability literacy and skills, and empower our staff to embrace sustainability

We remain dedicated to advancing our sustainability journey through collaboration, innovation and steadfast commitment to continuous improvement, ensuring a positive impact for both our community and future generations.

ANDREW CHONG
Chairman
ITE Board of Governors



This is our third year preparing the Environmental Sustainability Disclosures. The journey has been one of continual learning, innovations and improvements.

Our aspirations towards Green Plan 2030 are rooted in actions taken at all levels – from staff, to students, partners and the community. We have made significant progress on various grounds.

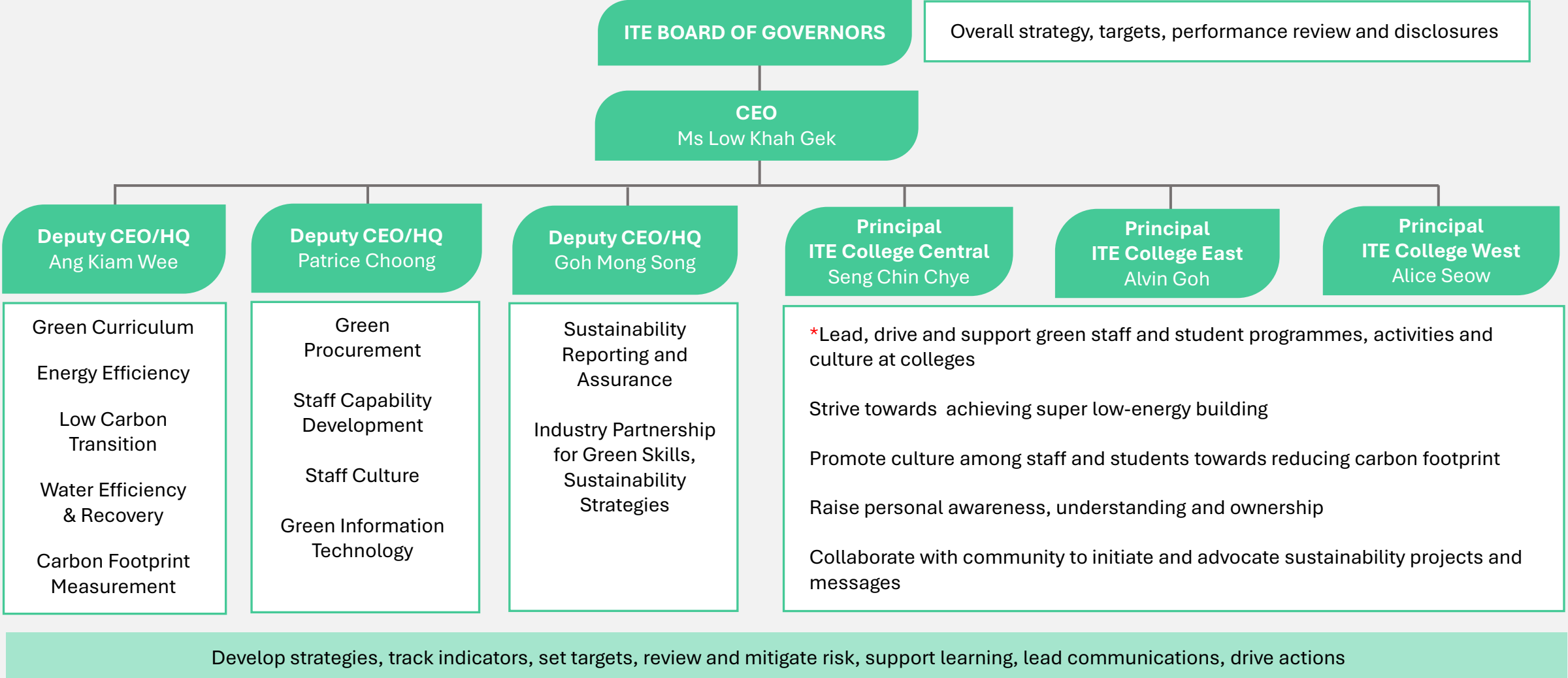
Our efforts in greening our campuses, including leveraging new technologies, have seen substantial reduction in our energy and water consumption as well as waste generation. We continue to keep our curriculum updated with green topics and programmes, as we prepare our youths and the workforce for the green transformation. Sustainability has been ingrained in the way our staff and students live, work, and study on campus. Most importantly, through our extensive collaboration with our partners, stakeholders and the community, we unlock new value from green projects and initiatives.

The path towards sustainability is an ongoing journey. We are committed to building on our progress, embracing innovation and leveraging on new opportunities, and addressing future challenges with determination and innovation.

LOW KHAH GEK
Chief Executive Officer

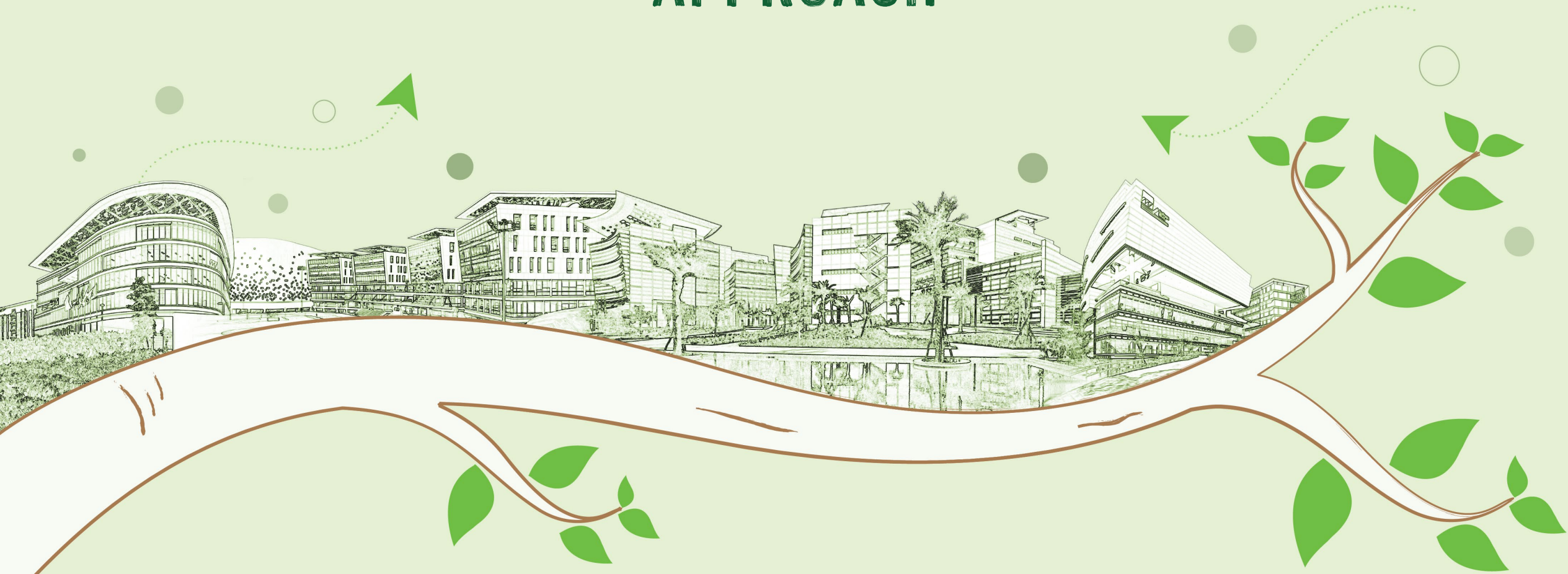


Environmental Sustainability Structure



* The Environmental Sustainability (ES) Committee, chaired by a Director and comprising members from HQ and Colleges, helps to drive and coordinate ITE-wide sustainability efforts among staff and students.

OUR SUSTAINABILITY APPROACH



Our Sustainability Approach

Our **4Cs (Campus, Curriculum, Culture, Collaboration) Sustainability Framework** (see Chart below) continues to guide us in our sustainability pursuits, aligned with the relevant United Nations Sustainable Development Goals. We are pleased to share our progress on each of the 4Cs in the ensuing segments.



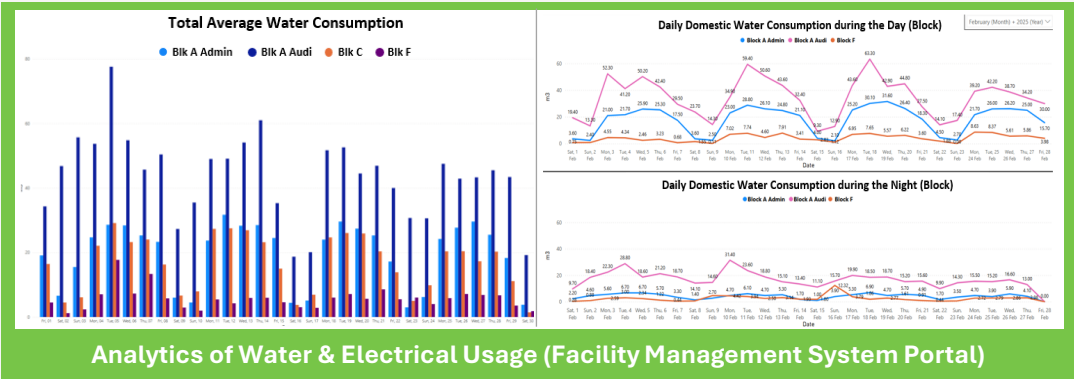


Campus

Enhancing Resource Efficiency

We continue to harness the latest technologies and implement measures to greening the campus. To enhance the energy efficiency, we have scaled up the installation of solar panels at our colleges. On top of the existing pool of 786 solar panels installed at College Central (CC), 684 at College East (CE) and another 2,881 at College West (CW), we have commenced work to install some additional 3,600 solar panels at ITE Headquarters & CC which would generate about 10% of HQ&CC's yearly energy consumption. In all, the 8,000 solar panels would generate close to 4,500 mWh of energy per year, enough to power approximately 800 HDB flats for a year. This represents 11.5% of ITE's overall yearly energy consumption.

We have also cut down energy consumption through measures such as clustering our Continuing Education & Training (CET) evening classes in the same area, increasing our air-con temperature in transient areas (eg. lift lobbies and waiting areas) to above the standard 25 degrees, and dimming our stadium floodlights. In addition, we began to leverage AI and Analytics solution to collect data on consumption patterns for water and energy in different blocks, which can help to detect anomalies as well as automatically fine-tune energy use.



In support of the greening of our land transport system and reducing emissions, we have installed 9 Electric Vehicle (EV) charging points (3 per college) for use by our staff and community.

To manage and reduce waste, we have installed a Food Waste Digester at CW in Jan 25, on top of the existing Food Waste Digesters installed at ITE HQ/CC and CE in Mar 24. Collectively, they enabled us to convert approximately 36,000kg of food waste into solid compost across our three campuses in FY24.

Other on-going initiatives that we have embarked/embarking on include:

- Preparatory works to achieve BCA Green Mark Platinum Super Low Energy (BCA SLE) Certification for ITE HQ & CC and CW by 2025
- Upgrading Air-Handling Units (AHUs) in ITE HQ/CC and CW with energy efficient Electronically Commutated (EC) fans, and installation of ceiling fans in Classrooms and Labs in CC and CE to allow set-point temperature to be raised to about 26 degrees while maintaining acceptable thermal comfort levels
- Chiller Optimisation and adoption of Passive Displacement Cooling system in CC's Fit Lab and CW's Integrated Command Centre



Campus

Sustainability-Related Learning Environment

New training facilities equipped with green technologies were launched so that students can learn how sustainability is adopted various industry sectors. These include:

- **Sustainable Built Environment Technology Hub** at CW to support skills training for the Built Environment Sector, covering training in sustainable designs, green building technologies and solutions, sustainable facilities operations and management, as well as smart water and energy management.
- **Aquaculture Technology Hub** at CE to promote automated fish farming with minimal human intervention. Spanning 397 sqm, the facility trains students in water circulation system, automated feeding, harvesting, and IoT- and AI-driven aquaculture management for sustainable farming.
- **ITE-Seatrium Digital Learning Lab** at CC to enhance digital skillsets and competencies in the Marine & Offshore (M&O) Energy industry, where sustainability and 5G Maritime Use Cases will be incorporated as key elements of this new dynamic and immersive learning environment for students.



Built Environment Hub (photo from ST)

Our existing training facilities were also enhanced to incorporate new sustainability-related technologies and features, such as:

- Installation of kinetic tiles at the Drone & Robot Hub at CW to harvest energy and illuminate corridors. The process of stepping on tiles to generate energy provides not just fun for students but also stimulates them to do their part for the environment.
- Upgrading of the HortiTech Hub at CE which features robots that streamline a variety of tasks such as seeding, watering, harvesting and even inspection of plants to monitor their health and check for abnormalities. Students learn to operate and program these robots and acquire skills to incorporate IoT and artificial intelligence (AI) to monitor the growth of plants for yield improvement.
- Implementation of eco-friendly operations, including reusable amenities, a Green Laundry policy and a Smart Energy Management System in Hotel West at CW.



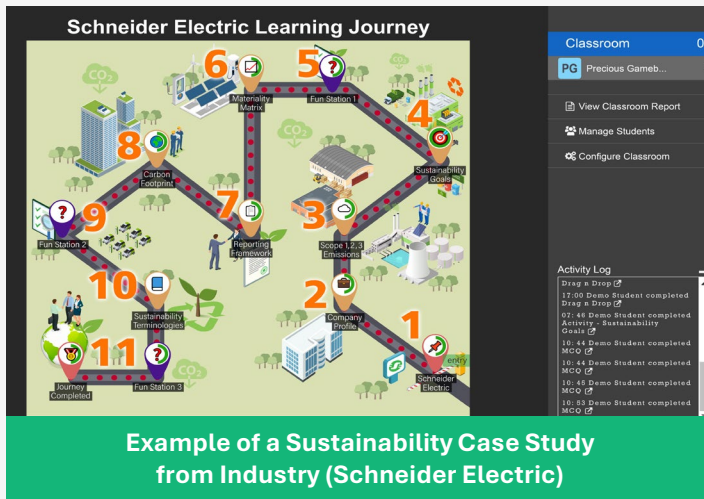
Aquaculture Technology Hub



Curriculum

Green Curriculum for the Green Economy

To equip our students with a deeper understanding on sustainability, we have, on top of the baseline sustainability module launched in FY2023, developed the Sustainability Level 2 curriculum. All our 3-year *Higher Nitec* courses now incorporate industry-based sustainability practices (drawing from industry's best practices) in relevant modules. This will give students a more in-depth look at the practical implementation of sustainability in trade-specific areas, and how efforts within the industry are aligned to national and international sustainability goals.

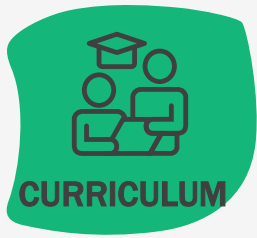


To make the learning of sustainability more engaging, we have also leveraged AI-powered gamification platform Deck.Toys to create learner-centric personalised learning paths and enlivened the sustainability case-studies from industry with short videos made using AI video tools, Vyond and InVideo.

To expand our sustainability curriculum, we have rolled out new courses and modules relating to sustainability in different sectors. These include:

- New Technical Education Diploma (TED) in Electrical Engineering (Clean Energy) in partnership with the Ministry of Education, Youth and Sports, Baden-Wurttemberg, Germany, to equip students with skills relevant to clean energy technologies.
- New Cross Disciplinary Modules (eg. ‘Sustainability Strategies and Carbon Management’ for students from Applied Science courses) to support transferability of learning across complementary sectors and job roles.
- New Certificates of Competency (CoC), Micro-Learning Courses (MLCs), and other short courses developed with our industry partners, on topics such as Green Logistics, Aviation Sustainability and Solar Power. One example is the MLC “Hydrogen Fundamentals” in collaboration with Engie Research Lab to promote awareness and interest for Clean Energy, featuring a case study of the hydrogen project at the Semakau Hydrogen power to power (H2P2P) plot. We are also working with METech on a free online course on Data Sanitisation for the public.
- Customised training to meet the needs of industry partners. For example, a short course on Data Centre Essentials for Singtel/Nxera Data Centre employees was held at CE’s Data Centre Lab and ITE-Microsoft Data Centre Academy.

All in, in FY2024, we have 50 core modules and electives in sustainability-related areas.



Curriculum

Teaching and Learning of Sustainability

Through our close industry partnerships, we provide students access to the latest green equipment, facilities and processes adopted by industry, as well as site visits for exposure. For instance, through our MOU with Ecolab, our students get access to Ecolab's Data Centre Cooling System Management which optimises cooling tower performance, enabling data centres to enhance uptime, water usage effectiveness (WUE) and power usage effectiveness (PUE). ITE is the first Institute of Higher Learning in Singapore to be given unlimited access to Ecolab's Nalco Water University Portal, where our trainees will be able to enrol in the e-learning courses on sustainable water management.

Beyond the classroom, our students participated in various sustainability-related events and activities, such as learning journeys, competitions and hackathons, talks and seminars, as well as industry and community projects. These opportunities broaden their exposure, inspire them to adopt more green habits and allow them to hone their green skills picked up through the curriculum.

Sustainability was also featured as the key theme in the major student events conducted by ITE, such as:

- **ITE Student Leaders Forum 2024**, where our students delved into innovative ways to create a more compassionate and sustainable Singapore. Our students developed and presented projects that championed inclusivity and reconfigured our approach to city life and the environment.

- **VTC-ITE International Student Seminar 2024**, a collaboration with our Hong Kong partner - Vocational Training Council (VTC), which saw over 600 students from the VTC and ITE participating. Themed 'ISS Youth Change Makers', students from VTC, ITE, and Shenzhen Polytechnic University (China) presented projects along the subthemes of Innovation, Sustainability, and Social Impact.

Through competitions organised both globally and locally (eg. the ITE Digitalisation & Sustainability Challenge 2024, Agile and Lean 'Design Out Waste' Competition 2024, and AI and Robotics for Innovative Sustainability Competition 2024), our students gain valuable experience and skills. For examples, our students won 1st runner-up with their innovative, sustainability-driven ideas at both the **AFECA Asia MICE Youth Challenge** and the **EDUtech Asia 2024 Sustainability Challenge**. Our students also did well at local competitions, such as winning both the Gold and Bronze Awards at the Landscape Design Challenge organised by NParks.





CULTURE

Culture

Fostering a Culture of Sustainability

To foster a culture of sustainability, we actively encourage innovations and learning by staff. One ground-up innovation introduced by staff was the development of a **GreenITE App** to encourage green habits among staff. Monthly green challenges are introduced for staff to take part in, where Eco-Points will be earned in exchange for shopping vouchers. The App was launched at the ITE Sustainability Conference 2024.



ITE Sustainability Conference 2024 (and Launch of GreenITE App)

To raise awareness and promote healthy competition, the 'Battle for Greenness' competition which was launched in August 2023 where HQ and the three Colleges compete to reduce Electricity, Water and Waste. The winners were announced at the ITE Sustainability Conference on 4 Oct 2024. We also organised the inaugural Water and Energy Sustainability@ Work Fun Competition where staff were invited to submit a 15 to 30-sec video to document individual or team's water or electricity saving efforts in ITE. Out of the 60 entries received, 9 winning entries were selected.

Annually, platforms such as the **Smartathon 2024** and **ITE Care & Innovation Fiesta 2024** celebrated the efforts put in by staff. Out of the 420 projects submitted for the Innovation Fiesta, 49 (about 12%) were related to sustainability. One such project is the Industrial Carbon Emission Analyst which aims to provide organisations with the means to measure, analyse and strategically reduce their carbon footprint. This tool utilises Generative AI for calculation of carbon emissions and ITE students would engage their respective internship companies using this tool to recommend methods that can help reduce their company's carbon emission.

Some of the green innovations developed by staff have received wider recognition both internationally and locally, such as:

- ITE CE's project, '**Hybrid Ballasts for Solar Panel Installation**', which won the 2023/2024 'Innovation of the Year' Award from the League for Innovation in Community College, USA. It replaced the heavy concrete ballast with a lightweight hybrid ballast, hence making the installation of the rooftop solar panel safer and more efficient (reduction of 58% of installation time compared to concrete ballast, and 1.54 times lower in carbon footprint).
- ITE CC's '**Sustainability Digital Twin Industrial AI Toolkits**' which provides data and CO₂e predictions, along with decarbonisation recommendations through an expert system, and was shared with companies such as Siloso Beach Resort (Hotel Services) and JCS-Echigo Pte Ltd (automation services for the electronics industry).



Culture

Promoting Green Skills and Knowledge

To further develop staff capability in sustainability, we continue to organise courses and certifications, learning journeys, seminars and workshops for staff. In FY2024, more than 200 learning places were offered to equip staff with skills in emerging areas such as Green & Sustainability and Business Development. Staff also went to obtain relevant green certifications, such as our Business School Event Management staff earning the Certified Event Sustainability (CES) certification. We also organised multiple learning journeys and visits to industry for staff and students. For instance, our staff attended a Food Waste Management Workshop at Our Tampines Hub, to learn about OTH's food waste recycling system and rooftop community garden.

Various sustainability-related conferences and events were organised, such as:

- **ITE Sustainability Conference 2024** – Held on 4 Oct 2024 and attended by some 560 ITE staff, students and industry experts.
- **Journey to Net Zero Conference 2024** – Held on 24 July 2024 and attended by some 250 staff, students, international guests from the Asian Development Bank (ADB) and industry partners.
- **REAL Leadership Series** – Held on 8 Nov 2024, where some 120 ITE leaders attended the sharing on 'Empowering a Sustainable Future'.
- **Aviation Innovation Challenge and Aviation Sustainability Forum 2024** – Held on 26 Oct 2024, and attended by 600 participants comprising industry partners, educators, and students to raise awareness of green aviation, with 20 teams developing sustainable solutions for industry challenges.
- **ITE Digitalisation and Sustainability Challenge 2024** – Held on 10 Oct 2024 and participated by some 800 ITE students, including leading technology companies and sponsors, such as Amazon Web Services, Microsoft, and Google, to support students in exploring cutting-edge technologies.

Through active promotion and competitions, some notable projects by students include:

- **EcoGate**, an intelligent, sustainable recycling bin that uses AI-driven image recognition to identify and accept only appropriate materials, reducing contamination and promoting environmental sustainability with energy-efficient technology.
- **Ghost Current HuntEr**, a device to detect and manage ghost currents while promoting energy conservation. It employs Internet of Things (IoT) technology to monitor electrical currents in real-time, enabling efficient identification and mitigation of such issues. It is currently deployed in over 20 computer laboratories in ITE CW.

Nurturing Green Eco-Leaders

To further promote green consciousness amongst the student body, we implemented a new leadership development programme in 2024 to nurture student eco-leaders through advocacy projects, sustainability workshops, and green volunteerism. Green Activists and Advocates are trained to initiate green efforts on campus & support community-based initiatives and campaigns led by Green Ambassador Club (GAC), their classes or their CCA Clubs. Outstanding student leaders are also given the **Sustainability Advocate Award**.



Collaboration

Strong Industry Partnerships in Co-creating Sustainable Learning

Our partners and stakeholders are key enablers to the success of our sustainability pursuit. Our strong network of 247 MOU/LOC partners have contributed green expertise to shape our curriculum and course offerings, provided new training and facilities equipment which incorporate green technologies, and offered opportunities for attachments, industry projects, guest lectures, and learning journeys.

Some of the sustainability-related MOU/LOCs include:

- MOU with the Sustainable Energy Association of Singapore (SEAS), to collaborate in the renewable energy sector, including co-developing curriculum and assessment and issuing joint industry certifications
- MOU with Ecolab Pte Ltd in the area of sustainability in Data Centre operations, including the setting up of water management systems in ITE CE's Data Centre Lab
- MOU with MeTech Recycling Pte Ltd, in e-waste recycling, which includes consultation on curriculum and development for Continuing Education & Training (CET) courses on sustainable technologies and practices
- LOC with Maritime and Port Authority of Singapore (MPA) to develop a Maritime Energy Training Facility to support decarbonisation & transition to near-zero emissions
- MOU with NParks, which includes wildlife management content to provide students with understanding and expertise in preserving and managing local fauna ecosystems and be involved in new projects such as the landscaping of Jurong Lake Gardens to create more green, natural and biophilic spaces

We also collaborated with industry partners in reaching out to the public. For example, together with Lenovo, ITE students and staff showcased the partnership with ALBA and Lenovo on e-waste management, including the ALBA Micro-Learning Courses (MLC) learning series on Circular Green Economy, and short courses on Circular Electronics.

In addition to the MOU/LOCs, our extensive network of over 5,000 internship companies and 900 Work-Study Diploma (WSDip) participating companies have also helped to co-develop the curriculum and incorporate sustainability content and practices for training at the workplace. They also provide students with valuable opportunities to collaborate on real-world sustainability projects. For examples, 69 students from the three ITE Colleges partnered 20 SMEs to develop sustainable solutions in Phase Two of the ITE-SME Sustainability Initiative, organised in collaboration with the National Youth Achievement Award Council (NYAA) and HSBC Singapore.



MOU with Sustainable Energy Association of Singapore (SEAS)



Collaboration

Another form of authentic real-world problem solving include green hackathons and competitions organised in collaboration with our industry partners. For instance, the Student Ideation & Design Competition 2024, organised by ITE and MeTech Recycling Pte Ltd, saw our winning team come up with an innovative design concept for a new Sustainability & Recycling Visitor Centre at MeTech, which incorporates sustainable materials and interactive games.

Beyond our shores, we also cooperate with international industry and education partners to share best practices and provide platforms for joint staff and student exchanges and projects. For instance, drawing from the experience and expertise of Shizuoka prefecture in urban agriculture research and development, we renewed our partnership with Shizuoka Prefecture, Republic Polytechnic and Temasek Polytechnic at the fifth Singapore-Shizuoka Agrifood Forum, which aims to create opportunities for staff-student exchanges.

Engaging the Community in the Green Movement

We work with the secondary schools to foster sustainability awareness amongst students and provide opportunities for them to learn from one another through projects and challenges. In the ignITE Skills Challenge 2024 organised by ITE for secondary school students, a total of 15 skills challenges were featured, including 3 new challenges relating to sustainability, such as “I Light ITE” and “Carbon Sequestration with Vertical Green Wall Challenge!”. These challenges allow secondary school students to explore diverse sustainability concepts and applications.

In our collaboration with CNA and National University of Singapore (NUS), ITE students participated in the series "Growing Wild S3: Castaway" (Dec 2023 to Mar 2025) where they worked together to find solutions for food production in the face of climate change, which includes designing and constructing a modular growing platform to be used in regional coastal areas. Our students also undertook research and experimentation with NUS students to prototype and build Chinampas at the CE HortHub and Dragonfly Pond.

To foster greater awareness of sustainability amongst the community, we worked with grassroot organisations for our students to engage members of the public. Under the **pilot “Adopt a Block” programme** launched by MOE in 2024, our three Colleges partnered with their neighbourhood Constituency Office and Residents' Committees to adopt blocks. Our student leaders engaged residents in these adopted blocks through workshops and visits revolving around reducing electricity and water consumption and encouraging more recycling and green habits.



OUR FY2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) OUTCOMES



FY2024 ESG Outcomes

ENVIRONMENTAL



Aligned to GreenGov.SG, our Environmental Measures comprise the following:

- a) Carbon Emissions (Scope 1 and Scope 2)
- b) Electricity Consumption
- c) Water Consumption
- d) Waste Management

Electricity Consumption in ITE Campuses

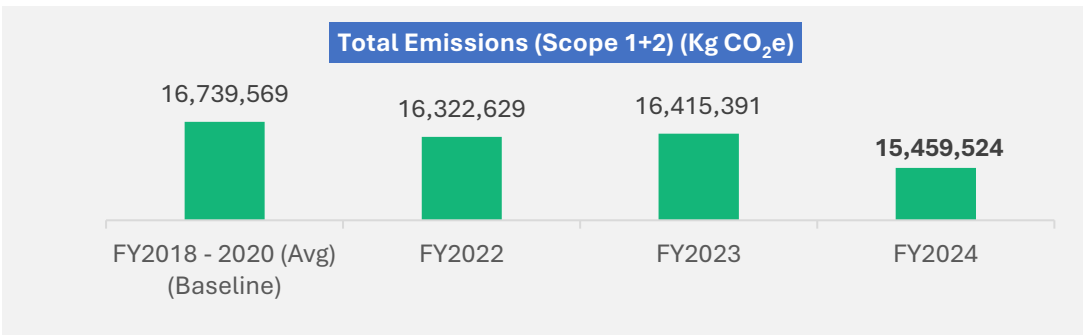
The overall FY24’s electricity consumption for ITE Premises (HQ&CC, CE, and CW) was significantly lower when compared with FY23’s consumption figures. This can mainly be attributed to the following:

- **CE** – Obtained Green Mark SLE in Nov 2023 with reduced energy consumption
- **CW** – Installation of over 2,800 solar panels in mid-2024 resulting in significant savings in energy consumed from the Grid from Jun 2024 onwards.
- **HQ&CC** – Further system enhancements, such as Chiller Optimisation, increasing set-point temperature, and reviewing the operating timings of our Chiller Plant system resulted in gradual energy reduction.
- Replacement of Auditorium houselights from PLC Lamps to more energy efficient LED lights.
- Adoption of innovative solutions when rejuvenating our campus facilities, eg. Passive Displacement Cooling system in CC’s Fit Lab and CW’s Integrated Command Centre.

With confidence in the success of our various measures and to reflect our commitment, we **target to achieve 15% reduction** of electricity consumption (from baseline) by 2030, exceeding the GreenGov.SG’s target of 10%.

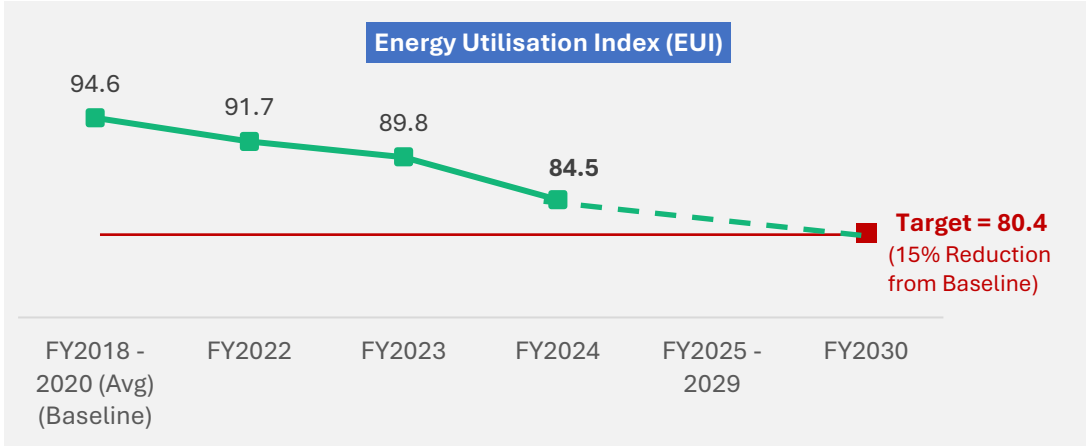
(a) CARBON EMISSIONS (CO₂e)

Measurement	FY2018-20 (Average)	FY2022	FY2023	FY2024
Scope 1 (Gas)	30,096	25,544	22,696	21,602 ▼
Scope 2 (Electricity)	16,709,473	16,297,085	16,392,695	15,437,922 ▼



(b) ELECTRICITY CONSUMPTION

Measurement	FY2018-20 (Average)	FY2022	FY2023	FY2024
Electricity Usage (in kWh)	41,186,772	40,170,287	39,329,883	37,039,160 ▼



FY2024 ESG Outcomes

ENVIRONMENTAL



Water Consumption in ITE Campuses

The overall FY24’s water consumption for ITE Premises (HQ&CC, CE, and CW) was significantly lower when compared with FY23’s consumption figures. This can mainly be attributed to the following:

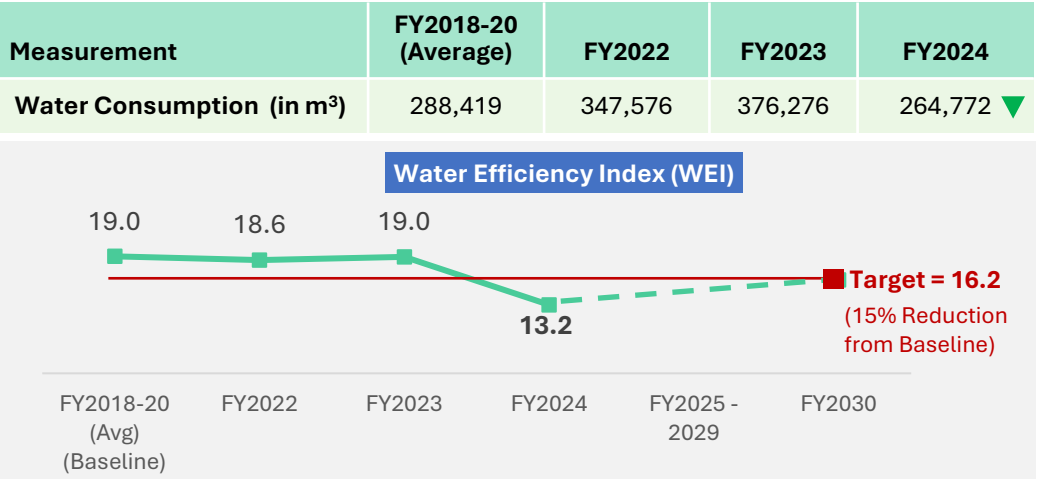
- In Dec 2023/Jan2024 (FY23), we identified various underground water leakages in HQ&CC. These leaks were subsequently plugged and rectified in Feb/Mar 2024 (tail end of FY23). Hence, significant savings in water consumption can be seen from Mar 2024 henceforth.
- In FY24, we also reviewed the schedule and frequency of manual watering of landscape across ITE Colleges and maximised our Cooling Tower’s Cycle of Concentration (COC). The COC refers to the number of times the makeup water is reused in the Cooling Tower before it is discharged as blowdown. As a result, less water was consumed by our Cooling Towers.

Similar to our commitment on reducing energy consumption, we **target to achieve 15% reduction** of water consumption (from baseline) by 2030, exceeding the GreenGov.SG’s target of 10%. Some measures to get us there include our plan to achieve Water Efficiency Management System (ISO46001:2019) by 2025.

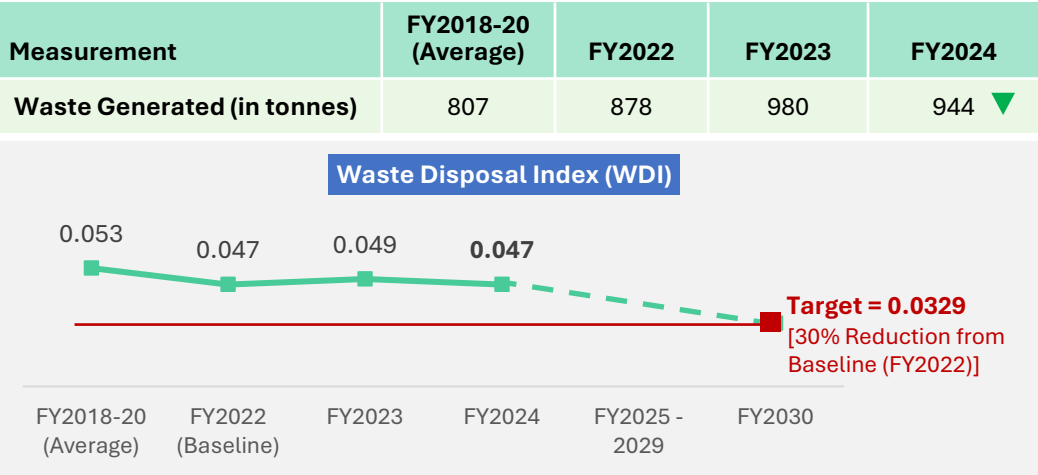
Waste Disposal and Reduction

The amount of waste generated has decreased in FY2024, attributed partly to the installation of Food Waste Digesters in all three colleges, which contributed ~36,000kg of food waste input, as well as our on-going efforts to encourage recycling among staff and students through campaigns and workshops. Our target, aligned with GreenGov.SG, is to achieve **30% reduction** from baseline by 2030.

(c) WATER CONSUMPTION



(d) WASTE DISPOSAL



(e) WASTE COLLECTION

Measurements	FY2023	FY2024
e-Waste collected and recycled (kg)	2,873	2,694
Textiles collected and recycled (kg)	3,681.35	5,717.15

FY2024 ESG Outcomes

SOCIAL


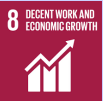




In terms of assessing our social impact on people, culture and the communities, we have focused on ensuring and building:

- a) Quality Education that supports Economic Growth
- b) Sustainable Human Capital
- c) Partnerships on Sustainability and Innovations

The key outcomes are summarised in Table 1, which shows that:

- Our students and graduates continued to enjoy high success and favourable employment outcomes, with an increasing number of them joining our WSDip pathway
- To stay relevant and up-to-date, our staff continued to grow with new learning opportunities, with higher number of them participating in industry experience and attachments, and innovating through projects
- Our expanded network of industry partners enable us to collaborate with them to enrich student learning, accelerate technology transfer and enhance staff capability

Table 1 – Measures on Social Impact

Social Impact	Indicators	FY2021	FY2022	FY2023	FY2024
a) Quality Education & Economic Growth  	1) PET Enrolment	28,231	27,849	27,437	28,172
	2) CET Training Places	44,327	46,732	49,959	50,899
	3) Work-Study Diploma (WSDip) Enrolment (As at 30 Apr)	1,246	1,885	2,443	3,035
	4) Student Success Rate	89.8%	90.8%	90.0%	88.4%
	5) Graduate Employability	82.9%	82.9%	88.1%	81.5% [^]
b) Sustainable Human Capital  	6) Total No. of Staff Learning Places	21,143	42,338 [*]	21,738	11,782 [#]
	7) % of Academic Staff participate in Industry Engagement (IE) and Industry Attachment (IA)	41% (655)	36% (602)	49% (832)	50.8% (915)
	8) No. of Innovation Projects [% on Sustainability-related projects]	311 [29 (9%)]	391 [36 (9%)]	378 [40 (11%)]	420 [49 (12%)]
c) Partnerships on Sustainability & Innovations  	9) No. of Active MOU/LOC Industry Partners	220	253	276	247
	10) No. of New MOU/LOC Industry Partners	62	31	43	52
	11) No. of New MOUs/LOCs with Sustainability focus	8 (13%)	10 (32%)	13 (30%)	8 (15%)
	12) No. of Internship Companies	4,862	4,894	4,967	5,434
	13) No. of WSDip Companies (employing WSDip trainees)	181	318	394	392

Note:

[^] The lower employment rates mirrors that of the Polytechnic and AU graduates in 2024, as a result in a slowdown in hiring by employers after the post-pandemic recovery and restructuring.

^{*} There was a spike in mandatory online POLITE (Polys and ITE) Digital Capabilities Framework and Workday Modules courses on LEARN platform in FY2022 for staff to attain baseline digital capabilities.

[#] The decline in learning places is largely due to a reduction in participation in online LEARN programmes, as most staff have completed the mandatory POLITE Digital Competencies Framework (DCF) modules over the past two years. Notwithstanding this, beyond compulsory learning, ITE Academy has successfully engaged 64% of staff (1,686 out of 2,630) in at least one training programme in FY2024.

FY2024 ESG Outcomes

GOVERNANCE



In terms of Governance, ITE is governed by an independent 16-member Board comprising representatives from the industry, key government agencies, union and the education sector. We have in place a Sustainability Structure (page 4) to drive our sustainability efforts, as well as an established Enterprise Risk Management (ERM) framework to safeguard our business operations, strategic objectives, stakeholders' interests as well as ensure long-term sustainability and resilience.

Assessment of FY2024 Achievements

Overall, we are satisfied with our progress made under each of the 4Cs, as well as our performance in key ESG measures. We recognise that there are still areas for improvement and endeavour to do better.

Through on-going efforts by staff and students, close collaboration with our partners and stakeholders, as well as the implementing the future plans which we have mapped out (see page 21), we are confident that we will be on schedule towards fulfilling our green targets and aspirations by 2030.

NOTE:

As this Disclosures will be presented as an attachment to the ITE Annual Report 2024/2025, readers can refer to the ITE Annual Report 2024/2025 for details on ITE's governance, key accountabilities, outcomes and achievements in FY2024.





FUTURE PLANS

Our Future Plans

As we continue our sustainability journey ahead, some of our future plans and focus areas are broadly outlined below. We will continue to review, enhance and adapt, as we respond to evolving changes and developments.

1

- Achieve Super Low Energy (SLE) Certification for ITE HQ & CC and ITE CW by 2025
- Attain 10% of energy consumption from solar energy by FY2025
- Achieve Water Efficiency Management Systems (ISO46001:2019) by 2025
- Downsize the HQ and CE Data Centres into smaller server/network rooms, with a significant reduction in physical footprint (approximately 30% to 50%)

4

- Forge new Partnerships for Sustainability programmes, including enhanced emphasis on preserving and managing local fauna ecosystem; wildlife conservation and management
- More collaborative projects to further support 'City in Nature, Nature in City'
- Explore more Sustainability drives and projects with industry, particularly SMEs
- Extend Community Outreach focusing on Sustainability messages and projects



2

- Infuse industry Sustainability use cases into all trade courses (Level 2 of Green Curriculum to be introduced by 2025)
- Leverage Gen AI to promote and support learning on sustainability for students
- Offer and conduct more Sustainability MLCs and CET courses, including with key industry players (and targeting SMEs)

3

- Refresh the Environment Sustainability (ES) Committee, including the formulation of new ES Roadmap from 2025 – 2029
- Implement 'Future Skills Roadmap' for all staff (includes digitalisation and green skills)
- Sustainability Eco-Conference and events for staff, students and industry
- Promote competitions and innovations on sustainability
- Student Sustainability Advocates to galvanise student body

Thank You

