

ADVANCING SINGAPORE'S AVIATION LEADERS



The Aviation Leaders Development Programme is aimed at grooming talent to fill aviation management positions and nurture a culture of lifelong learning in the industry.

January 2013 saw the launch of the Aviation Leadership Development Programme (ALDP). Spearheaded by the Civil Aviation Authority of Singapore (CAAS), it seeks to groom talent to fill aviation management positions, as well as nurture a culture of lifelong learning within the industry.

The ALDP aims to address two notable gaps in Singapore's aviation sector: first, the need for leaders to possess functional expertise, as well as leadership and management acumen; and second, to provide human resources development programmes to companies – including air cargo and logistics SMEs – that currently lack such programmes.

Exclusively available to Singaporeans and Singaporean Permanent Residents, two categories of courses are available: master's programmes and advanced management programmes.

The master's programmes are aimed at managerial and management-level professionals, with at least three years supervisory experience and who have been identified for senior management roles. Each master's programme will run from 1 to 2 years and lead to a post graduate academic qualification, such as a MBA or EMBA. Areas of expertise include a wide variety of disciplines, ranging from aerospace engineering to supply chain management. Each course can be undertaken on a full-time or part-time basis, with funding of up to 70% of the course fees provided by CAAS with the remaining fees paid for by a company sponsor.

The initiative's advanced management programmes are aimed at high-potential employees with over five years working experience. They focus on management topics with optional industry specialisations and are conducted over 3 to 5 weeks. Funding of up to 50% of the course fees is provided to successful applicants, with the remaining 50% provided by a company sponsor.

The ALDP is part of CAAS's Aviation Manpower Programme (AMP), which was set up in November 2010 with a budget of S\$9 million. The AMP is aimed at attracting, retaining and developing talent in the aviation industry. In addition to the ALDP, the AMP also incorporates youth outreach programmes aimed at creating greater awareness of the aviation sector among the young.