

03 Educating & Innovating for Real-World Impact

This chapter reflects on the impact achieved through the quality and reach of SIT's education offerings, research, partnerships and engagement with the broader community.

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Commitment

Impact Highlights at a Glance

As the University for Industry, we are committed to delivering high-quality, authentic applied learning and research that address real-world challenges. We drive impact by closing industry skills gaps and advancing the UN Sustainable Development Goals throughout our curriculum.

Target

At least
75%
annual graduate score for future-ready skills

Performance

78%
achieved (GES 2025)

Maintain
100%
of Pre-employment Training (PET) programmes linked to the United Nations Sustainable Development Goals (SDGs)

100%
achieved in AY2024

At least
80%
annual learner satisfaction score for Continuing Education and Training (CET) courses

87%
achieved in CY2025

At least
50%
of awarded research projects each year are linked to the United Nations Sustainable Development Goals (SDGs) by FY2027

In Progress

Learning and Engagement

In AY2024
Singapore’s 3rd largest Autonomous University by undergraduate intake
Intake numbers 3,381; **1.6% increase**



Nearly
9 in 10
SIT graduates secured employment within 6 months of graduation (GES 2025)



About
1 in 2
received an advance offer of employment from their IWSP* company (GES 2025)
*IWSP: Integrated Work Study Programme



In CY2025
170
student-led organisations and initiatives



In CY2025
134
community outreach projects, **increase from 53**



In CY2025
76%
of student respondents rated their University experience highly



Research and Innovation

In FY2025
>\$70 million
grants and industry contributions for sustainability-related applied research projects



Industry Partnerships

In FY2025
28
industry partnerships



Learning and Engagement

From point of intake to graduation — we foster well-rounded talent that earns employers’ confidence.

Upholding intake fairness, quality and transparency

We take a holistic and aptitude-based approach to admissions, considering applicants’ profiles beyond academics.



Academic Proficiency

Relevant educational background or work experience



Work-Learn

Skills and insights gained from practical experience in the related industry



Passion

Passion demonstrated in domain-related and applied learning



Personality Traits

Traits one possesses that are suitable for the programme of choice



Interests

Different interests allow flexibility of options in the selection of one’s programme of choice



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Building career-ready graduates

Our mission has always been grounded in applied learning, equipping learners with strong technical foundation and practical skills for their first job.

Competency-Based Education (CBE) & Lifelong Upskilling

Outcomes-driven, industry-aligned learning

- Emphasises skills mastery and demonstrable competencies
- Implemented across degree programmes and upskilling pathways, enabling learners to build industry-relevant skills progressively throughout their careers

Integrated Work Study & Authentic Applied Learning

Learning through real work

- Structured distinctively to specific industry needs
- Compulsory for all students to undertake structured workplace experience
- Strengthens students’ transition into employment by developing their adaptability, professional competencies, creativity and innovation through real-world experiences

Holistic Development for Future-Ready Graduates

Developing transferable skills and career resilience

- The **Industry-Ready Skills Framework (IRSF)** systematically nurtures critical future-ready Knowledge, Skills and Abilities (KSAs) alongside disciplinary mastery
- The **Design Your Futures (DYF) programme** is embedded across the student journey, from undergraduate studies to alumni stages, supporting learners in navigating non-linear careers and lifelong transitions

Industry-Read Skills Framework (IRSF): Upon graduation, every student will receive a Record of Transferable Skills (RTS) that complements their academic transcript. It serves as a conversation starter with potential employers about the skills an SIT graduate possesses beyond academic qualifications.

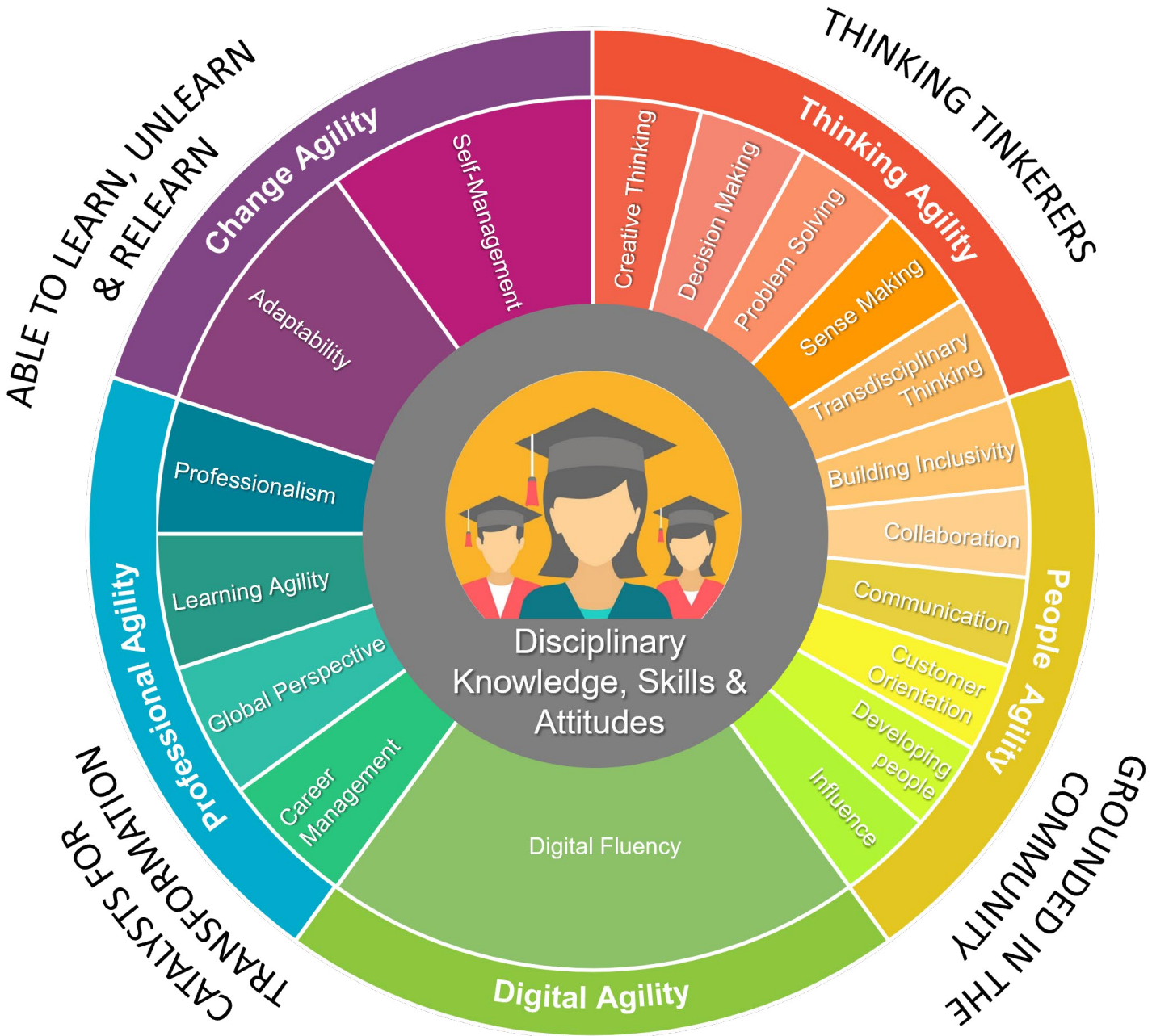


Figure 1: Industry-Ready Skills Framework (IRSF)



78% of graduates rated their future-ready skills positively

in the Joint Autonomous Universities Graduate Employment Survey (GES 2025).

13 future-ready skills were assessed in the survey, ranging from innovation, critical thinking to resilience and communication.

CASE STUDY

Design Your Futures

SIT signed an MOU to develop **Design Your Futures (DYF)** with the support of Stanford Life Design Lab and Designing Your Life Institute Singapore in August 2025.

DYF equips SIT students and alumni with the framework and tools to chart their career and life paths. Implemented in AY2025, it is rooted in design and futures thinking, preparing agile, reflective and purposeful graduates in an evolving world of work.



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Figure 2: Design Your Futures (DYF) Framework

Building the bridge from campus to career

We prepare graduates to enter the workforce with confidence — developing the mindsets, skills and networks needed to navigate a fast-changing job landscape.



Career Education

Career Skills modules build practical workplace competencies, from resume writing and interview skills to professional communication and workplace readiness. We also engage students through short films and our podcast series *Career La-Teh* (4 sessions published in CY2025).



Industry Mentoring

The Industry Mentorship Programme, in partnership with NTUC Youth, offers our students real-world industry perspectives and access to professional networks. It has reached over 700 students across 29 programmes since 2018.



Career Coaching

Certified career coaches are assigned to each degree programme work with students to provide them with a career head start. In 2025, we extended this programme to SIT alumni.



Networking Events

Sector-focused networking sessions and Career Nexus events connect students with employers, industry professionals and emerging career opportunities.



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Supporting workforce resilience through lifelong learning

As industries transform through digitalisation, artificial intelligence and changing workforce needs, SIT’s **Continuing Education and Training (CET)** programmes enable working adults to renew their skills and remain adaptable throughout their careers. SIT extends its applied, competency-based approach through flexible pathways for **upskilling, stackable learning and career transition**.

Going forward, SIT will continue to grow distinctive, industry relevant programmes anchored in Competency-Based Education (CBE) and stackable micro-credentials, supporting Singapore’s broader workforce transformation agenda and ensuring learning remains accessible at any career stage.



Flexible pathways for learning throughout working life

01 UPSKILL

Short-form professional courses

Targeted and customised training for immediate workforce competency needs.

02 STACK

Micro-credentials and CSM pathways

Competency-based learning blocks that can stack progressively towards qualifications.

03 TRANSITION

Career-transition programmes

Structured pathways supporting mid-career reskilling into new job roles.

CET courses that build sustainability capabilities

Examples include:

STRATEGY & GOVERNANCE

- Sustainability Roadmapping
- Sustainability Legislation Frameworks

DIGITAL INFRASTRUCTURE

- Sustainable and Resilient Data Centres

ENERGY AND FOOD RESILIENCE

- Sustainable Energy Systems
- Grid-Connected Solar Photovoltaic Systems
- Masterclass on Retort Technology: Innovation and Practical Application

CARBON & CIRCULAR ECONOMY

- Carbon Accounting and Markets
- Circular Economy and Design

Integrating sustainability into the curriculum

SIT’s curriculum incorporates sustainability across disciplines, with **an emphasis on developing critical thinking to deal with real-world problems**. Additionally, student participation in sustainability-related activities beyond the curriculum is encouraged.



In AY2024

100% of Pre-Employment Training (PET) programmes were linked to the United Nations Sustainable Development Goals (SDGs)

Developing future-ready learners through the Sustainability Education Roadmap

1. Baseline Education for All

- Compulsory modules that prepare learners for advanced, cross-disciplinary sustainability topics and projects.
- a. Foundational Micro-Module:** Introduces sustainability concepts, giving students a lens they can apply across all coursework.
 - b. Social Innovation Project:** Real-world socio-environmental challenges provide students with a platform to engage communities directly and propose solutions.

2. Sustainability Education in Curriculum

Enhanced sustainability content across SIT and joint-degree undergraduate curriculum.

3. Deepen Learning Through Minor and Applied Sustainability Talent Programme

- For students seeking to go further, SIT offers structured pathways to build specialist sustainability knowledge.
- a. Minor in Environmental Sustainability (MES):** Open to eligible undergraduate students, covering topics such as life cycle assessment and green financing.
 - b. Applied Sustainability Talent Programme (ASTP):** A scholarship programme for students looking to pursue a Second Major in Applied Sustainability, preparing them for leadership roles in industry.

5. Empowering Professionals

SIT alumni and other adult learners can continue to deepen sustainability knowledge through CET courses and workshops, which can be stacked towards a Specialist or Graduate Certificate.

4. Applied Learning

Through industry placements and Capstone projects, students can work on SDG-aligned challenges.



The Industry Advisory Committee for Sustainability Education

comprises industry leaders and experts, and ensures SIT’s sustainability programmes remain current and relevant to evolving industry needs.

CASE STUDY

Sustainability learning journeys beyond curriculum

Student chapters and clubs organised different types of visits for their peers:



Nature & Sustainability Tour
(Gardens by the Bay)

Exploring environmental conservation, biodiversity and the impacts of climate change.



Industrial Tour
(Housing Development Board)

Discovering engineering innovations in public housing and industrial estates.



A Digital Journey
(Sustainable Singapore Gallery by PUB)

Understanding strategies employed to address Singapore’s water supply challenges.



Industrial Visit & Technical Talk
(A*STAR SIMTech Additive Innovation Centre)

Learning about high-value, sustainable manufacturing solutions and industry collaboration opportunities.

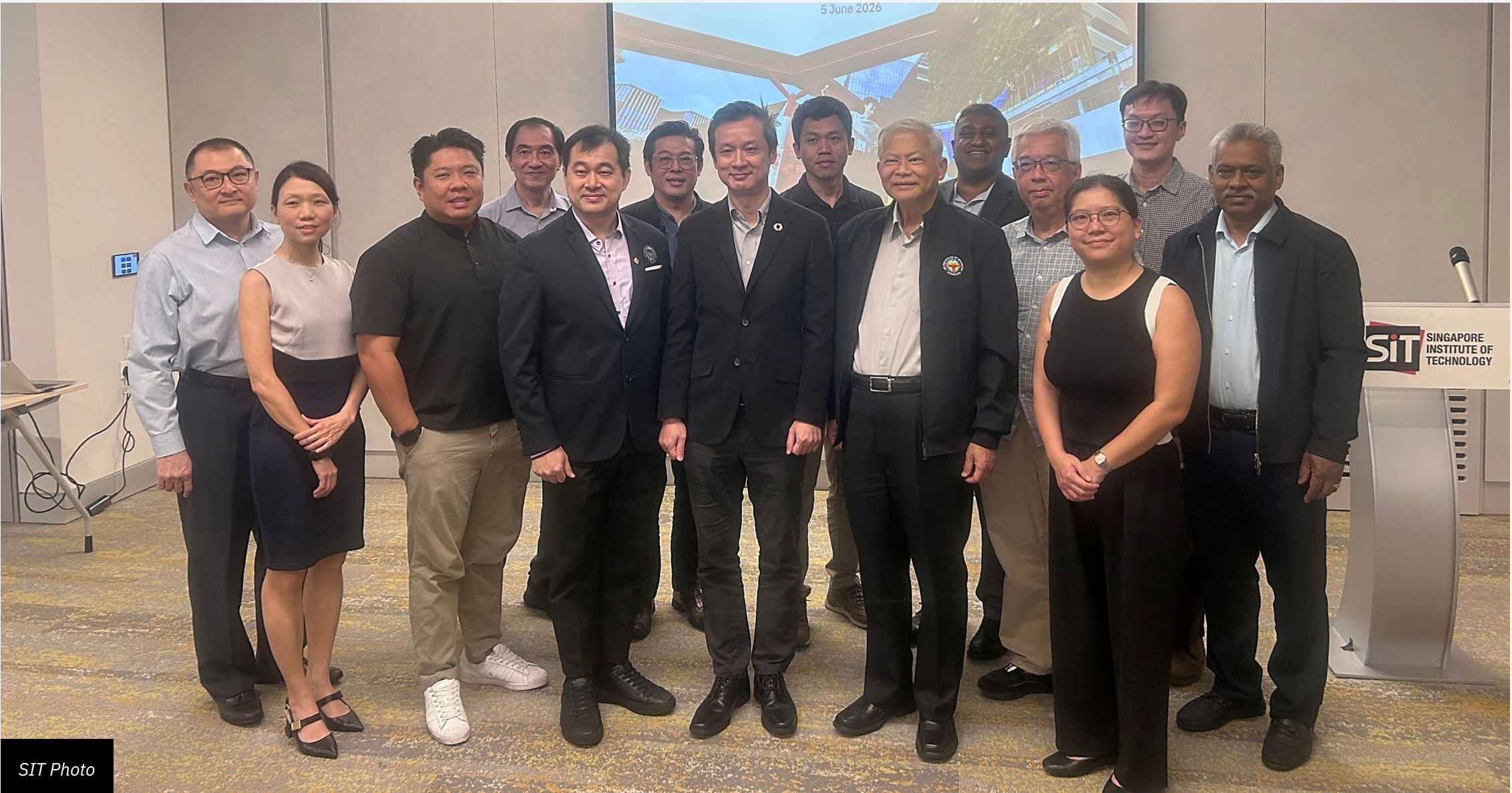
SIT Photo

CASE STUDY

Building sustainability capabilities among working professionals

In June 2026, SIT welcomed its first cohort of learners who had completed the **Graduate Certificate in Sustainability Principles and Practices** under our CET Modular Certification Pathways.

Designed for working professionals, the programme equips learners with the expertise to navigate evolving industry demands, regulatory shifts and sustainability challenges. It offers a **flexible, stackable pathway** covering areas such as sustainability reporting and roadmapping, carbon accounting and circular economy, enabling participants to apply their learning and drive various efforts within their organisations.



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Cultivating leaders, not just graduates

SIT provides structured opportunities for students to develop leadership capabilities through dedicated programmes, representative roles and applied projects within and beyond campus. All student leaders are bound by SIT’s **Student Leader Code of Conduct** which upholds standards of integrity, and respectful conduct across the University community.

3 flagship programmes form the core of SIT’s student leadership development:



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Future Ready Leadership Programme (FRLP)

SIT’s flagship leadership programme engages ~1,000 student leaders annually through workshops, camps and dialogue sessions.



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SITizen Ambassadors (SAmS)

SIT’s student representatives at official events and engagements bring SIT’s identity to life through emceeing, storytelling and hosting of guests at University events.



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Vanguard Programme

A select cohort of senior student leaders partners with staff to facilitate communication between students and University leadership, thereby enhancing the SITizen experience. In CY2025, 27 Vanguards were inducted.



In CY2025

76% of student respondents rated high overall satisfaction

with their University experience³.

³ Rated 4 or 5 on a 5-point Likert scale

Leadership beyond formal programmes

Sports, Arts, Special Interest, Committees and Wellness

In CY2025

170 Student Organisations

provided students with platforms to foster teamwork, resilience & other skills beyond the classroom.

In CY2025

16 Clubs

were dedicated to environmental conservation & social impact.

External engagement and competitions

Our students gain exposure to perspectives beyond campus through ministerial dialogues, industry fireside chats, competitions and national conferences. We also offer external workshops in areas such as facilitation, project management and interpersonal skills.

CASE STUDY
Fireside Chat with Mayor Baey

TheSIT Fireside Chat with Mayor Baey Yam Keng, jointly organised by theSITizen Ambassadors and North East Community Development Council, brought together **67 students from SIT and other Autonomous Universities for a dialogue on active citizenship, community involvement and youth leadership.** Through discussions and a Q&A session, participants gained insights into public service and community building while reflecting on their role in contributing positively to society.



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CASE STUDY
SITEquest

SITeQuest is a holistic development framework for the general student population that encourages **learning beyond the classroom through activities in Life Skills, Well-Being and Recreation.** This enables students to explore interests, develop transferable skills and build connections within the SIT community.



“Coming into the Fireside Chat, I wasn’t quite sure what to expect. After hearing Mayor Baey’s thoughtful and nuanced perspectives, I am inspired to play a more active role in giving back to the community.”

Kang Kuan Yang
Year 1, BBus (Hons) Accountancy

Taking learning beyond campus, into community

Community engagement at SIT operates in 2 directions: students and staff bringing their skills and time to the communities around them, and the campus opening its doors to inspire the next generation of learners.



In CY2025

>9,000

[30% students | 70% community]

students & community members were impacted.



CASE STUDY

SIT Community Challenge 2025

The **SIT Community Challenge** immerses secondary school students in hands-on, industry-led problem solving.

In 2025, 136 secondary school students worked alongside SIT staff, student mentors and industry partners **SBS Transit** and **STMicroelectronics**, to develop Internet of Things (IoT)-based solutions addressing real public transport challenges.

Participants moved through design thinking, prototyping and final solution presentations, gaining early exposure to applied engineering, teamwork and community-oriented problem solving.

Looking ahead, SIT aims to deepen its partnerships, extend the programme’s reach to more schools and students, and **continue building on its role in connecting applied learning with community needs.**



CASE STUDY

Community service for students, by students

SIT enriches student learning through community service opportunities that connect students with diverse groups, including youths, migrant workers, persons with disabilities and seniors. These experiences **foster empathy, civic responsibility and a deeper understanding of societal needs** while enabling students to apply their skills beyond the classroom.



Brush Battle – Art Jam with Cerebral Palsy Alliance Singapore (CPAS)

Students and CPAS beneficiaries connected through an art-jamming session celebrating creativity and self-expression.



Project Refresh

Staff and students refreshed 9 rental homes in Punggol through cleaning, decluttering and repainting efforts.



SunCare's Children's Day

Students engaged youths through fun activities that also promoted sustainability awareness and positive habits.



World Mental Health Day – Healthy Body, Healthy Mind 2025

Interactive activities organised for migrant workers promoted self-care and awareness of the connection between physical and mental health.



SIT Photo: Gareth Phua

Research and Innovation

Through applied research, SIT strengthens learning while catalysing industry transformation.

Translational research that moves from laboratory to industry

SIT looks to advance industry practice while developing future-ready talent.



In FY2025

\$49.2M

in external research grants was awarded.



In FY2025

\$44.9M

in industry contributions was secured (cash & in-kind).



3 awards were won for ultra-low carbon concrete innovation

which has since been deployed by the construction industry

- IOM3 Sustainable Future Awards 2025 (UK)
- RICS Environmental Impact Award 2025 (SEA)
- IES Prestigious Engineering Achievement Award 2024

Strategic Translational Research Programmes

Our new Punggol Campus, situated in a digital and coastal district, provides opportunities to grow thought leadership in these domains.



Community Health Transformation



Sustainable Food & Biotechnology Innovation



Sustainable Infrastructure Engineering & Maintenance



Energy Resilience



Sustainable Maritime Engineering

Tech Enablers

Artificial Intelligence; 5G, Future Communications & Computing; Augmented/Virtual Reality; Cybersecurity; Robotics, Embodied AI & Autonomous System

Punggol Campus is a research platform

A living laboratory where technologies are tested, refined and readied for real-world deployment.



Advancing UN SDGs through applied research & services

A growing proportion of SIT’s research is purposefully aligned with the United Nations Sustainable Development Goals (SDGs). We aim to ensure that **at least half of awarded research projects are linked to the SDGs by 2027**, based on the relevant SDGs selected by project applicants.

Additionally, the **Environmental Sustainability Innovation stream**, part of SIT’s Innovation as a Service (IaaS), seeks to develop sustainability roadmaps and testbed green technologies in field conditions – supporting industry partners in accelerating the implementation of decarbonisation strategies through hands-on co-development.



In FY2025

>**\$70 million**

grants and industry contributions for sustainability-related applied research projects

CASE STUDY

Empowering SMEs to implement energy-efficient measures



The **Energy Efficiency Technology Centre (EETC)**, developed in collaboration with the National Environment Agency (NEA), supports Small, Medium-sized Enterprises (SMEs) with energy assessments and upskilling of engineers in industrial energy efficiency. They also develop a pipeline of engineering graduates with applied energy expertise. Since its opening in 2020, **EETC has upskilled 585 professionals and conducted energy audits for 59 companies, with 275 systems assessed.**

In FY2025 alone, EETC:

- co-organised the National Energy Efficiency Conference with NEA
- co-organised the International Symposium on Reducing Environmental Impact on Semiconductor Industries with the Energy Conservation Centre of Japan (ECCJ)
- set up the Energy Efficiency Training Facility at Punggol Campus, which consists of authentic industrial systems
- upskilled 125 professionals
- conducted energy audits for 10 companies and assessed 52 systems



CASE STUDY

Reducing construction emissions with greener materials

Jointly established in 2021 by SIT and Woh Hup (Private) Limited, the **Construction Technology Innovation Laboratory (CTIL)** is dedicated to advancing sustainable construction technologies for building structures and substructures, translating promising innovations from the laboratory into practical site applications. CTIL has since supported **24 applied research projects with 35 industry partners**. Its partners also provide practical project exposure to more than 30 students annually.

CTIL actively shares research outcomes through workshops and technical seminars. Its **2025 Technical Seminar attracted more than 700 participants, including 285 Professional Engineers**.



Other key achievements include:

- **Deployment of Grade S690 high-strength steel through the HISTEEL programme**
 - The technology has been applied in 5 high-rise building projects, involving more than 3,400 tonnes of steel and over S\$5 million in commercial value, while reducing steel tonnage by around 40% compared to the original designs.
- **Development of ultra-low-carbon structural concrete incorporating carbon-capture technology**
 - A 65% reduction in embodied carbon has been achieved while maintaining structural performance. More than 800 m³ has been produced at 2 local batching plants and deployed across 4 commercial building projects.
 - The technology has received the IOM3 Sustainable Future Awards 2025 (UK), RICS Environmental Impact Award 2025 (SEA) and the IES Prestigious Engineering Achievement Award 2024.

Through these initiatives, CTIL strengthens the competitiveness and resilience of Singapore’s construction industry while supporting national productivity and decarbonisation goals.

CASE STUDY

Accelerating sustainable food innovation through shared infrastructure

FoodPlant, Singapore’s first shared facility for small-batch food production, provides various industry partners with access to specialised equipment and technical expertise to test and scale sustainable food production. This **shared-access model lowers innovation and other capital barriers**, particularly for SMEs operating in a high-cost environment.



Since 2022, FoodPlant has supported **more than 110 organisations** through innovation projects and workforce upskilling initiatives, contributing to the **commercialisation of over 40 products**.

Some examples include:

- Fish Soup Paradise - Singapore’s first, export-ready, shelf-stable Premium Fish Broth Concentrate
- WellSpent - Orange Peel Magic marmalade crafted from upcycled orange peels
- SustyFoods - High protein and fibre-rich Aggropops Baked Lentil Puffs
- Agrocorp - HerbYvore’s Just Like Cheese range of plant-based, nut-free cheese alternatives

Together, these projects demonstrate how food innovation can simultaneously drive business growth, resource efficiency and more sustainable food systems.

Industry Partnerships

Built to be mutually beneficial to partners and learners





In FY2025

28 partnerships

were established (based on MOU signings for strategic collaborations).



31 leaders

building mindshare as part of the Chief Sustainability Officer Community of Practice to date.



26 Industry Advisory Committees (IACs)

to date, comprising senior industry leaders who advise on programme relevance and competency alignment, ensure curricula keep pace with latest industry needs.

CASE STUDY

Sustainability Community of Practice (CoP)

SIT brings sustainability industry leaders and professionals together via the CoP approach, where we aim to:

- advance action-oriented thought leadership
- develop student and staff talent
- co-create applied solutions for collective impact

Through this platform, communities are fostered to **exchange opportunities and deepen partnerships** through mindshare sessions, site visits, or an annual gathering on SIT Sustainability Day, where leaders and professionals connect and share insights.

Engagements are also tailored to our partners' readiness levels to ensure meaningful collaboration.

In FY2025, we organised:

- **4 events** to foster cross-sector pollination



Sustainability is continuously integrated into partnerships

CASE STUDY

Growing Singapore’s healthcare capabilities



Since 2018, SIT has partnered with **SingHealth** across applied research, clinical placements, IWSP, staff attachments, joint appointments and CET programmes — building one of the most comprehensive university-hospital partnerships in Singapore.

In AY2024, SingHealth supported **656 Clinical Practice Education placements**, enabling students to apply their learning in live clinical settings. More than 360 SingHealth clinicians served as SIT faculty, bringing direct clinical experience into the classroom. To date, SIT has contributed **1,925 allied health and 698 nursing graduates** to the healthcare workforce. Since 2025, SIT has also upskilled 84 allied health professionals.

Research collaboration is deepening in parallel. In 2025, SIT and SingHealth jointly initiated **12 applied research and innovation projects** aligned with national healthcare priorities, translating research into clinical impact. New programmes in Podiatry and Optometry are under exploration to address emerging workforce needs.

CASE STUDY

Driving decarbonisation through industry collaboration

Different dimensions of Singapore’s decarbonisation agenda will be addressed through these partnerships established in FY2025.

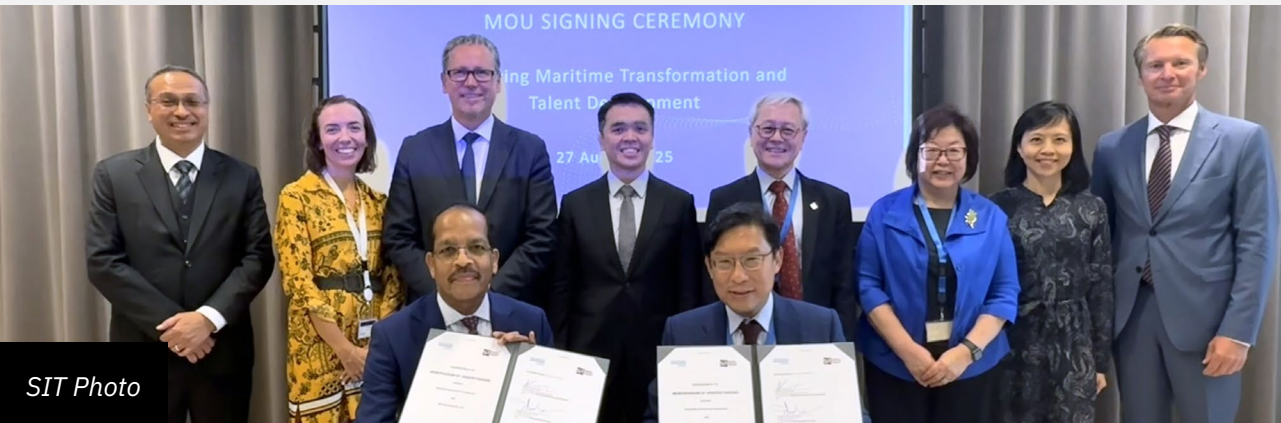
Energy-efficient data centres

In collaboration with **Hitachi**, SIT is developing a hybrid AC/DC rack-level power distribution testbed for data centres, described as the first-of-its-kind in Singapore. Connected to the **Punggol Campus Multi-Energy Microgrid**, the testbed will evaluate more energy-efficient power architectures, with SIT students working alongside Hitachi’s R&D team on live assignments.



Energy efficiency in manufacturing

An MOU with **Schneider Electric** enables manufacturing SMEs to access cost-effective energy assessments through SIT’s **Energy Efficiency Technology Centre** — helping companies reduce carbon emissions and optimise energy use across the sector.



Maritime decarbonisation

A renewed partnership with **Det Norske Veritas (DNV)** integrates DNV’s domain expertise into SIT’s Naval Architecture and Marine Engineering programme, with students gaining access to DNV’s Simulation Trust Centre for applied research.

A separate partnership with **Registro Italiano Navale S.p.A. (RINA)** advances joint R&D on zero-emission solutions and the electrification of harbour craft, targeting nearshore maritime decarbonisation.