



EVOLUTION

*Transform and evolve your capabilities
to the next level with us today*

In today’s world, there is a pressing need to equip ourselves, and our workforce with the necessary skills to compete on a global scale, given the shortening of economic cycles and increasing market volatility brought about by rising uncertainties.

89%
of Singaporeans
are willing to be
retrained to ensure
their employability.

91%
of Singaporeans
want career learning
and development
opportunities, but only
1 in 4 were given
training and upskilling
opportunities.

2.2%
per year
Firms that sent local
workers for training
saw productivity
improve over two
years.



“

Captain Christopher Chan
Singapore Airlines



“In this generation, people on the lookout for a placement or job position are not only doing so just to earn an income, but they also see it as a means to further develop on themselves and their skillsets – and this is something that both Singapore Flying College and Singapore Airlines have always believed very strongly in. Through our partnership with IAL, we look forward to continuously developing and upskilling our people so that they are able to deliver better service to drive greater satisfaction from our customers.”

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How can you
evolve faster and
emerge ahead
of the competition?

To evolve and keep up with the pace, you have to take charge of your career journey, and this includes continuing to refresh your skills and keeping up-to-date with new developments.

For businesses, the need to focus on long-term transformation plans, such as the adoption of innovations and digitalising work processes becomes mandatory in enabling your enterprise to be resilient to changes. For transformation to take flight, the investment in your workforce is equally vital in enabling them to stay on top of their craft.



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Choon Leng
GCWPL Programme,
April 2022 Cohort



“With the market shifting towards workplace learning where it is more relevant and designed contextually to each individual organisation, I decided to take up the Graduate Certificate in Workplace Learning (GCWPL) programme, as it is an extension to my scope of work in curriculum development. The content covered has been great, and I am appreciative of the fact that the trainers are very willing to share their experiences with us.”

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DEVELOPING A RESILIENT AND FUTURE-READY WORKFORCE

Given the increased relevance in lifelong learning, IAL’s role as an appointed National Centre of Excellence for Workplace Learning (NACE@IAL) provider serves to proliferate the competencies upskilling of employees through workplace learning – which can take the form of trial and error, on-the-job training and peer support at the workplace.

The relevancy of workplace learning takes on a heightened significance given that learning happens often in the workplace, and that it provides milieu for learners to effectively apply what they have learned back to their jobs, thereby bridging the theory-practice nexus.

On this front, IAL provides business consultancy services such as the Learning Enterprise Alliance (LEA) and NACE@IAL Consultancy to complement and supplement enterprises’ effort in further driving and sustaining capability development; as well as offers various programmes and courses to encourage individuals to embark on their lifelong, life-deep and life-wide learning journey.



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Dileep
MBX programme,
July 2022 Cohort



“I enrolled in the Master in Boundary-Crossing Learning and Leadership because it provides the “how” to get the job done. The curriculum design and delivery have allowed me to harness my strengths and recognise my weaknesses. This, coupled with interactive, fun, and knowledgeable lecturers, ensures a seamless transition for me from theory to practice.”

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Vince Chua
DDDLP Graduate,
Associate Adult Educator, AEP



“The WSQ Diploma in Design and Development of Learning for Performance (DDDLP) programme has imparted me with not only the underpinning knowledge, but also the skill in designing and developing an authentic courseware that will benefit me in my profession as an Adult Educator.”

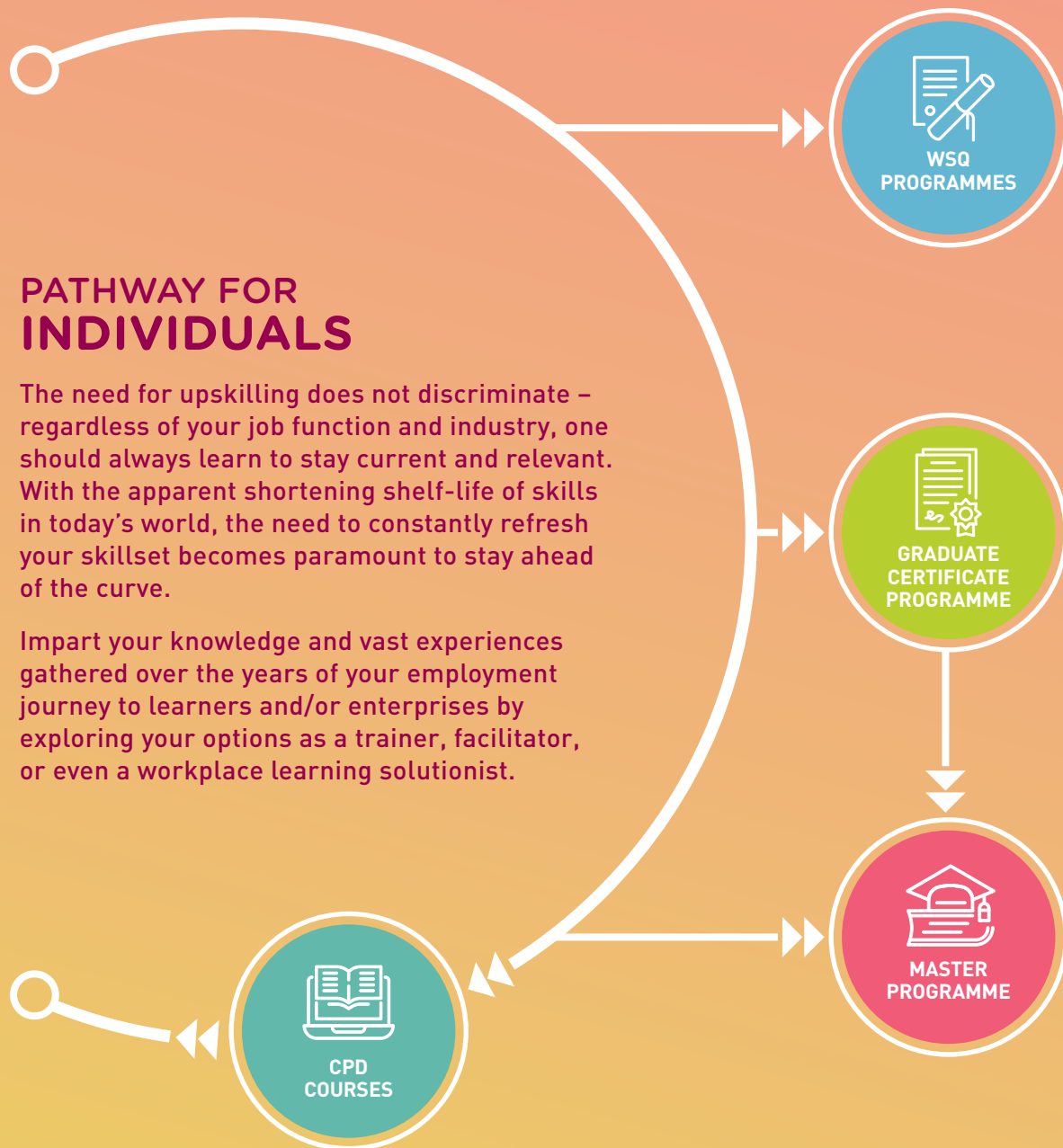
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EMBARK ON A TRANSFORMATION JOURNEY WITH US

PATHWAY FOR INDIVIDUALS

The need for upskilling does not discriminate – regardless of your job function and industry, one should always learn to stay current and relevant. With the apparent shortening shelf-life of skills in today's world, the need to constantly refresh your skillset becomes paramount to stay ahead of the curve.

Impart your knowledge and vast experiences gathered over the years of your employment journey to learners and/or enterprises by exploring your options as a trainer, facilitator, or even a workplace learning solutionist.



WSQ Advanced Certificate in Learning and Performance 2.0

This is a Train-the-Trainer programme designed to equip learners with the competencies recognised by SkillsFuture Singapore (SSG) for Trainers and Assessors of SSG-funded certifiable courses.



WSQ Workplace Learning Facilitator

This programme is for individuals who are keen to facilitate, coach and assess learning in their organisation and are seeking new ways to enhance learning to elevate performance at the workplace.



WSQ Diploma in Design and Development of Learning for Performance

This is a programme that aims to develop creative and analytical blended learning designers by providing the foundation for curriculum development and instructional design.



Graduate Certificate in Workplace Learning

This programme comprises taught courses imbued with authentic case studies, real-life examples and substantive reflections and a Work-Learn course where learners undertake real consultancy projects.



Master in Boundary-Crossing Learning and Leadership

This programme is a novel, transdisciplinary-focused, cutting-edge, and innovative postgraduate one that was created with focus on cross-boundary change, leadership, learning and innovation.



Have areas of interest that you are looking to learn more or pursue?

Embark on your personal lifelong, life-wide, and lifedeeep learning journey with us:



PATHWAY FOR ENTERPRISES

Given the apparent labour crunch plaguing businesses in recent years, one of the most definitive ways for your enterprise to score gain in human capital is to engage your employees in workplace learning. As enterprise leaders, you get to decide on the type of your workplace transformation journey based on the readiness of your workforce and available resources and tap on available grants.



NACE@IAL Consultancy

- Up to 90% consultancy grant[^]
- No minimum amount of employees
- Project timeline of approx. 3 months

Learning Enterprise Alliance

- Up to 90% consultancy grant[^]
- At least 25 employees and above
- Project timeline of approx. 6 – 9 months

Corporate Learning

A bespoke workshop for your organisation

[^]SMEs with at least 30% local shareholding and group annual sales turnover of less than \$100 million or group employment of not more than 200 employees would be eligible for up to 90% funding for consultancy projects. Non-SMEs would be eligible for up to 70% funding for consultancy projects.



**GET IN TOUCH WITH US
TO FIND OUT MORE**

LEARNING ENTERPRISE ALLIANCE PROJECT



Francis Looi

Chief Executive Officer,
Polar Puffs & Cakes



"We joined the Learning Enterprise Alliance (LEA) initiative to revise our existing OJT Blueprint mapped to Skills Framework (SFw) for SkillsFuture's course accreditation.

This goes in line with our endeavour of developing the competencies of our staffs. We are certain that the initiative will help improve the training process and the skills of our operations team to consistently provide excellent service."

Cherry Bajaro

Assistant Learning &
Development Manager,
Polar Puffs & Cakes



"It was a meaningful learning journey. Though it wasn't an easy process, we believed that this is the way forward to strengthening our competencies and skillsets in meeting the ever-changing demands within the Food Service Sector.

As the company emphasises strongly on the continuous development of our people, we will continue to explore different partnerships, such as the LEA initiative, to help us in our vision of building a competent workforce."



NACE@IAL CONSULTANCY PROJECT



William Chew

Head of Learning and Innovation, dnata Singapore Pte Ltd



"As dnata is committed to continuous learning and design, we wanted to be part of a network that sees the benefits of development at the workplace and that we can learn from through knowledge exchange. The pandemic has highlighted not only the importance of job redesign to stay relevant, but also for the company to improve on career development opportunities to ensure we retain our workforce and attract new talent."



**BE INSPIRED BY THE SUCCESSES
OF OUR ENTERPRISE PARTNERS**



ADVANCING THE CAPABILITIES OF TODAY'S WORKFORCE

In spearheading capability building of across the Training and Adult Education (TAE) sector, IAL's designation as a **National Centre of Excellence for Adult Learning (NCAL)** serves to expand its current role as a training centre and qualifier for adult educators for the private training providers.



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Eunice Lim
ACLP Programme
Facilitator



“*Improve your training delivery in classrooms, virtual and workplace context to create an effective and engaging learning experience for adult learners. Backed by theories, you will have the opportunity for hands-on practice, peer learning and on-going feedback from experienced facilitators in the WSQ Advanced Certificate in Learning and Performance 2.0 (ACLP 2.0)*”

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CREATING AN ECOSYSTEM OF LIFELONG LEARNING



In our pursuit of creating a unceasing cycle of lifelong learning across the workforce, we have inked Memoranda of Understanding (MOUs) with leading enterprises across various industries in identifying areas and opportunities for growth.

The collaboration with our valued enterprise partners serves as an extension to our efforts in advocating for, and creating an ecosystem that supports the use of workplace learning to drive enterprise transformation to achieving their intended business outcomes and beyond.

Join us and be part of our growing network of advocates for lifelong and workplace learning:



SPEARHEADING CAPABILITY BUILDING OF THE TRAINING AND ADULT EDUCATION (TAE) SECTOR AND BEYOND

Following the conferment of the National Centre of Excellence in Adult Learning (NCAL), IAL takes on the expanded responsibility of systematically raising the quality of adult teaching and adult learning.



ADULT EDUCATION NETWORK

The Adult Education Network (AEN) is a professional network for the Training and Adult Education community. Gain exclusive access to curated Special Interest Groups, insightful Learning Journeys that broaden your horizons, and engaging Networking Events!



Scan QR for more details

ADULT EDUCATION PROFESSIONALISATION

The Adult Education Professionalisation (AEP) initiative that confers professional recognition to Adult Educators.

To attain an AEP recognition, you have to meet the standards required for Skills Badges, and with a minimum number of Skills Badges as follows:

- **Associate Adult Educator (AAE)**
Level - 4 skills badges across 2 skills categories
- **Specialist Adult Educator (SAE)**
Level - 6 skills badges across 3 skills categories



Scan QR for more details



Lee Oon Ling
Specialist
Adult Educator,
Director,
Intangibles Consultancy Pte Ltd

"I was initially astounded by the number of practise hours and CPD that one must accumulate to attain AEP status, but I decided to persevere and set it as my personal challenge. Upon attaining AEP, I discovered that this professional recognition has brought about an increase in people reaching out to me for collaboration opportunities."



AE MENTORSHIP PLUS PROGRAMME

Elevate your career with the AE Mentorship Plus Programme and look forward to obtaining the opportunity to gain an authentic, structured learning and practice experience.

Work on TAE projects and assignments under the guidance of established TAE professionals who will take on the role as mentors.



Scan QR for more details

SPECIAL INTEREST GROUPS*

Joining the Special Interest Groups (SIGs) unlocks a wealth of benefits, empowering you to further develop as you engage, learn and collaborate in an inclusive and supportive environment, fostering the growth and success of every member in Adult Education and much more.

Explore the six diverse SIG tracks tailored to meet your interests and developmental goals:

1. Learning Design
2. Coaching
3. Facilitation
4. Learning Technology
5. Social Learning
6. CET Entrepreneurship



Scan QR for more details

*Track offerings are subject to change without prior notice.

IAL may modify or introduce new tracks based on evolving needs and interests.



Ng Liang Jie
Fullstack Engineer,
Tech In Asia Pte Ltd



"The mentorship programme offers me a good opportunity to kickstart my journey in the AE sector. It's a well-structured programme that provides a clear path for both mentors and mentees to follow."

Personally, I find it invaluable for identifying available resources and gaining practical experience while actively engaging with the community, leading to greater publicity. For those who are still undecided about joining the mentorship programme, I would encourage you to seize this chance and connect with a mentor who can offer valuable advice and guidance to overcome any challenges you encounter."



Betsy Ng
Quality Assessor,
Early Childhood Development Agency



"SIG sessions are hosted and presented by experienced coaches and trainers. I have benefitted a lot from the SIG sessions."

The knowledge and experiences shared by the presenters were valuable to my learning. It gave me fresh perspectives on the coaching and training sectors which I can apply in my own coaching and training business. Besides that, I got to network with people with the same interest, providing collaboration opportunities for my business venture."



CHAMPIONING APPLIED RESEARCH AND INNOVATION

At IAL, our applied and innovative research is focused on adult learning and sustainable economic and workforce performance, in order to inform policy and practice.



CET SYSTEM
DESIGN
AND
PRACTICES



ADULT AND
LIFELONG
LEARNING



JOB
SKILLS, AND
CAREERS



LABOUR
MARKET
ISSUES AND
TRENDS



PEDAGOGY,
ANDRAGOGY,
AND PRAXIS

Guided by national research themes, IAL focuses on four key areas:

01

Digital Futures & Skills

Investigating the scale and scope of digital and technological disruption and its impact on the workplace, skills and lifelong learning.

Career, Employment & Labour Market

Shaping discourse to better understand and anticipate the future of work, labour markets, skills and individual opportunities.

02

03

Work & Lifelong Learning

Transforming learning and pedagogy to enable and support navigation of changing contexts, business performance and individual agency in the learning process.

Adult Learning Pedagogy, Technology & TAE Ecosystem

Collaborating with key stakeholders on developing the TAE sector.

04

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INSTITUTE FOR ADULT LEARNING

RESEARCH COLLABORATIONS

IAL actively engages in collaboration with national and international research institutions, government agencies, and industry stakeholders. The partnerships forged allow us to foster knowledge exchange, share best practices and create a global network of experts dedicated to advancing CET and sustainable workforce performance.

ADULT LEARNING COLLABORATORY

The first collaboratory in the world for adult learning, the Adult Learning Collaboratory (ALC) brings together actors in the adult learning ecosystem, such as researchers, companies, adult educators, learning institutions and policymakers to jointly create use-centric and scalable solutions that are backed by scientific evidence.

The key lines of interest are in pedagogical innovations to empower mature workers in digital skills development, workplace transformation to strengthen skills demand and recognition, and capability development of adult educators to enact future-oriented pedagogical practices. A hub for community engagement, capacity building, innovation and change, the ALC also provides a dedicated physical space for co-creation activities and the necessary infrastructure for the testing, experimenting, piloting and scaling up of validated solutions.

For more information about our research, please scan QR to contact us.

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CATALYSING LEARNING INNOVATION

In pursuit of catalysing learning innovation within Singapore's Training and Adult Education (TAE) sector, inlab, managed by IAL, was set up to enable the TAE sector to come together as a community to explore and innovate learning solutions.

At inlab, innovSeries programmes are meticulously designed to empower TAE professionals, like you, to innovate your training beyond the norm and maximise the efficacy of individual's learning back in the actual workplace.

These programmes bring different stakeholders, like you, to **Explore, Collaborate and Innovate** through the following initiatives:

Three competitive innovation grant initiatives:

innovSpur

A new anchor programme of iN.LEARN 2.0, to support innovators in scaling up minimum viable products to the commercialisation stage, that is ready for the Learning and Development market.

Projects may be awarded a grant capped at **SGD 500,000** per project, for up to one year. The successful applicants are required to co-fund 25% of the project's eligible cost.

innovPlus

A competitive learning innovation grant challenge which awards a prototyping grant of up to **SGD 200,000** to winning organisations to develop an innovative, feasible and scalable prototype that advances CET practice and outcomes. The innovPlus Challenge runs twice a year.

innovJam

A programme that offers just the right help to build the kernel of an idea, test, iterate and validate it to transform it into a fully developed learning solution that could deepen professional skills, impact the way people learn and increase productivity.



Two knowledge and awareness platforms:

innovLogue

A programme sets out to bridge research and practice for better learning outcomes via a two-hour seminar and panel-led dialogue. The sessions are held on a bi-monthly basis. Be inspired by specially invited gurus and expert practitioners and engage them in panel discussions and Q&A.

innovBite

A programme that provides bite-sized learning on the topics that are important to our stakeholders, from individual trainers, someone who needs to engage audience online to enterprise stakeholders. Here, we curate numerous EdTech solution platforms as resources for delivering online learning.

One capability development initiative specifically for Training Providers and Enterprises with Learning & Development (L&D) units:

innovDev

A programme designed to equip Training Providers and Enterprises with Learning & Development units (TP&Es) with necessary capabilities to redesign their present courses into quality tech-enabled or blended courses.

ABOUT INSTITUTE FOR ADULT LEARNING

The Institute for Adult Learning (IAL) is an autonomous institute of the Singapore University of Social Sciences. IAL is at the forefront of building capabilities and continuing professional development for an effective, innovative and responsive Training and Adult Education sector.

The institute works closely and supports Adult Education professionals, businesses, human resource developers and policy makers through its comprehensive suite of programmes and services. IAL also champions research in the key areas of sustaining economic performance through skills, shaping employment and Continuing Education and Training decisions, and develops innovations through learning technology and pedagogy to heighten adult learning.

For more information, visit: www.ial.edu.sg



Keen to learn more about our programmes
and initiatives?

Get in touch with us.



www.ial.edu.sg | www.workplacelearning.ial.edu.sg



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