

 ADULT
LEARNING
SYMPOSIUM

Adapting Career Advisory Services for Aspiring Freelance Adult Educator

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Presentation Outline



- Establishing the AECA
- Adaptation of the AECA services
- Preliminary observations
- Small Group Discussions
- Concluding Reflections
- Questions and Answers

Workforce Shifts & Trends



- Multiple transitions: A lifetime of careers
- Moving across different sectors and types of employment
- Becoming an AE is an intentional career path

Prospective AE Perceptions

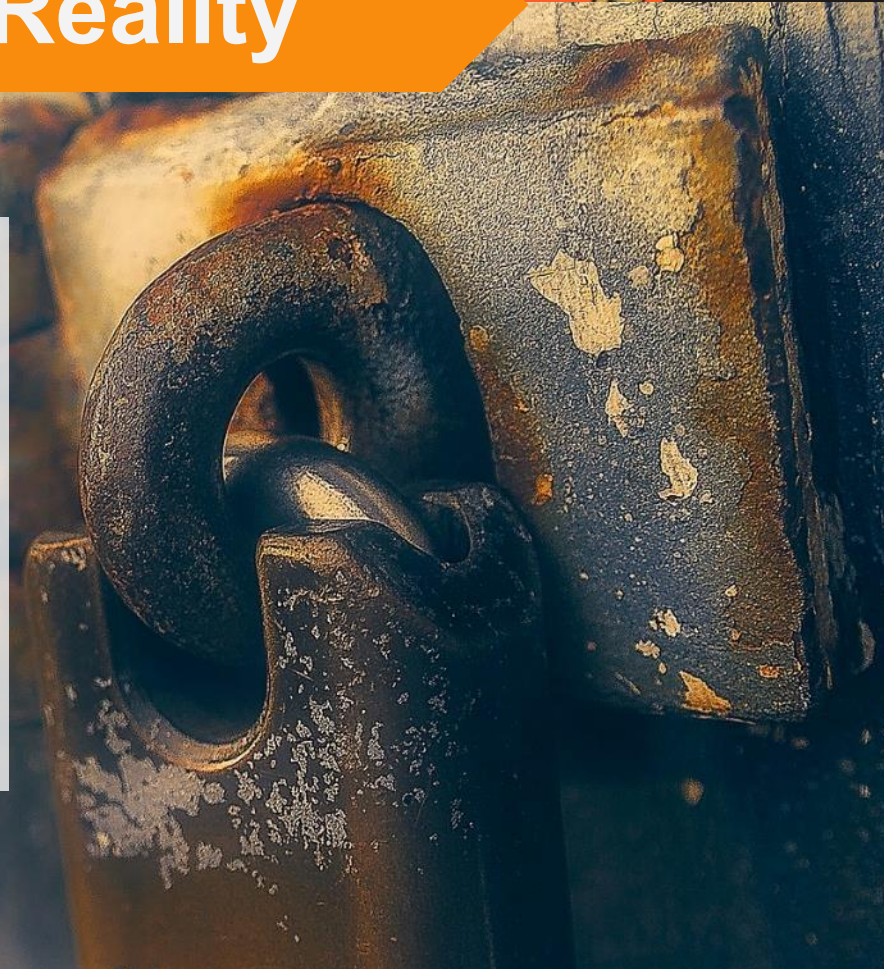


- Obtaining ACTA is key to starting training career
- Seen as entry requirement to industry
- Many training jobs and assignments especially WSQ

Prospective AE Job Reality



- Getting ACTA does not open training career
- Find it difficult to locate and access opportunities
- Unsure about the demand for their services



The Formation of AECA



Started in Jul 2016 to enable

- Prospective freelance AEs to make informed decisions before joining the AE community;
- New freelance AEs to identify concrete actions to kick start their AE career; and
- Established AEs to explore new avenues to widen or deepen their craft.



The AECA Approach



***“ For the TAE community, by
the TAE community”***
approach



- Assist individual to seek clarity in career transition/ choices
- Provide industry information

The AECA Approach



Activity	IAL AE Career Advisory
Getting connected	First contact via email
Mode of connection	<ul style="list-style-type: none">● Email● Phone call● Face-to-face meeting
Assessment Tool used	‘What Does It Take to be a Freelance Adult Educator?’ Assessment
Workshops and Programmes	In-Conversation with a Freelance AE AEN Courses and initiatives (e.g. AE mentors)
Career Development Approach	Schlossberg’s 4S model

Schlossberg's Transition Theory Model



Situation (e.g. trigger, timing, role change, duration, responsibility)

Self (e.g. personal/ demographic, psychological)

Support (e.g. family, friends, communities/ institutions)

Strategies (e.g. set/ modify goals, manage stress)

Adapting the AECA



Course Preview/ Career Fair

In-Conversation Session

Chit-chat session

Email/ Phone
Face-to-Face
Meeting

Jul – Dec 2016

Jan – Dec 2017

Jan – Jun 2018

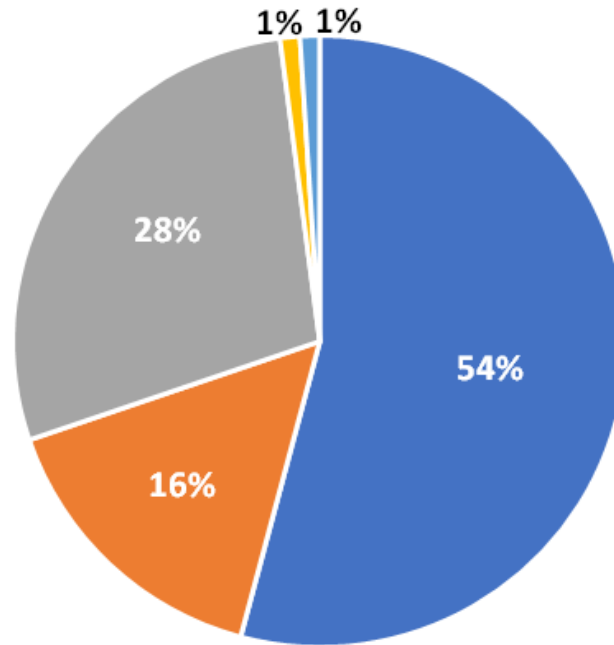
Curation of information on becoming a
freelance AE for IAL website

Observations





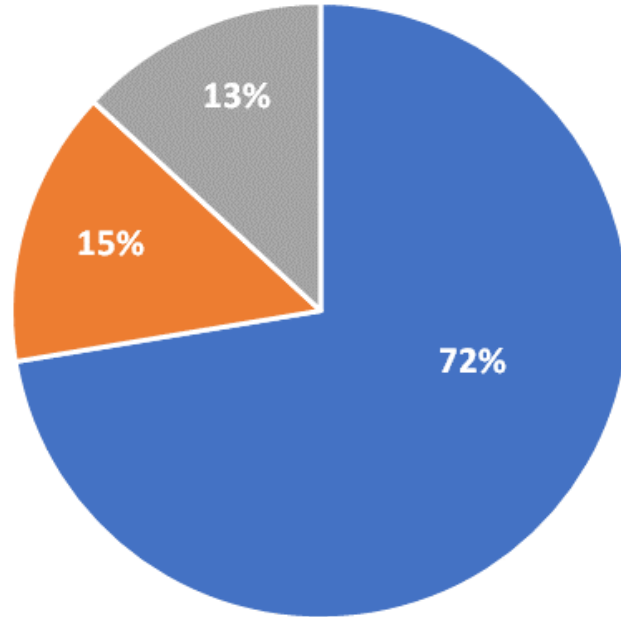
Employment Status



■ Employed ■ Freelancing ■ Unemployed ■ Self-employed ■ Retired



Motivations to become an AE

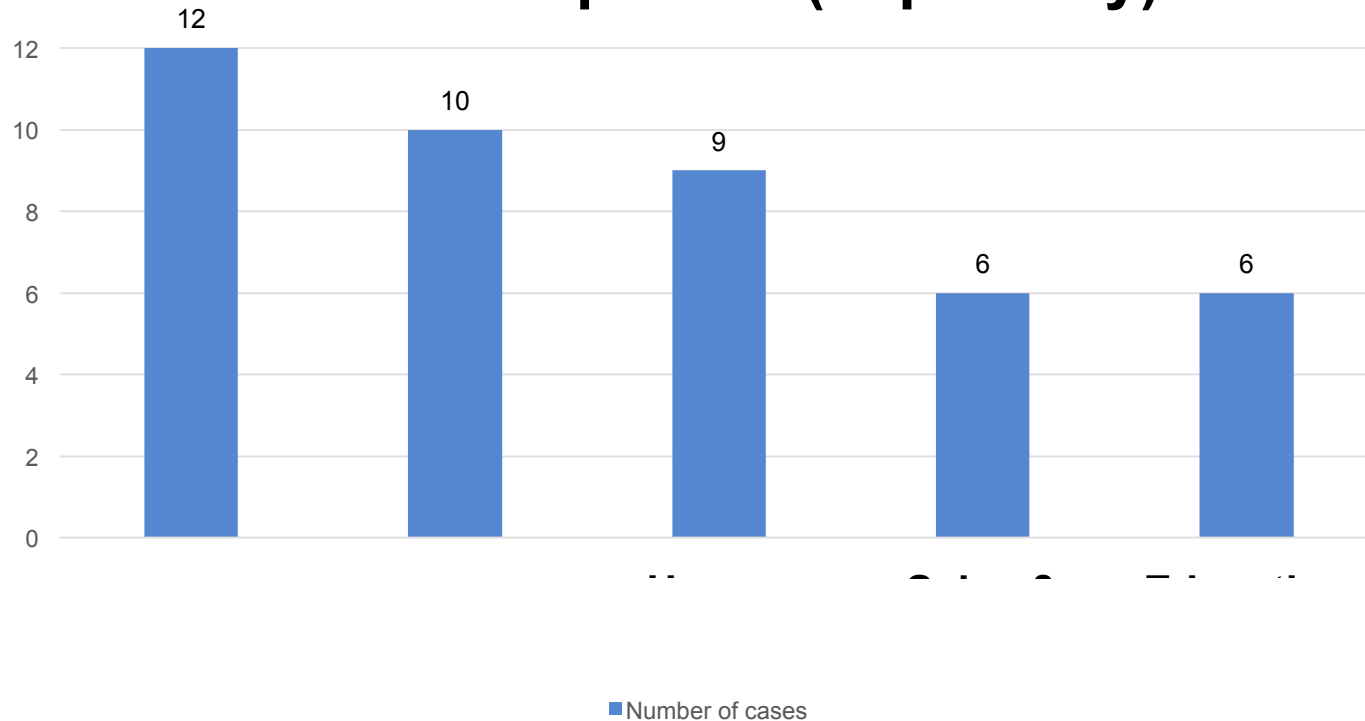


■ Purposeful ■ Opportunistic ■ Life-stage

Observations

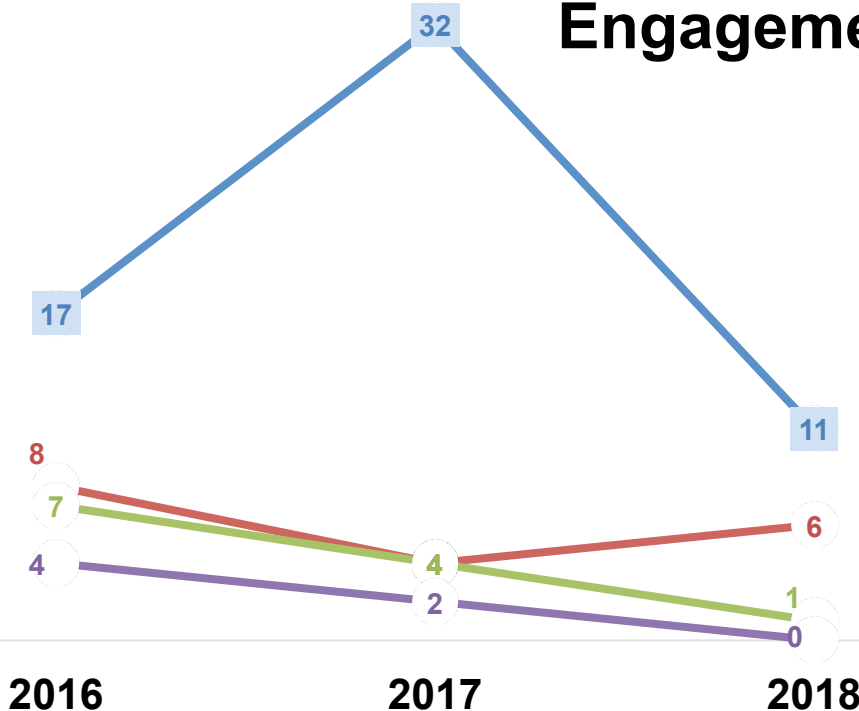


Domain Expertise (Top 5 only)





Client's Expectation During AECA Engagement



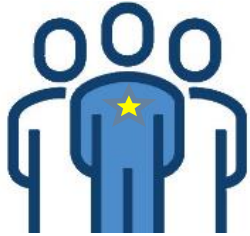
- Seek guidance in pursuing a career as an Adult AE and sector information
- Seek advisory on freelance training and taking up ACTA or relevant courses
- Secure a training job and options after obtaining ACTA
- Find opportunities with training providers

Preliminary Observations



- More clients from IT, Finance & HR
- Clients are purposeful but vague
- Decline in number of email cases

Considerations in Becoming a Freelance AE



**Personal
value
proposition**



**Domain
expertise**



Network



**Sales &
Marketing**



Income certainty

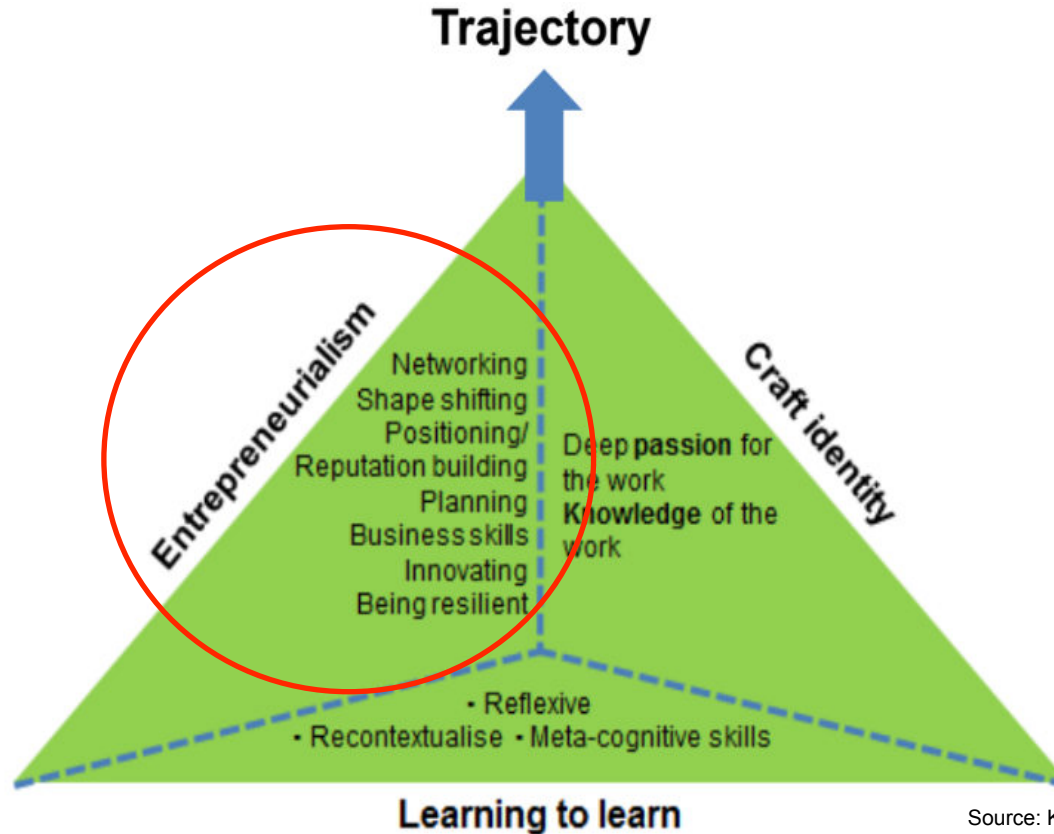


**Time
commitment**



**Continuing
Professional
Development**

Develop Entrepreneurialism



Moving Forward



- Offer relevant and authentic career advice
- Be role models to embrace changes in TAE sector
- Collaborate with different career advisory services providers/ institutions/ associations

Small Group Discussion



- What is one point from the presentation that caught your attention?
- What information did you find relevant for yourself or your organisation?
- What is one idea you want to explore further?



**Reflections from
an AE:**

Resourcefulness

Resilience

Readiness



**Reflections
from an AE:**

Clarity

Courage

Curiosity



Questions and Answers



Connect with the
AECA

Write to
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g](mailto:aeca@ial.edu.sg)**

