



**WSQ DIPLOMA
in Design and
Development of Learning
for Performance 2.0
(DDDLP 2.0)**



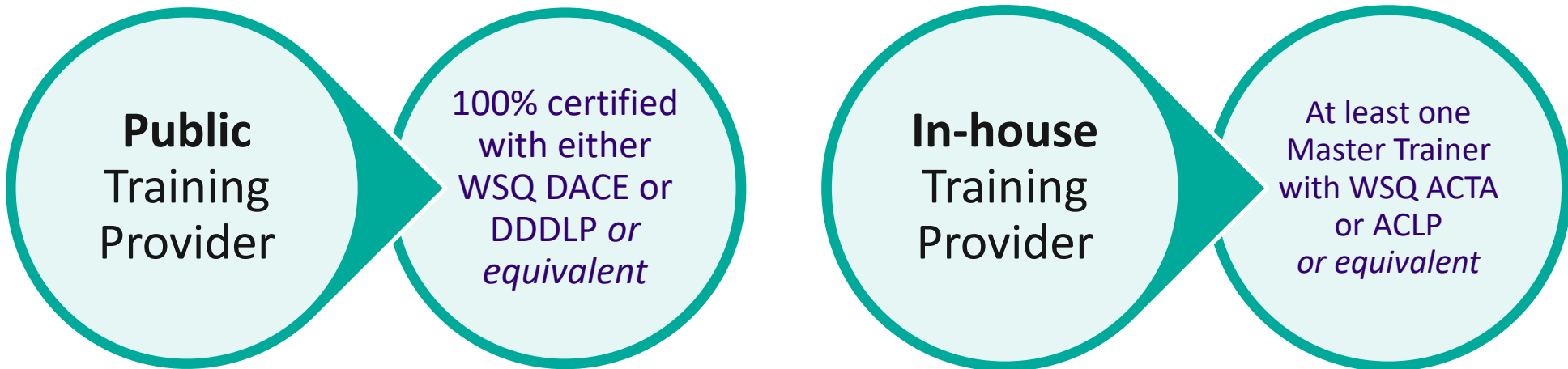
Agenda

Review of WSQ DDDL

Background and Review findings

SSG Adult Educators' Qualification Requirements

For Curriculum Developers of SSG-Funded Certifiable WSQ Courses



All existing DACE graduates **continue to be recognized by SSG** as having met the AE Qualifications Requirements for Curriculum Developers of SSG-Funded Certifiable WSQ Courses.

Who is this for?



Trainers and assessors

with a keen interest in curriculum and courseware design and development



New or practising curriculum developers

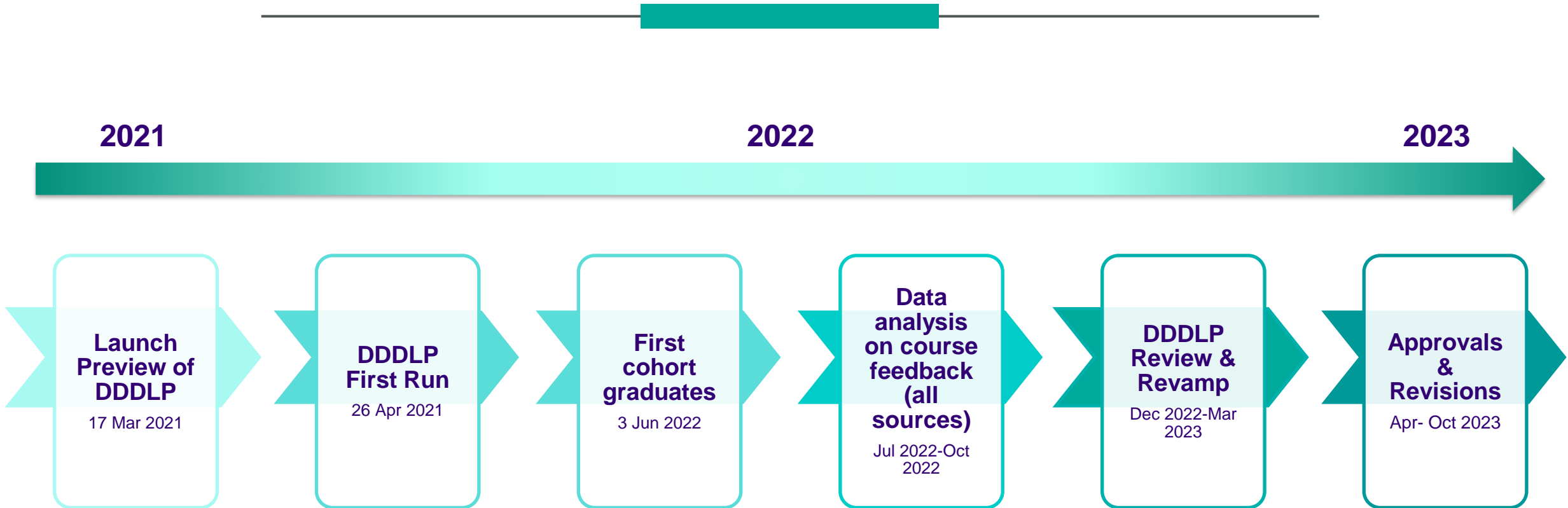
who need to design curriculum and courseware within the Singapore Workforce Skills Qualifications (WSQ) framework



Professionals with subject matter expertise

in a specific domain (e.g., from retail to healthcare to manufacturing) who also take on curriculum and courseware design and development functions in their workplace

DDDLP Review Journey





Positive Feedback



Contents are relevant and well-structured



Skills learnt are useful and practical for application in curriculum & instructional development



Reflective practice skill is applicable for both work and personal development



New insights to adult and workplace learning/assessment



Negative Feedback

—

Contents are comprehensive but sometimes concepts can too theoretical

—

Assignments can be challenging and require a lot of time and effort

—

Insufficient time allocated for the courseware development modules (LP4 & LP5)

—

First timer will be lost and overwhelmed by the volume and size of the learning and task.



Agenda

WSQ DDDL P 2.0

Curriculum Design, Features and Structure

The Key Changes

1



ENTRY

Barriers to enrolment is reduced

- no more PHO needed
- no more ACLP M4 prerequisite

Prerequisites are ACTA and ACLP qualifications only

2



DURATION

Modular enrolment

- complete course in as short as 6 months (with 2 concurrent modules)

Day/Eve classes

- flexible timing for working adults and freelancers

Learning at own time and own pace

3



CONTENTS

Reduced learning hours

- trimmed but updated with latest pedagogies and tech-tools

Immediate application

- assignments as artefacts for portfolio building

Planning for your career as a curriculum developer

4



ASSESSMENT

Assignments made more manageable

- reduced in number and scope of (~ 40%)

In-class supervision

- Immediate feedback from facilitators

Rigour of assessment is maintained



Revised Learning Outcomes

Allows learner to acquire essential skills to:

- ✓ Conduct learning and performance needs analysis to promote workplace performance
- ✓ Design user-centred blended curriculum to meet authentic learning and performance needs
- ✓ Design future-oriented instructional strategies and develop user-centred learning resources to promote learning within and across learning modes
- ✓ Design and develop assessments to promote learning and measure attainment of learning outcomes
- ✓ Apply reflective practice in pursuit of professional development
- ✓ Adopt Generative AI tools to create and/or enhance curriculum/content development



Shaping Employability and Marketability of AEs

Portfolios - essential for enhancing employability and increasing marketability of IAL graduates

TAE Community

Learner/Adult Educator

Enhance Employability

Acquire basic competencies that are current and aligned to needs of job market and relevant to specific job roles

ACLP → Learning facilitator

DDDLP → Curriculum/Courseware designer



Essential Portfolio
→ showcase learning

Increase Marketability

Acquire additional/desirable skills to increase the appeal factor to potential employer

CPDs → for broadening & deepening of learning

Skills Badges & AEP → recognition of proficiency & quality



Enhanced Portfolio → showcase learning, work experience & abilities

AEN membership, AEP status, Special Interest Groups, Masterclasses, Symposiums, etc.

LIFELONG LEARNING



Portfolio – A Kickstart to Your Successful Career

Portfolio – compilation of assessment deliverables from all modules

Reflective Practice

RPP

Apply **R**eflective
Practice for
Professional
Development

Reflections

Analyse Learning and Performance Needs

LNA

Perform **L**earning
Needs **A**nalysis to
Enhance Work
Performance

LNA Report

Design Blended Curriculum and Assessment

BCL

Design **B**lended
Curriculum for Adult
Learning

Blended Curriculum
Proposal

ALP

Design **A**ssessment
to Evaluate **L**earning
and **P**erformance

Assessment Framework
& Plan

Develop Blended Learning Courseware

DCF

Develop **C**ourseware
for **F**acilitation


Short CPD courseware


DCE

Develop **C**ourseware
for
E-Learning

15-30min Microlearning

WSQ DDDLp to WSQ DDDLp 2.0

 220 hours

 13-14 months

 7 core modules

WSQ
DDLp

WSQ
DDLp
2.0

 165 hours

 min. 6 months

 6 core modules

Candidature period of 2 years

Mapping of WSQ DDDLDP to WSQ DDDLDP 2.0

DDDLDP		DDDLDP 2.0
Total - 7 core modules		Total - 6 core modules
LP1 – Apply Reflective Practice for Professional Mastery	➔	RPP – Apply Reflective Practice for Professional Development
LP2 – Perform Learning and Performance Needs Analysis	➔	LNA – Perform Learning and Needs Analysis to Enhance Work Performance
LP3 – Design Blended Curriculum and Instruction	➔	BCL – Design Blended Curriculum for Adult Learning
LP4 - Develop Learning Resources for Classroom Facilitation	➔	DCF - Develop Courseware for Facilitation
LP5 - Develop Learning Resources for e-Learning	➔	DCE - Develop Courseware for e-Learning
LP6 - Develop Learning Resources for Workplace Learning	➔	
LP7 – Design Assessment to Promote and Evaluate Learning	➔	ALP – Design Assessment to Evaluate Learning and Performance
	➔	



Programme Structure



Pedagogy and Approach



IAL's Blended Learning Pedagogy

Classroom
Learning

Tech-enabled
Learning

Workplace
Learning



Flipped Classroom Approach

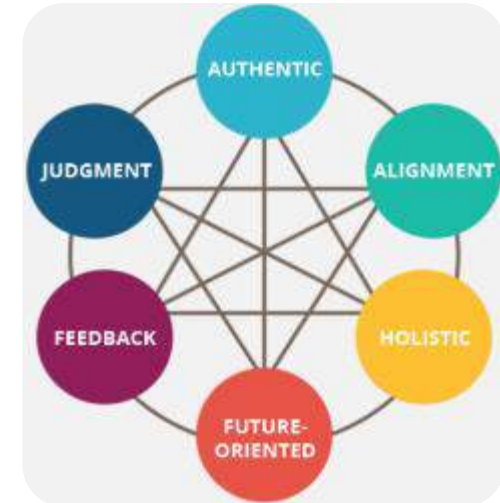
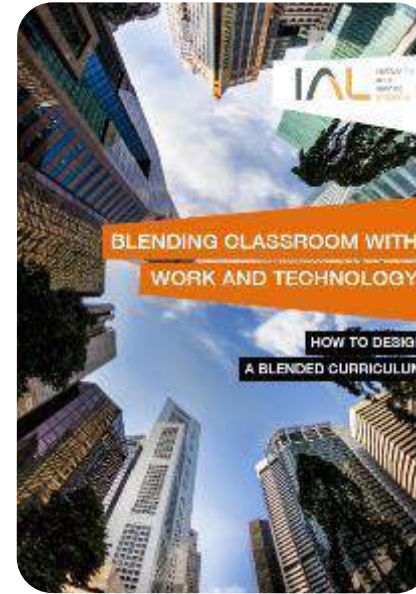
Learners are exposed to new material prior to the actual lesson and are required to complete given tasks in preparation for the lesson. This will enable more active learning through discussion and activities during class time.



Design feature



Exemplifying
translation of
**IAL proprietary
pedagogy** into
programme
development



Bound, H. & Chia, A. (2019). The Six Principles of Learning Design: Designing Learning for Performance. Singapore: Institute for Adult Learning.

Design feature



**Building
learning-to-learn
capabilities through
learning and assessment**



Design feature



Range of different instructional design strategies across modules to expose learners to different design possibilities



Design feature



**Keeping pace
with technology
advances in
design and
development**



AI Tools



Videos



Quizzes



Microlearning



Online
Discussions



Virtual Classroom



Agenda

Admin. Details

Fees and funding, prerequisites and schedules

DDDLP 2.0 – Entry Requirements

Pre-requisites: Attained either

- WSQ Advanced Certificate in Learning and Performance (ACLP) - or equivalent
OR
- WSQ Advanced Certificate in Training and Assessment (ACTA) - or equivalent



DDDLP 2.0 – Entry Requirements

Applicants must fulfil the following entry requirements:

- At least 2 years of TAE working experience;
- Possess strong analytical and communication skills;
- Effective verbal and written communication skills in English with at least a B4 for English Language at GCE 'O' Level or Level 7 and above in Workplace Literacy (WPL) skills as stated in the Employability Skills WSQ framework; and
- Good IT skills including using web browsers to search for relevant and reliable information, using word processing software and presentation software for report writing and presentation, etc.
- Good research skills including planning and scheduling, collecting relevant and reliable data from different sources, analysing collected data, conducting interviews, etc.



DDDLP 2.0 – Fee Structure

Module	Fee* (\$)
RPP – Apply Reflective Practice for Professional Development	1300
LNA – Perform Learning and Needs Analysis to Enhance Work Performance	1600
BCL – Design Blended Curriculum for Adult Learning	1700
ALP – Design Assessment to Evaluate Learning and Performance	1600
DCF - Develop Courseware for Classroom Facilitation	1500
DCE - Develop Courseware for e-Learning	1600

* Excludes GST and subsidies

WSQ DDDLDP 2.0 Modular Fees and Funding

Example

(based on Module BCL – Design Blended Curriculum for Adult Learning)

Application Fee (per module)	S\$ 60.00	01	Modular Enrolment only
Module Fee	S\$ 1,700.00	02	SkillsFuture Credit Eligible
For Singapore Citizens and Permanent Residents	S\$ 510.00 (After SkillsFuture Funding)	03	Additional SkillsFuture Credit for career transition not available
For Singapore Citizens (40 years old and above)	S\$ 170.00 (After SkillsFuture Mid-Career Enhanced Subsidy)		



Important Policies

- **Withdrawal and refund**

- **No refund of paid fees** if learner withdraws **midway** from module/course with no valid reason after module/course has commenced.
- For full refund of paid fees, withdrawal request must be submitted **10 working days** before course commences.

- **Class Rescheduling**

- Fall short of the **minimum of 75% attendance requirement** → Not allowed to take assessment of that module.
- Rescheduling may be scheduled F.O.C **only for Recognized Absences** (terms and conditions with fee of \$110 before GST applies).

List of Recognised Absences

- Medical
- Reservist
- Court Appearance
- Bereavement of **immediate** family members



Important Policies

- **Re-assessment**

- Not-Yet Competent (NYC) → You can request for a **one-time reassessment** within 5 working days from the date of the last assessment with a **reassessment fee of \$160 (before GST)**.

- **Maximum Candidature Period**

- You should complete your DDDL 2.0 **within 2 years from the course start date** failing which, your candidature will be terminated.
- **Full fees without funding** will apply if you wish to re-enrol in the same course.



Important Policies

- **Deferment**

If you cannot complete the course for **reasons beyond your control**, you can submit a deferment application at an applicable **administrative fee of \$110 (before GST)** with valid, sufficient supporting documents.

- Upon review, **IAL's decision is final.**
- For approved applications, you must return within 1 year to complete the remaining modules.
- **Full fees without funding** will apply if you wish to re-enrol in the same course past the 1-year deferment period.



WSQ DDDL 2.0 Schedules

DAY Schedules

(Weekday – Mon to Thu)

9am – 12pm
&
1pm – 4pm

DAY Schedules

(Weekend – Fri and Sat)

9am – 12pm
&
1pm – 4pm

EVENING Schedules

(Weekday only)

7pm – 10pm

- All sessions are in 3-hour slots
- Face-to-face sessions are held at IAL premises
- Online synchronous sessions are conducted over Zoom



WSQ DDDL 2.0 Modular Enrolment

Course Duration: 6mths ~ 2 years (candidacy period)

*6 mths based on 2 modules concurrently.

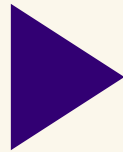
Enrolment by modules, not by cohort.

Example:

- Learners can complete up to 2 Modules every 2-months or so
- Each week will have up to 6hrs of lessons per module
- Typical module looks like this:

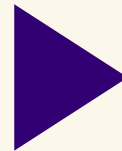
Week 1-5

Lessons (3-hr sessions, up to 6hrs per week)



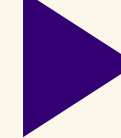
Week 7

Do assignment & submission 2 weeks after last session



Week 8

Assessments (one-on-one online, 1 hr)



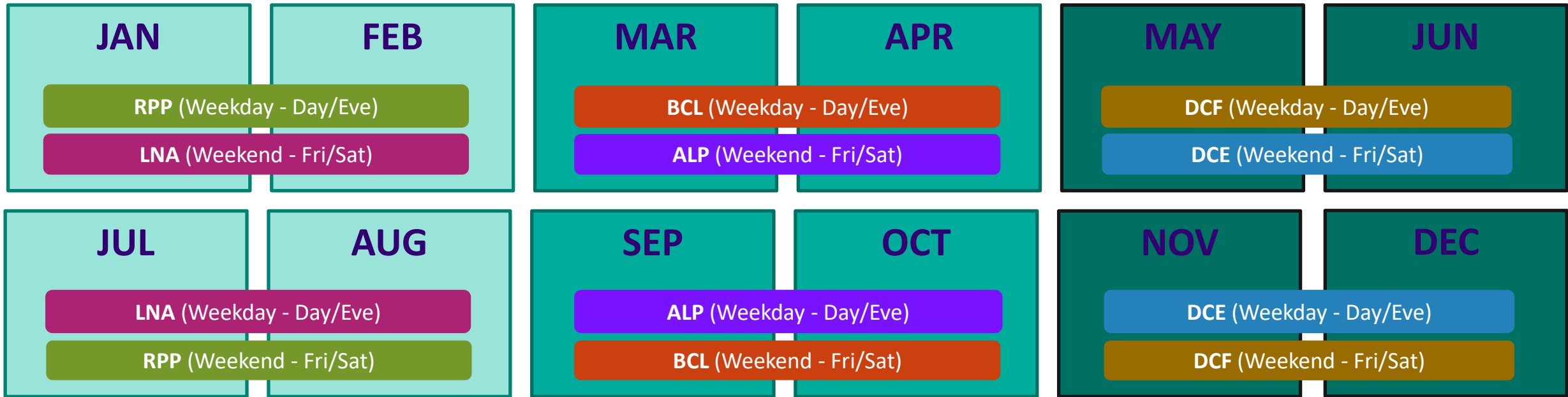
Week 9

Prepare for next module (starts 1 week after assessment)



WSQ DDDL P 2.0 (Flexi-Course Model)

Course Schedule



4 pathways:

1. **2-MODULE (DAY) Pathway** – 1 module during weekdays and one module during weekends → complete in 6 months
2. **2-MODULE (EVE/SAT) Pathway** - 1 module during weekday evening and one module on Saturdays → complete in 6 months
3. **1-MODULE Pathway** - 1 module during weekdays or weekends only → complete in 12 months
4. **Ad hoc Modular Pathway** – 1 module at a time → complete in 24 months

**** Candidature of 2 years to complete all modules**



Thank you!

Follow us on Telegram!



https://t.me/learn_IAL