

About the Institute for Adult Learning

The Institute for Adult Learning (IAL), an autonomous institute of the Singapore University of Social Sciences, is the National Centre of Excellence for Adult Learning. IAL partners with policymakers, enterprises and adult education professionals to strengthen the Training and Adult Education sector and catalyse workforce transformation. IAL also champions adult learning research and innovation, learning technology, workplace learning and skills-first practices to improve workforce skills, employability and productivity.



Keen to learn more about our programmes and initiatives?

Get in touch with us.

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LEARNING THAT BUILDS FUTURES

Translate learning into sustainable performance





Work has changed. With 39% of core skills set to evolve by 2030, technical expertise alone will not be enough

Has your learning kept up?

Work is being reshaped at unprecedented speed. AI, digital technologies, demographic shifts and new business models are transforming roles, workflows, and value creation.

By 2030, 39% of core job skills are expected to evolve.¹

Globally, reskilling efforts are accelerating, with the World Economic Forum spearheading a global initiative to equip 1 billion people with better access to skills, education and economic opportunities by 2030.²

In Singapore, training participation reached 54.8% in 2025.³

Technical expertise alone is no longer enough

Success increasingly depends on human-centred capabilities, namely judgement, adaptability, collaboration, and the ability to learn and relearn.

For individuals, it means staying future-ready and growing their professional impact.

For organisations, it means building capability that drives performance and resilience.

This is where IAL comes in

We equip individuals to grow with change, and enable organisations to translate learning into capability, performance, and impact.



Explore how learning can create lasting value for people and organisations alike.

Sources:

- 1: World Economic Forum, Future of Jobs Report 2025
- 2: World Economic Forum, Reskilling Revolution, 2026
- 3: Ministry of Manpower, Labour Force in Singapore 2025

Advancing Adult Learning for Work, Growth and Transformation

IAL strengthens Singapore's adult learning ecosystem through continuing education and training, workplace learning, research, practice, and innovation.



We Drive Outcomes Across Three Levels



For Organisations
Building workforce capability, embedding learning into work, and accelerating transformation.



For Professionals
Strengthening competencies, confidence and credentials that enable career growth and sustained impact.



For the Sector
Advancing research, informing policy, and shaping adult education in Singapore.



IAL partners organisations, professionals, and sectoral agencies to turn learning into tangible outcomes. Success is not measured by how many are trained, but whether training leads to improved capability and performance. From workplace learning and professional development to industry advancement, we bring together research and practice to drive change.

MOU Partners & Stakeholders



PATHWAY FOR ENTERPRISES

Translating Learning into Organisational Performance

Most organisations invest in learning, but few translate it into real results. IAL's Business Performance and Skills Survey II found that only one in ten achieve measurable impact. As the National Centre of Excellence for Workplace Learning (NACE@IAL), IAL helps organisations build capability that drives performance, supports transformation, and delivers lasting outcomes.

Learning Enterprise Framework (LEF) Diagnostic

Helps organisations assess learning maturity and identify the next steps in capability building.

Access the
LEF Diagnostic



More than
250 Projects Completed



More than
24,000 Hours of Consultancy



IAL's solutions help organisations address key priorities such as employee professionalisation, operational efficiency, job redesign, and digitalisation and automation.



Mr Zee Chong Zunjie

Senior Vice President, Head, Physical Security Business
Certis

“ Blended training has enabled us to tailor learning experiences to suit the diverse needs of our workforce. The courseware empowers each learner to progress through lessons at a pace that matches their individual learning style. This approach has helped us maintain high passing rates while reducing overall training duration. ”

Choose The Pathway That Fits Your Organisation's Needs:

NACE@IAL Consultancy

Builds workforce capability and drives organisational performance through a structured transformation journey.

- Combines focused consultancy with long-term capability-building
- Drives outcomes in Employee Professionalisation, Operational Efficiency, Job Redesign, Digitalisation and Automation
- Up to 90% consultancy grant | 3–12 months (depending on scope)

Customised Corporate Learning

Delivers tailored learning solutions aligned to business and workforce needs.

- Designed for specific organisational contexts and performance goals
- Builds practical capabilities through applied learning
- Flexible programme scope and delivery

Accelerated Industry-centric Training Pathway (AITP)

Develops trainer and assessor capabilities for workplace learning.

- Designed for experienced sector / industry specific professionals
- Recognises prior expertise and focuses on applied capability
- Skills-first applied training and assessment



Mr Chong Pang Boon

Chief Operating Officer
National Cancer Centre of Singapore

“ The Learning Enterprise Alliance (LEA) affirms our commitment to continuously upgrade the skills and knowledge of our workforce that is critical to our pursuit of excellence in delivering care to our patients. ”



**Be inspired by
the successes of
our enterprise
partners**



Partnering Organisations for Workforce Growth and Transformation

Insights, networks, and practical resources for organisations

The IAL Corporate Membership connects organisations to a wider ecosystem of learning, research, and professional practice, helping them stay ahead of workforce and learning developments.

Through curated insights, networks, and practical resources, members are equipped to make better decisions and build stronger workforce strategies, with IAL as a partner in navigating change.



Membership Benefits

Diagnostic Toolkits

Curated tools to assess learning maturity and identify capability gaps

Priority Invitations

Reserved access to flagship events like the Adult Learning Xchange (ALX)

Preferential Rates

Special pricing for selected bespoke courses and consultancy engagements

Branding Opportunities

Partner with IAL to co-host or co-market innovation initiatives

Membership Tiers



SME

- Up to 200 employees
- Annual turnover ≤ S\$100 million



Non-SME

- More than 200 employees
- Annual turnover > S\$100 million



Join a growing network of organisations shaping the future of learning and workforce development.

PATHWAY FOR INDIVIDUALS

CPD Courses

Supports continuous professional development through flexible short courses.

- Covers key areas such as facilitation, workplace learning, assessment, curriculum design, learning technologies, and AI-enabled learning and performance practices
- Enables skills refreshers and ongoing capability growth



Continuing Professional Development (CPD)



Mandatory TAE Certifications

Builds foundational capabilities for adult education in facilitation, assessment, and learning design.

- Equips professionals with the capabilities to facilitate learning, assess competence, and support workplace learning in technology-enhanced environments
- Develops capabilities to design structured, outcomes-driven learning interventions



WSQ Advanced Certificate in Learning and Performance (ACLP)



WSQ Diploma in Design and Development of Learning for Performance (DDDLP)

Developing Professionals Who Drive Workforce Performance

Workforce transformation is driven by people with the skills to design learning, enable performance, and support change.

IAL develops professionals across roles, from adult educators and trainers to instructional designers, HR and L&D practitioners, and business leaders.

Through structured programme pathways, IAL builds capabilities at every stage of professional growth, from core facilitation and design skills to advanced practice in workplace learning, organisational development, and learning leadership.

Explore how IAL supports your journey to grow, lead, and drive impact through learning.



Graduate Diploma Programmes

Develops advanced capabilities in learning design, workplace learning, and leadership.

- Covers areas such as needs analysis, evaluation, and technology integration
- Prepares professionals for strategic learning roles



WSQ Graduate Diploma in Workplace Learning (GDWPL)



Graduate Diploma in Adult Learning (GDALL)



Master's Programme

Builds leadership capabilities to drive learning, innovation, and transformation across organisational and sectoral boundaries.

- Builds expertise in leadership, organisational learning and innovation
- Equips professionals to lead cross-boundary transformation

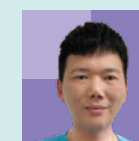


Master in Boundary-Crossing Learning and Leadership (MBX)



Mr Kevin Gerard
MBX Graduate

“ The MBX’s focus on practical and cross-boundary learning enhanced both my personal growth and leadership. By integrating diverse perspectives and knowledge, I was able to foster a more innovative and collaborative team culture, driving performance improvements and enhancing overall productivity. ”



Mr Vince Chua
DDDLP Graduate,
Associate Adult Educator

“ The DDDL programme has imparted me with not only the underpinning knowledge, but also the skill of designing and developing an authentic courseware that will benefit me in my profession as an Adult Educator. ”



Mr Derrick Lim
GDWPL Graduate

“ GDWPL’s blend of theory and practice was especially valuable, particularly the modules on job redesign and process streamlining. I learnt to systematically analyse work processes, identify bottlenecks and implement improvements that benefit both employees and the business. The experience has also opened up new projects and strengthened my ability to contribute at a more strategic level. ”

Training and Adult Educator Professional Pathway



Professional Standards and Recognition for Adult Educators (AEs)

The Training and Adult Educator Professional Pathway (TAEPP) provides a structured pathway for the skills development of AEs in delivering quality Continuing Education and Training (CET).

It sets out clear roles, competencies, and progression pathways, supporting professional growth and more systematic workforce development across the sector.

By clarifying expectations and development routes, TAEPP strengthens standards of practice and advances the professionalisation of adult education in Singapore.



Mr Neo Kwok Siang
Dueller's Point Pte Ltd
ACLP Graduate

“ACLP transformed the way I think about learning design and facilitation. It helped me become more intentional in aligning learning outcomes, activities, and assessments, making my practice more structured, purposeful, and effective.”

Entry Criteria

Entry and progression into each level is based on a combination of:

01 Recognised certifications

ACLP and its equivalents*, or AITP for sector professionals looking to deliver supported programmes within their sector only.

02 Skills Credentialing

Designed for experienced practitioners with comparable competencies gained through professional practice, non-formal learning, and extensive work experience.

*Equivalents include Advanced Certificate in Training and Assessment (ACTA) and relevant skills badges.

TAEPP Recognises Four Levels of AEs

Each level represents a distinct stage of expertise, responsibility, and scope of practice in adult learning. To remain current, AEs must complete:

LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4
Associate AE	Professional AE	Senior Professional AE	AE Fellow by invitation only
Min. 80 Practice Hours	Min. 200 Practice Hours	Min. 200 Practice Hours	
Min. 40 CPD hours	Min. 40 CPD hours	Min. 40 CPD hours	

* All requirements are tracked over a two-year cycle and vary by level.

CPD Activities

- CPD programmes must be those listed on the NAE Registry to be counted as CPD hours under TAEPP. These programmes are recognised by IAL for their relevance to adult learning practice and their support of continuous skills and knowledge upgrading in the adult learning sector.
- At least 10 of the required 40 CPD hours should come from IAL CPD programmes.

Find out more about TAEPP



Shaping Workforce and Learning Outcomes Through Applied Research

IAL conducts applied research in adult learning, jobs, and skills to inform policy, guide practice, and strengthen workforce performance.



CET System Design & Practices



Adult & Lifelong Learning



Jobs, Skills & Careers



Labour Market Issues & Trends



Pedagogy, Andragogy & Praxis

IAL's Research Is Guided by Four Key National Priority Areas:

01 Digital Futures, Skills and Learning

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

02 Career, Employment & Labour Market

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

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.

04 Adult Learning Pedagogy, Technology & TAE Ecosystem

Collaborating with key stakeholders on developing the TAE sector.



Research Collaborations

IAL actively collaborates with national and international research institutions, government agencies, and industry stakeholders. The partnerships foster knowledge exchange and sharing of best practices, and help to nurture a global network of experts dedicated to advancing CET and sustainable workforce performance.

Adult Learning Collaboratory

The Adult Learning Collaboratory (ALC) is the world's first collaboratory for adult learning, bringing together researchers, companies, educators, and policymakers to co-create evidence-based solutions for the future of work.

A hub for research translation, community engagement and innovation, the ALC enables co-creation, experimentation, and scaling of validated learning solutions.

The current key lines of interest are:

1. Pedagogical innovations for workforce empowerment
2. Workplace transformation
3. Capability development in the CET ecosystem



Contact us for more information on our research and collaborations

Enabling Learning Innovation



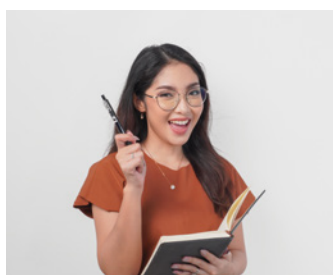
in.lab brings together the Training and Adult Education (TAE) sector to explore, co-create, and scale innovative learning solutions.

The innov series enable TAE professionals to explore how learning can be better designed, delivered, and evaluated, focusing on improving learning engagement and learning outcomes in the different spaces of learning.

These initiatives bring together practitioners, researchers, and organisations to explore, collaborate, and innovate.



Three Innovation Initiatives Across the Learning Lifecycle



Ideation Award (S\$5,000)

Supports early-stage ideas in adult learning and work.

- Encourages fresh thinking and problem reframing
- Targets innovators, practitioners, and organisations



Incubation Award (S\$50,000)

Develops promising learning innovations from concept to implementation.

- Grounds design in learning science and user needs
- Tests assumptions and builds viable solutions



Prototyping Grant (up to S\$150,000)

Supports organisations in building and testing learning solutions in real-world settings.

- Develops working prototypes
- Generates evidence for scaling and adoption

Knowledge and Engagement Platforms

innovLogue

A platform for practitioners, researchers, and stakeholders to exchange ideas and connect research with practice.

- Explores emerging approaches in adult learning
- Supports dialogue and knowledge sharing

innovBite

Bite-sized learning engagements for educators, professionals, and enterprises.

- Showcases tools, practices, and emerging trends
- Explores how innovation enhances learning and workplace capability

Capability Development for LearnTech Adoption with Learning & Development Units

Sandbox

Supports training providers and enterprises in evaluating and adopting learning technologies.

- Builds capability to assess LearnTech solutions
- Applies solutions within operational contexts

Find out more

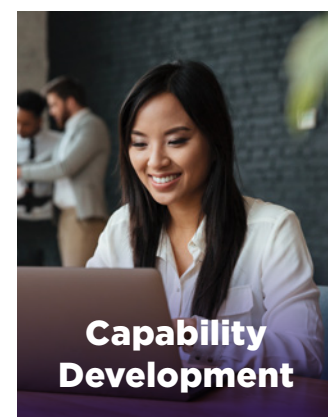


Powering the Skills-First Economy



As skills become the new currency of work, organisations and individuals are embracing skills-first practices in how they hire, develop, deploy, recognise and continuously use skills. This transition requires practical methods, enabling tools and a supportive ecosystem for sustained implementation.

The Centre for Skills-First Practices (CSFP) at IAL enables this shift by generating insights, developing practical solutions, building capability, and convening ecosystem partners to translate skills-first principles into everyday practice.



Build up ecosystem-wide capabilities with practical tools, frameworks and capability development programmes to activate skills-first transformation.

- Supports adoption and application of skills-first practices across the workforce ecosystem
- Supports organisational change and workforce transformation at scale
- Builds capability to design, implement and sustain skills-first approaches



Develop analytical methods that provide insights into skills demands, supply, gaps, practices and solutions.

- Applies evidence-based approaches to workforce planning and policy development
- Identifies opportunities, challenges and solutions across the skills ecosystem
- Translates data and insights into practical strategies and solutions



Champion strategic convening to forge global partnerships and collective actions.

- Connects policymakers, industry, academics and international stakeholders
- Fosters partnerships across the global skills ecosystem
- Facilitates international learning, knowledge exchange and capability-building programmes on skills-first practices and workforce transformation



Contact us for more information on our work and explore collaborations