



 ADULT
LEARNING
SYMPOSIUM

Adult Educators and the Industry Transformation Map

Goh Chye Guan
Specialist Adult Educator, SCAL Academy
Founder, SMER Pte Ltd
2 November 2018

Supported by

 INSTITUTE FOR
ADULT LEARNING
SINGAPORE

AN INSTITUTE OF SKILLS *future* SG



Scope

1. Introduction
2. ITM Landscape
3. The Education (Training and Adult Education) ITM
4. The Construction Industry ITM
5. How Can AEs Seize the Opportunities
 - 1) Identify your strengths and weaknesses
 - 2) Identify your core competency
 - 3) Upskill yourself
 - 4) Widen your network
 - 5) Practice reflective thinking
6. Conclusion

Watch a Video

Part 1: How to be a good teacher



Jack Ma career advice: You don't have to be smart to be successful

<https://www.youtube.com/watch?v=MwixREUJOI0&feature=youtu.be>

1. Start video at 2:43 and stop at 3:55



1

Introduction



What is Seven-Year Itch?

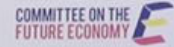
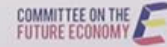
Marilyn Monroe
1926 – 1962



Self Introduction

1. First 7 Years in MOL (MOM)
2. Next 7 Years (Private Sector: Employed by DNV & SC2)
3. Next 7 Years (Private Sector: Self-employed, IRM Consultants)
4. Next 6 Years (MOM / WSH Council)
5. Currently (Private Sector, Self-employed)

Committee on the Future Economy (CFE) (formed in January 2016)



COMMITTEE ON THE FUTURE ECONOMY REPORT LAUNCH





About ITMs

- S\$4.5b Industry Transformation Programme
- Roadmaps for 23 industries (6 clusters)
- Covers 80% of GDP
- Address industry specific issues
- Deepen partnerships
- The Future Economy Council (FEC) is overall responsible for:
 - Implementing recommendations of the Committee on Future Economy
 - Implementing the ITMs
 - Implementing the SkillsFuture Initiatives

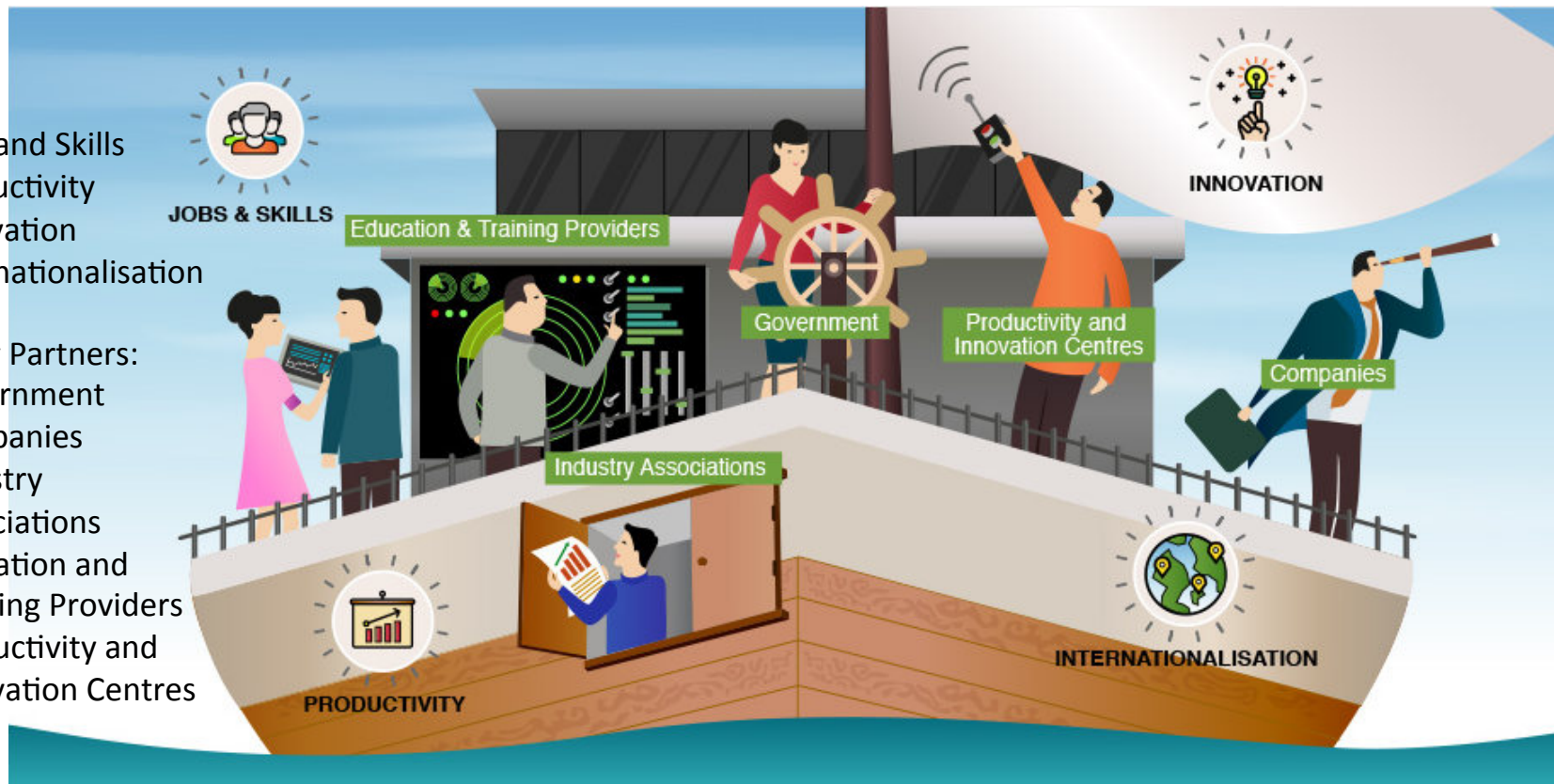
Industry Transformation Maps (ITMs)

4 Pillars:

1. Jobs and Skills
2. Productivity
3. Innovation
4. Internationalisation

5 Industry Partners:

1. Government
2. Companies
3. Industry Associations
4. Education and Training Providers
5. Productivity and Innovation Centres

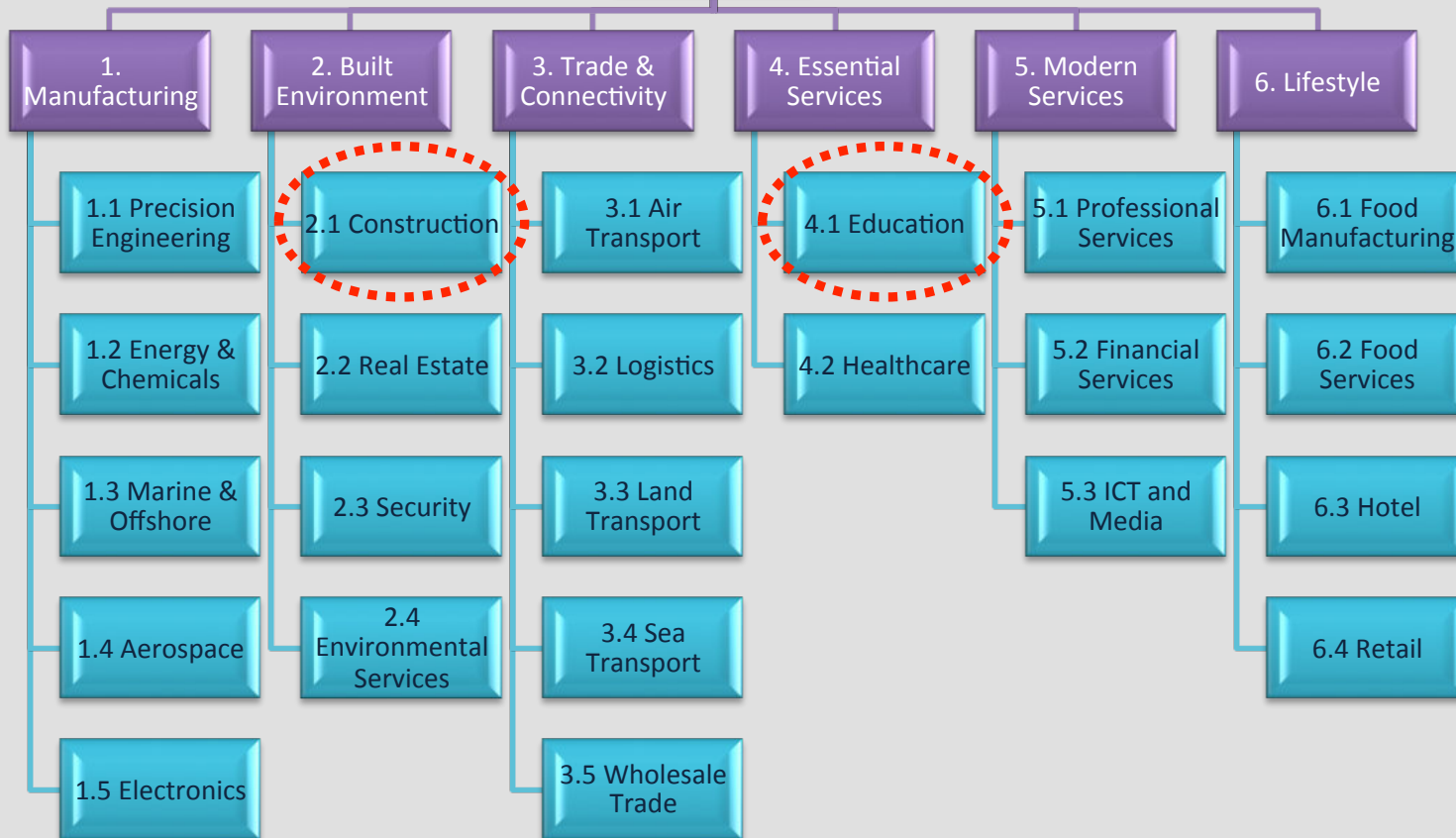




2 ITM Landscape



ITMs



TUE, OCT 16, 2018

THE BUSINESS TIMES

GET BRIEFED DAILY



Most firms still unaware of industry transformation maps

TWO years after the Industry Transformation Maps (ITMs) began to be rolled out for various sectors, a majority of firms are still unaware of these sectoral roadmaps or how to benefit from them, a survey by the Singapore Chinese Chamber of Commerce and Industry (SCCCI) has found.



3

The Education (Training and Adult Education) ITM



Education Industry

- Early Childhood Education
- Training and Adult Education



The Training and Adult Education (TAE) ITM

1. Driving Innovation
2. Professionalising Jobs & Deepening Skills
3. Increasing Productivity

1

INNOVATION

Business Innovation

Integrate training with business solutioning to support business performance and industry transformation

Equip enterprises with critical and emerging skills aligned with the respective ITMs and Skills Frameworks

Pedagogical & Technology Innovation

Apply blended learning and technology to enhance learning delivery and effectiveness

Roll out new pedagogical and modular curriculum design to make learning even more relevant and accessible



2

JOB'S & SKILLS

Improve the career and skills pathways for AEs, as charted out in the TAE Skills Framework and supported by TAE Study Awards

Raise the quality and capabilities of AEs, through professionalisation and recognition

3

PRODUCTIVITY

Improve individuals' access to information on training choices and quality through MySkillsFuture Portal

Enhance operational efficiency of training providers, e.g. training management solutions and centralised collection of trainees' feedback



TRENDS IN TAE SECTOR



EDUCATION (TRAINING AND ADULT EDUCATION) INDUSTRY TRANSFORMATION MAP

Propelling SkillsFuture • Supporting Industry Transformation



VISION

To build a high-quality and responsive Training and Adult Education (TAE) sector to support industry transformation and good employment outcomes for Singaporeans in the economy

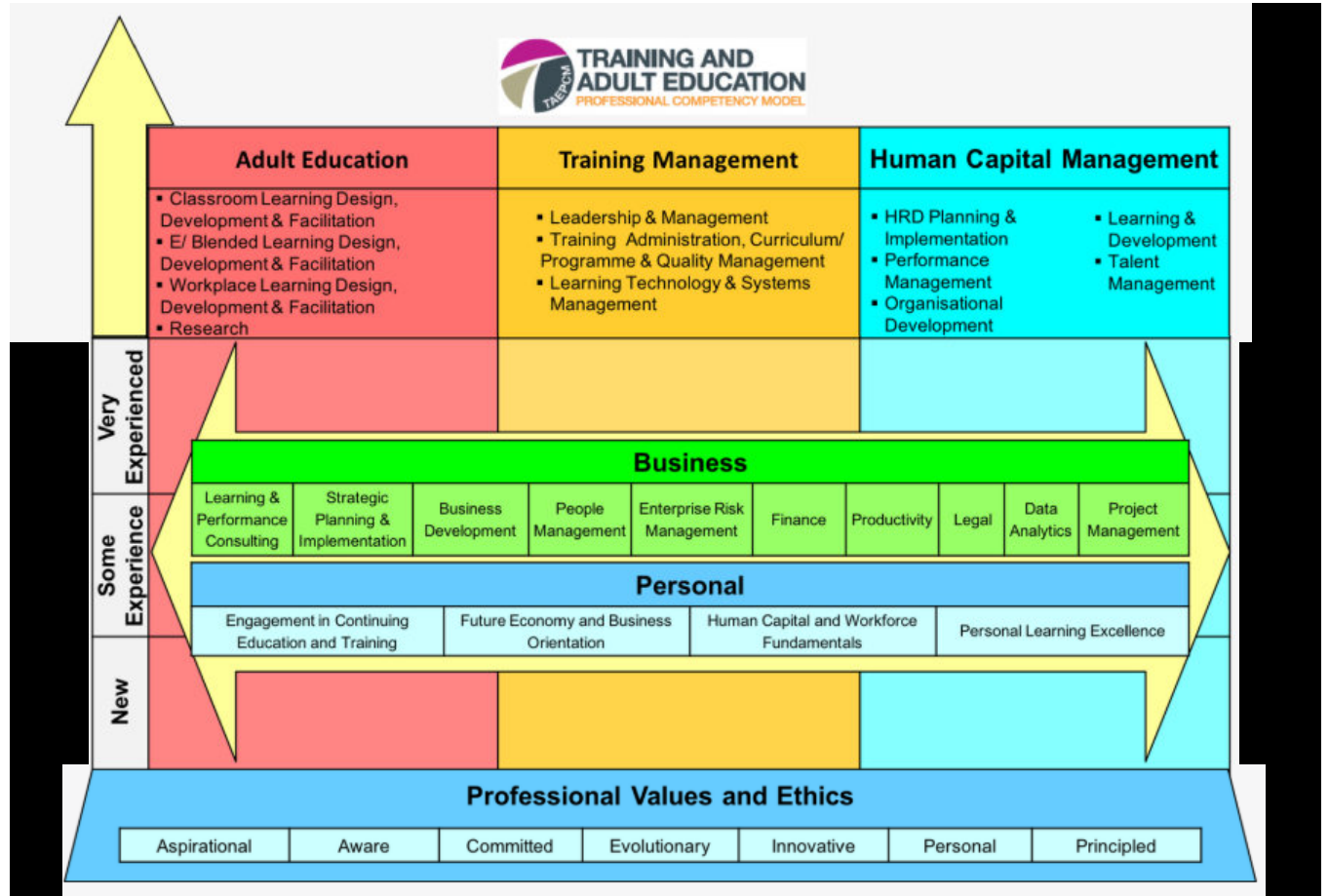
SKILLSFuture SG

The Training and Adult Education (TAE) ITM

3 Thrusts:

1. Driving Innovation
2. Professionalising Jobs & Deepening Skills
3. Increasing Productivity

TAE Professional Competency Model



IAL, Training and Adult Education Professional Competency Model (TAEPCM)



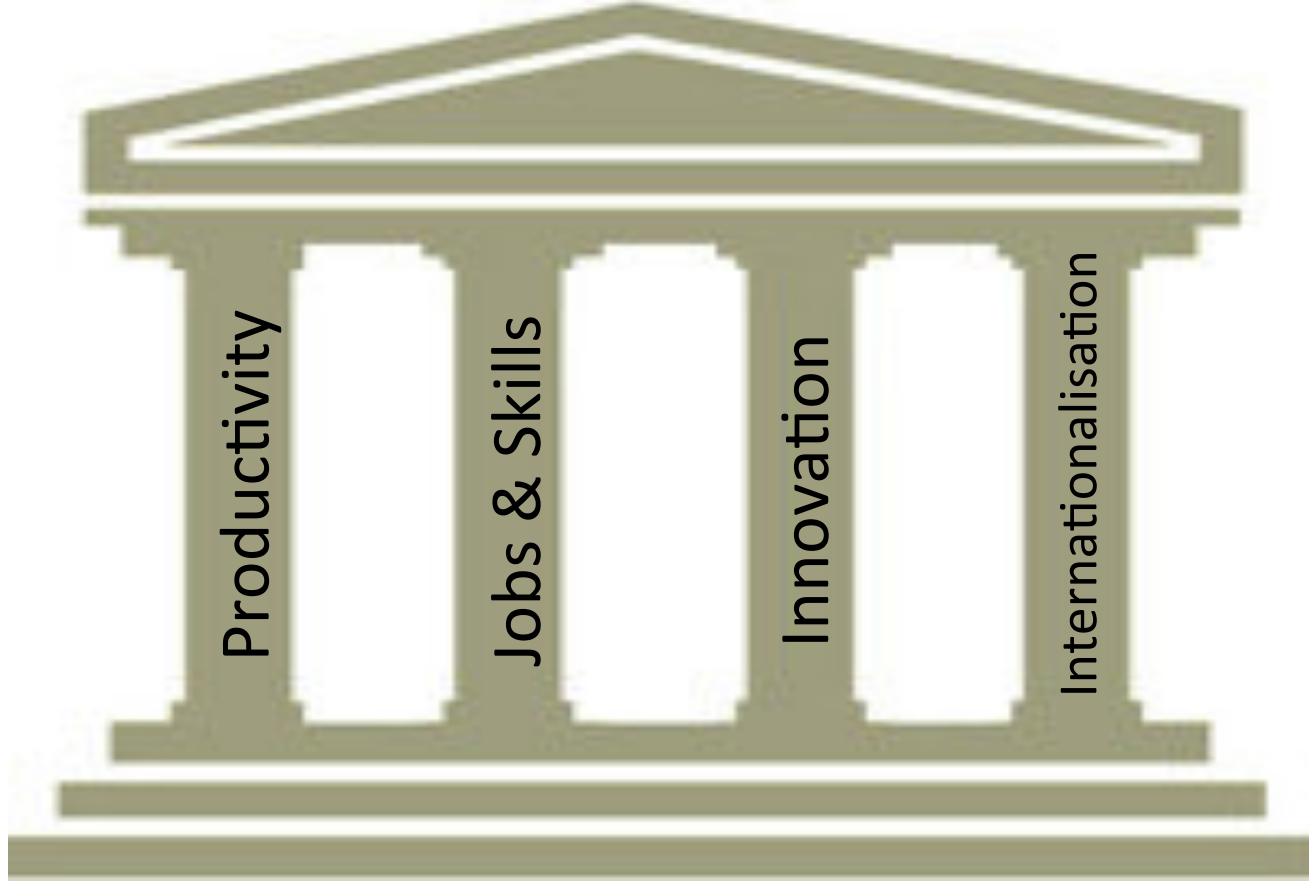
4 The Construction Industry ITM

Key Trends

- Green Building
- Design for Manufacture and Assembly (DfMA)
- Integrated Digital Delivery (IDD)



Four Pillars



Vision

A person's silhouette is shown from the side, looking through a telescope. The background is a city skyline at sunset, with the sun low on the horizon, casting a warm glow over the buildings. The overall color palette is dominated by oranges, yellows, and purples.

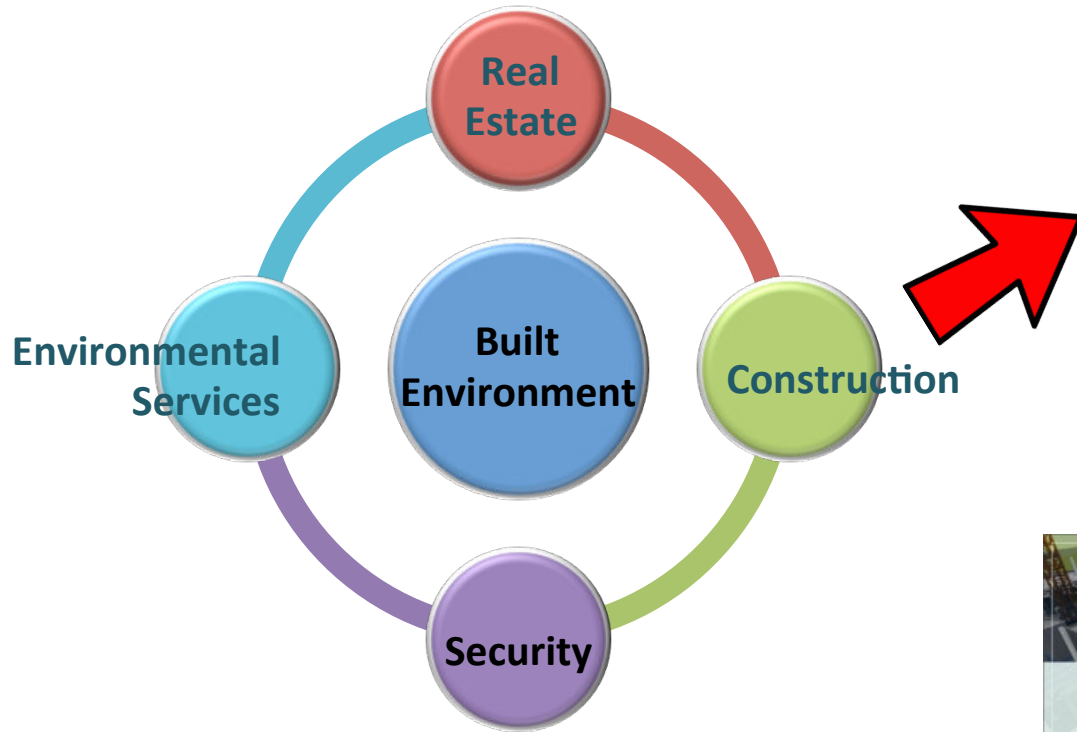
An advanced and integrated sector with widespread adoption of leading technologies, led by progressive and collaborative firms well-poised to capture business opportunities, and supported by a skilled and competent workforce offering good jobs for Singaporeans

Key Strategies

The background of the slide features a close-up, low-angle shot of several chess pieces on a checkered board. The pieces are silhouetted against a bright, hazy sunset or sunrise, with the sun low on the horizon. The lighting creates a warm, golden glow that fades into a cooler blue and white light in the foreground. The chess pieces, including a king and a queen, are positioned in the right half of the frame, with their shadows cast onto the board.

- Build Progressive and Collaborative Firms
- Supporting Workforce Needs and Aspirations
- Government Support for Industry Transformation

Construction ITM is Part of Built Environment ITM



1. BIM (Building Information Modelling)
2. DfMA: PPVC (Prefabricated Prefinished Volumetric Construction)
3. IDD (Integrated Digital Delivery)
4. VDC (Virtual Design and Construction)



Key Trend 1: Green Building

27 Aug 2018 08:00PM
(Updated: 28 Aug 2018 10:24PM)

5,022 shares



Singapore

New S\$180m building at NTU to be Asia's largest wooden building



Key Trend 2: Design for Manufacture and Assembly

Singapore government expects 59 tenders for design for manufacture and assembly projects in 2018

The Business Times, 11 Jan 2018

Key Trend 3: Integrated Digital Delivery

VDC (Virtual Design and Construction)





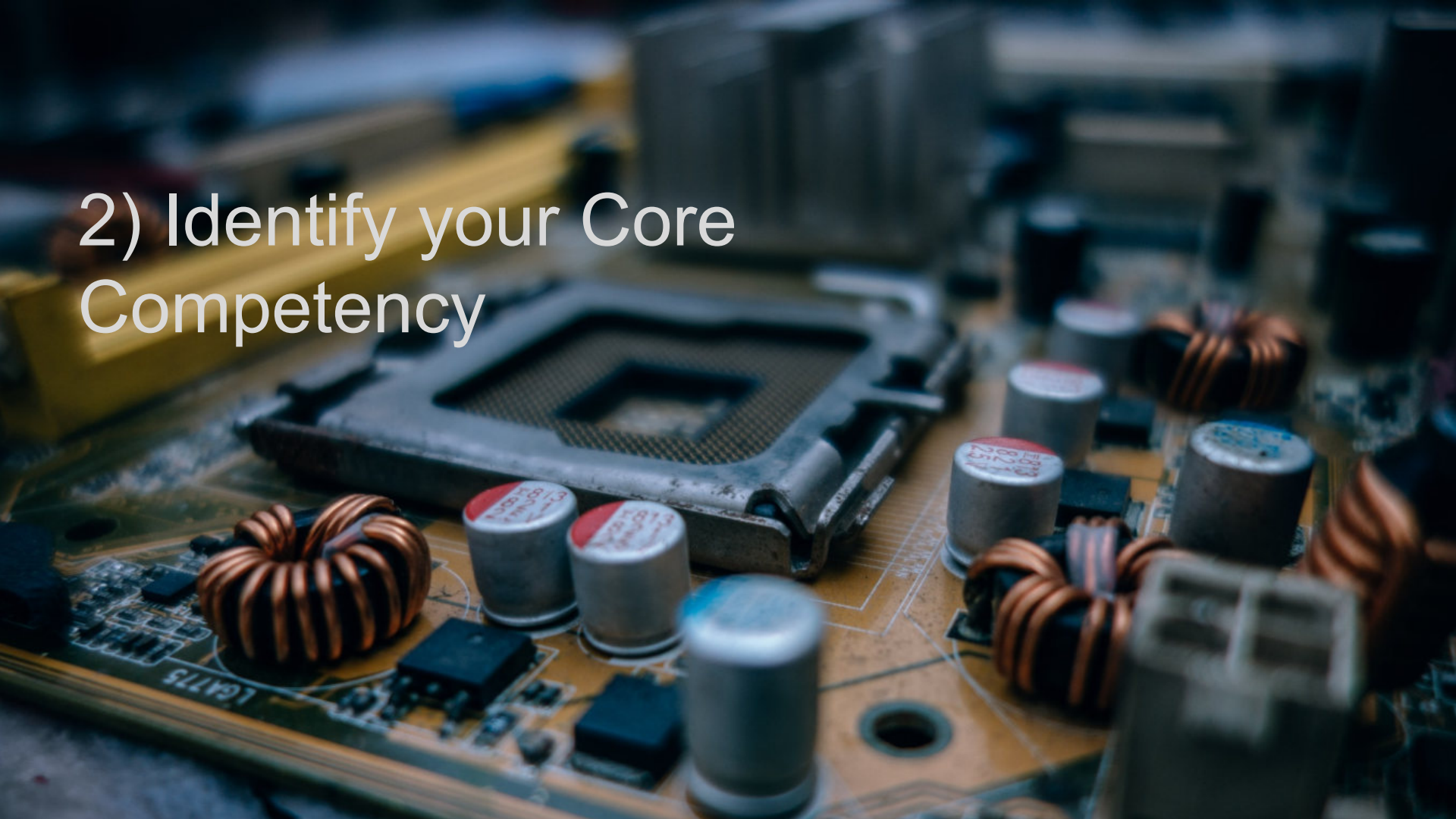
Seizing the Opportunities

How can AEs seize the opportunities presented by the ITMs?

1) Identify your Strengths
and Weaknesses



2) Identify your Core Competency





Core Competency / SKE

Strategic Planning

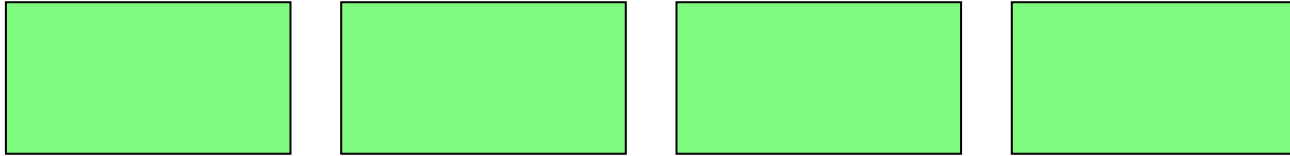
1. Facilitation Skill
2. Deep Industry Knowledge
3. Experience



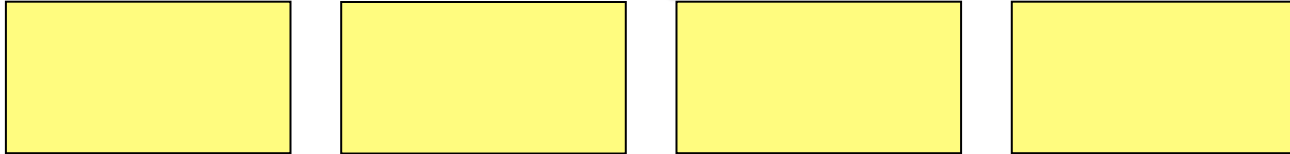
Vision



Strategic Outcomes



Strategies



Action Plan / Programs



3) Upskill Yourself





4) Widen your Network



5) Practice Reflective Thinking



6

Conclusion



Let's Watch another Video

Part 2: Jack Ma Career Advice



Jack Ma career advice: You don't have to be smart to be successful

<https://www.youtube.com/watch?v=MwixREUJOI0&feature=youtu.be>

Start video at 0:00 and stop at 1:45



Career Advice

- Sharpen your tools
- 20 to 30 years old: Follow a good boss
- 30 to 40 years old: If you want to do something yourself, just do it
- 40 to 50 years old: Do things that you are good at
- 50 to 60 years old: Spend time training and developing young people
- 60 years or older: Stay with your grand children