

## **ANNEX B: ADAPT – the AE Digital & AI Proficiency Taxonomy**

ADAPT (AE Digital & AI Proficiency Taxonomy) is Singapore's first national taxonomy for digital and artificial intelligence (AI) proficiencies designed specifically for Adult Educators in the Training and Adult Education (TAE) sector. Developed by the Institute for Adult Learning (IAL) and AI Singapore, ADAPT provides a structured and evidence-based map of the digital and AI capabilities required in an increasingly technology-enabled learning landscape.

ADAPT was developed in response to growing sectoral demand for clarity on what digital and AI competence looks like within adult education practice. While digital tools and AI applications are increasingly integrated into workplaces, adult educators have lacked a sector-specific framework to guide capability development. ADAPT addresses this gap by defining observable proficiency descriptors grounded in real-world adult learning contexts.

### **Structure of the Taxonomy**

The taxonomy is organised around four domains and 18 sub-domains, spanning the full scope of an adult educator's professional practice. These domains encompass areas such as learning design, instructional delivery, assessment, digital resource management, professional engagement and responsible AI use.

Each sub-domain is articulated across three progression levels:

- Basic - Foundational understanding and guided application
- Intermediate - Independent application and adaptation to context
- Advanced - Strategic integration, innovation and leadership in practice

### **Phased Development**

Phase 1 of ADAPT, with the first version of the taxonomy, has been completed through extensive research synthesis, drawing on international digital competence frameworks contextualised for Singapore's TAE context.

Subsequent phases will include:

- Development of a self-assessment tool for adult educators
- Validation studies with sector experts
- Targeted Continuing Professional Development (CPD) workshops to address identified proficiency gaps
- Integration with national certification pathways
- Digital badging and credentialing mechanisms