

Future of Work • Future of Learning

3 - 4 November 2016



Let's go!

TRAINING AND ADULT EDUCATION SECTOR TRANSFORMATION PLAN (TAESTP)

An initiative of

SKILLS*future*



ORGANISED BY:

SKILLS*future* SG

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singapore



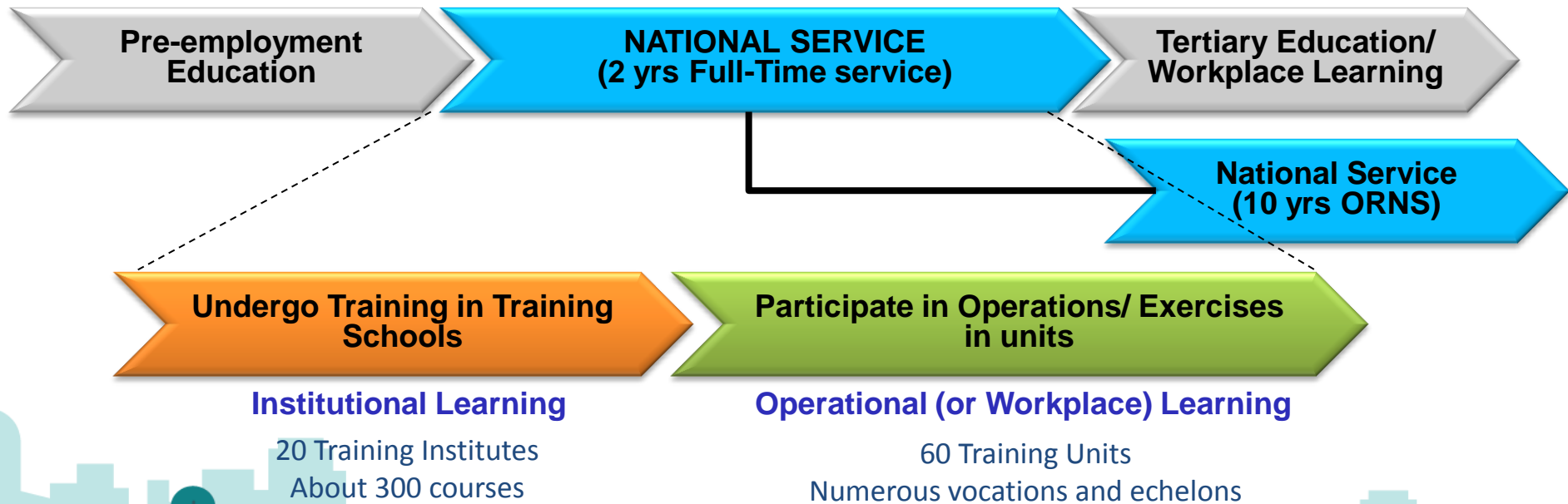
THE SAF LEARNING TRANSFORMATION

Colonel KONG Kam Yean
Head , Training and Simulation Group
Singapore Army



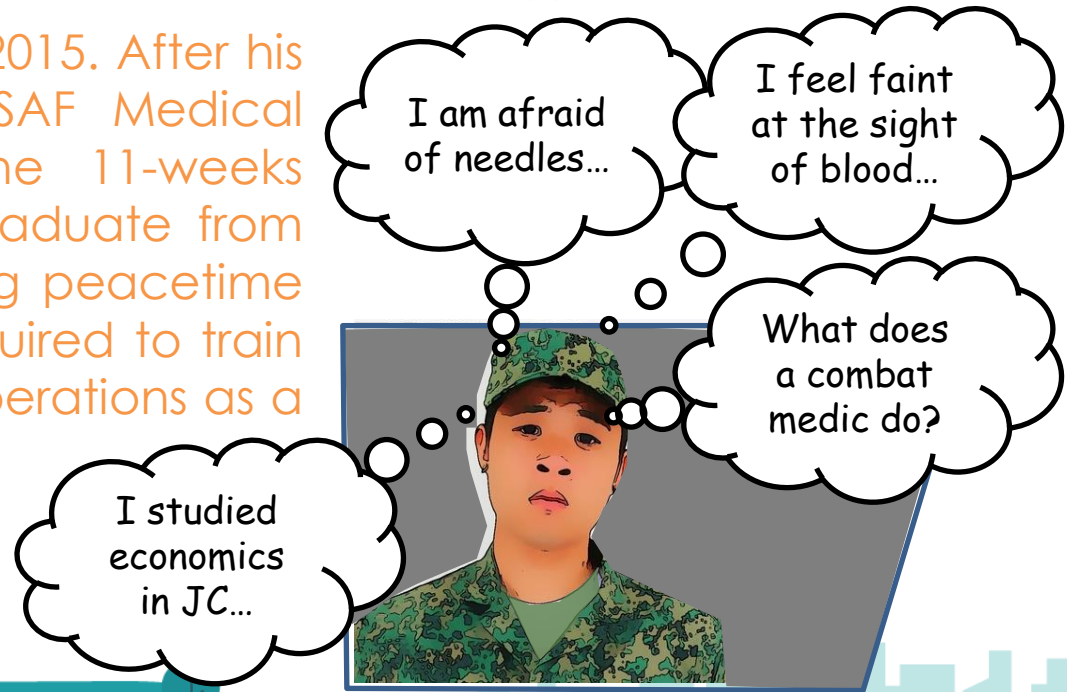
Let's go!
**TRAINING AND
ADULT EDUCATION**
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WHERE DOES THE SAF LEARNING FIT IN?

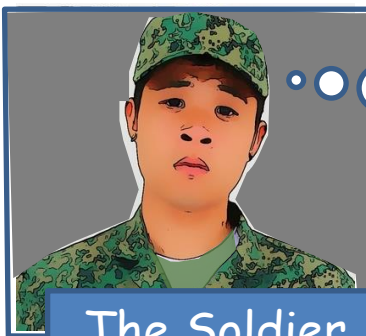


STORY OF A NSF

PTE Denson was enlisted in Mar 2015. After his BMT, he was posted to the SAF Medical Training Institute to attend the 11-weeks Paramedic course. When he graduate from the course, he will be supporting peacetime training in a unit and will be required to train with the rest of the soldiers for operations as a team.



WHY DOES SAF NEED TO TRANSFORM OUR LEARNING?



The Soldier

Why is sergeant teaching me something I can find out from Google?!



The Instructor

Why is there a need to change when everything is working well? Learning new things is taking up so much of my time!

The Leader

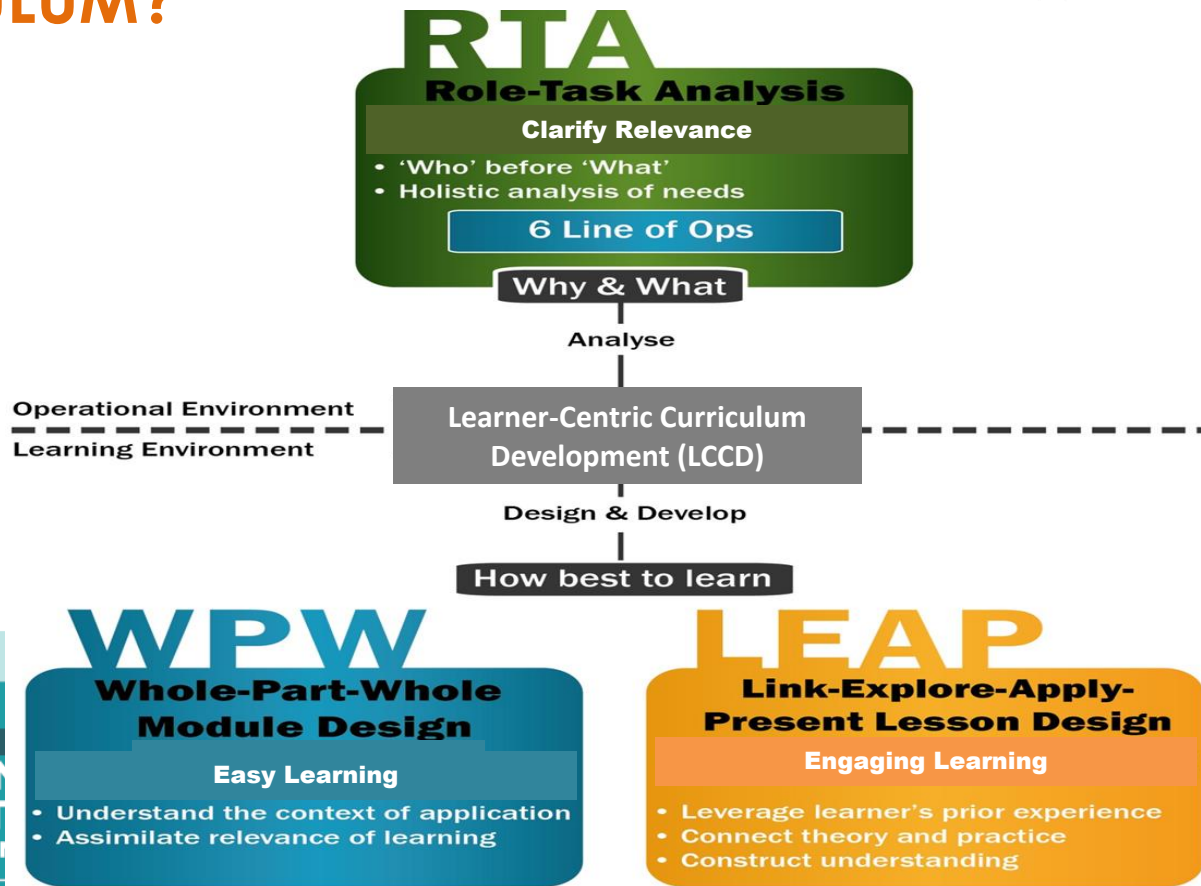


I hope my In-Camp-Training is worth my time away from office.

If every training is a positive experience, then every soldier will be committed to National Service



WHAT IS A LEARNER-CENTRIC CURRICULUM?



WPW

Whole-Part-Whole Module Design

Easy Learning

- Understand the context of application
- Assimilate relevance of learning

LEAP

Link-Explore-Apply- Present Lesson Design

Engaging Learning

- Leverage learner's prior experience
- Connect theory and practice
- Construct understanding

EMERGENCY MEDICAL TRAINING



Before Curriculum Transformation (CTX)

- Trainees were apprehensive about the course
- Motivation to learn was low
- Dived straight into "biology" lessons

After CTX...

I can now better understand my role as a life Saver and I am more motivated to learn!



During 24km route march...

I can't believe we are marching this boring 24km again!



Yar! We just did it in BMT not too long ago!



Argh...this is so painful. I think I will just give up..

This is the 100th soldier who has fallen out!



Take it as a summary exercise! We can win this!

Wow! This is like AMAZING RACE!



After introducing redesigned course finale...

Yes! We need to come out with a strategy to win!



Route march has never been so fun!



LOW FALLOUT RATE

HOW DO WE MAKE LEARNING ENGAGING?



Supporting Self-Directed Learning

ASSESS YOUR INSTRUCTIONAL SKILLS

Answer the following question, based on the preceding scenario.
What can MSG Norman do to improve his skills as an effective instructor?
Click on all the options that apply.

Options
<input checked="" type="checkbox"/> He should give the class skill-based activities and monitor their progress.
<input checked="" type="checkbox"/> He should communicate the course learning objectives to the class.
<input checked="" type="checkbox"/> He should ask thought-provoking questions to urge the learners to read additional information to understand the topic better.

Activities

What are the steps to the assembly of the GPMG (drag the box on the right to the correct steps)

Step 1: Functional Check

Step 2: Assembly of the Recoil Mechanism

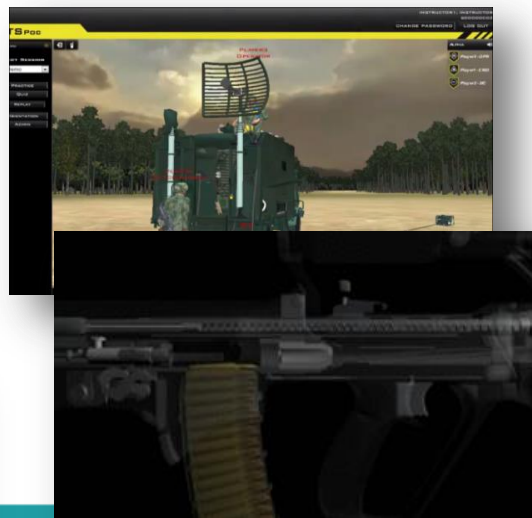
Free Weights

Lateral Shoulder Raise

- Shoulder
- Chest
- Back
- Arm
- Leg

Home Record Learn Plan

Enable Visualisation & Simulated Practices



Empowering Role Play & Decision Making

Tactical Decision Game

ROUTE MAP

Things to consider

- How would you regain initiative over the enemy fire?
- What do you understand by M.E.T.O?

Comments

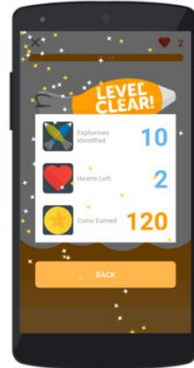
The enemy is based on top of a knoll.
Select your next course of action wisely!

Select your course of action:

Quick Attack! Fire & Movement! Assault!

LEARNER TOC TRANSCRIPT REPLAY HOME

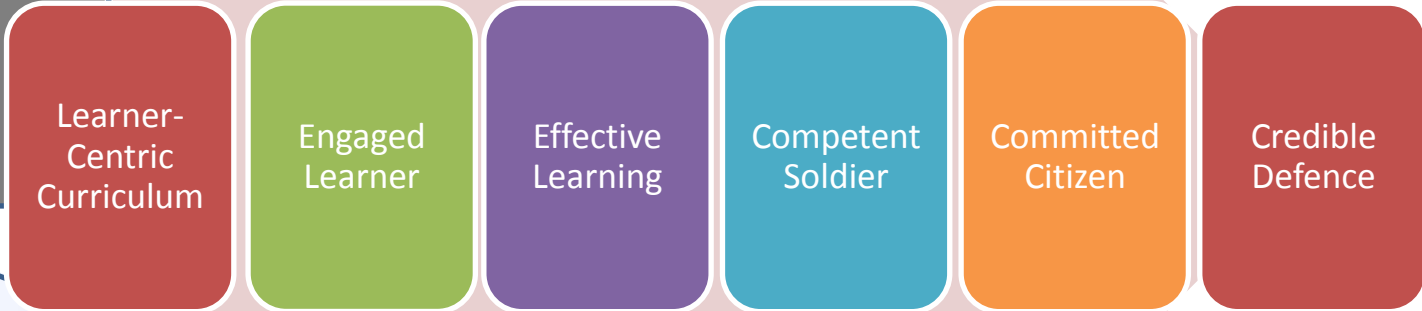
AMMO STAX/FLASH GAME



WHY DO WE START WITH CURRICULUM TRANSFORMATION FIRST?



The Soldier



HOW DO WE RETRAIN OUR INSTRUCTORS?



A Teacher is someone who

Learned in the **Past**,

Teaching in the **Present**,

Preparing learner for the **Future**

Mr Tan Oon Seng
Director National Institute of Education



The Instructor

HOW DO WE RETRAIN OUR INSTRUCTORS?



Let's go!

REFLECTIONS FROM INSTRUCTORS



“ Trainees will now go through the courseware on their own before going to the aircraft to show us the safety features in the aircraft. Our job now is to reinforce and **scaffold their knowledge** by asking **probing question**. ”

Military Expert 3 Ng Hock Hai

“ Instructors play a very **important role** in enabling a **blended learning environment**. We must be prepared to **change our mindsets** and step out of our **comfort zone** to design more engaging learning activities, ”

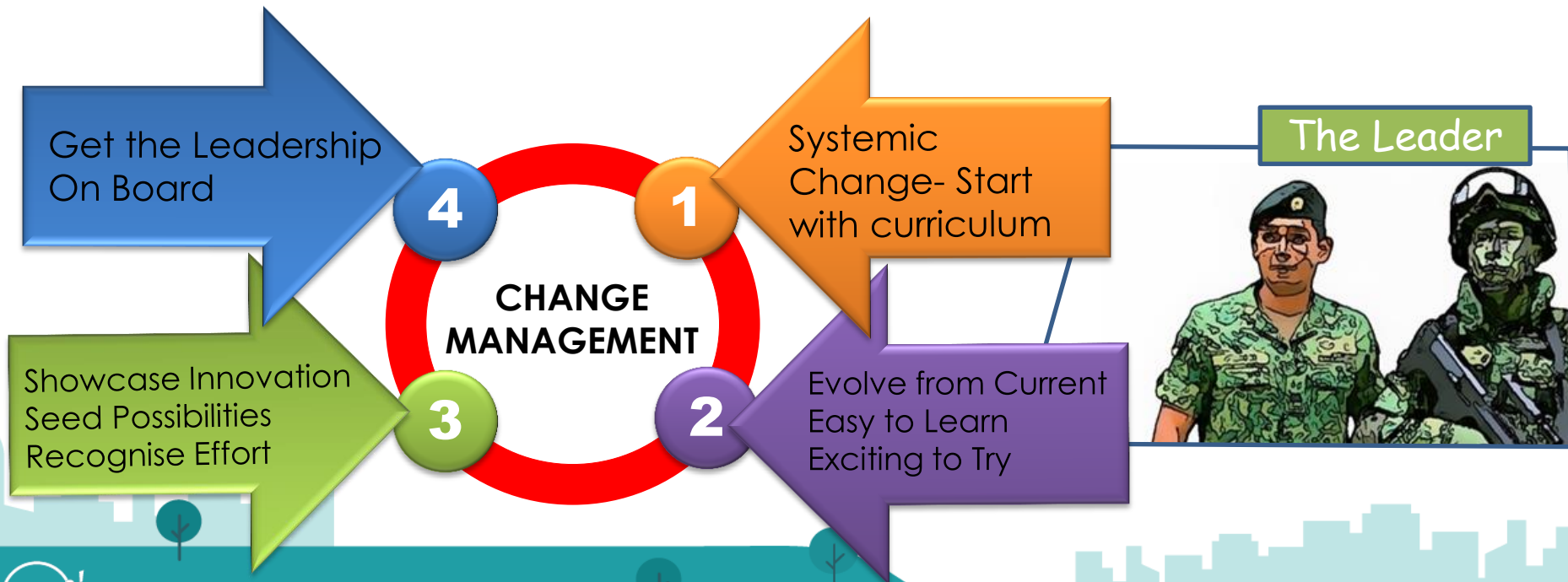
Military Expert 3 Raymond Lee

“ Learning can be through peer, collective learning, learning from the environment or self-discovery learning. Through all these different types of learning, it will **maximise** the **training outcomes** of the unit. ”

3rd Warrant Officer Yu You Jian



HOW DO WE GET STARTED WITH CHANGE?



Thank You

Let's go!

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 Adult
Learning
Symposium



**OUR
ARMY**

READY DECISIVE RESPECTED

