

From Practice to Impact

Empowering Learning Professionals with IAL



In an era defined by disruption and accelerated change, upskilling and adapting have become a cornerstone of sustained competitiveness. Economic volatility, technological advancement, and shifting workforce demands require timely and targeted responses from both individuals and organisations.

89%

of Singaporeans are willing to be retrained to ensure their employability.¹

91%

of Singaporeans want career learning and development opportunities, but only **1 in 4** were given training and upskilling opportunities.²

9 in 10

businesses recognise the need to upskill employees.³

Source:

¹ AJobThing article titled "This is Why Companies Prefer Hiring Young Workers"

² Randstad Singapore Workmonitor 2022 Report

³ Singapore Business Federation (SBF) National Business Survey 2024 – Manpower and Wages Edition



How can you evolve faster and emerge ahead of the competition?

To evolve and keep up with today's fast-evolving landscape, it's essential to take control of your career trajectory. Continuously refreshing your skills and staying up-to-date with industry developments is key. For businesses, focusing on long-term transformation, including embracing innovation and digitalising work processes, is no longer optional. It's vital for ensuring resilience in the face of change. However, for transformation to truly take hold, investing in your workforce is equally crucial. Empowering your team with the skills to stay at the forefront of their fields is what will drive lasting success.

Developing a resilient and future-ready workforce

Given the increased relevance in lifelong learning, IAL's role as an appointed National Centre of Excellence for Workplace Learning (NACE@IAL) provider serves to proliferate the competencies upskilling of employees through workplace learning – which can take the form of trial and error, on-the-job training and peer support at the workplace.

The relevancy of workplace learning takes on a heightened significance given that learning happens often in the workplace, and that it provides milieu for learners to effectively apply what they have learned back to their jobs, thereby bridging the theory-practice nexus.



On this front, IAL provides business consultancy services such as the Learning Enterprise Alliance (LEA) and NACE@IAL Consultancy to complement and supplement enterprises' effort in further driving and sustaining capability development; as well as offers various programmes and courses to encourage individuals to embark on their lifelong, life-deep and life-wide learning journey.



**Captain
Christopher Chan**
Singapore Airlines

“ In this generation, people on the lookout for a placement or job position are not only doing so just to earn an income, but they also see it as a means to further develop on themselves and their skillsets – and this is something that both Singapore Flying College and Singapore Airlines have always believed very strongly in. Through our partnership with IAL, we look forward to continuously developing and upskilling our people so that they are able to deliver better service to drive greater satisfaction from our customers. ”



Magdalene Yang
GDWPL Programme
Jan 2025 Pilot Cohort

“ The WSQ Graduate Diploma in Workplace Learning exceeded my expectations. Its practical, evidence-based approach helped me design impactful interventions and align learning with business goals. Real-world projects drove measurable improvements, and I gained valuable connections and deeper insights into adult learning. ”

Pathway for INDIVIDUALS

The need for upskilling does not discriminate – regardless of your job function and industry, one should always learn to stay current and relevant. With the apparent shortening shelf-life of skills in today's world, the need to constantly refresh your skillset becomes paramount to stay ahead of the curve.

Impart your knowledge and vast experiences gathered over the years of your employment journey to learners and/or enterprises by exploring your options as a trainer, facilitator, or even a workplace learning solutionist.



CPD Courses

Flexible, bite-sized learning for skill refresher exploration. Suitable for all levels, new, transitioning, or advanced practitioners

Have areas of interest that you are looking to learn more or pursue?

Embark on your personal lifelong, life-wide, and life-deep learning journey with us!



Essential TAE Certifications Programmes

WSQ Advanced Certificate in Learning and Performance 2.0

This is a Train-the-Trainer programme designed to equip learners with the competencies recognised by SkillsFuture Singapore (SSG) for Trainers and Assessors of SSG-funded certifiable courses.



WSQ Diploma in Design and Development of Learning for Performance 2.0

This is a programme that aims to develop creative and analytical blended learning designers by providing the foundation for curriculum development and instructional design.





Kevin Gerard
MBX Programme
July 2022 Cohort

“ 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. ”



Vince Chua
DDDLP Graduate,
Associate Adult Educator,
AEP

“ The WSQ Diploma in Design and Development of Learning for Performance (DDDLP) programme has imparted me with not only the underpinning knowledge, but also the skill in designing and developing an authentic courseware that will benefit me in my profession as an Adult Educator. ”



Graduate-Level Programmes

WSQ Graduate Diploma in Workplace Learning

This programme equips you with the skills to diagnose learning needs, design strategies, and implement effective solutions, while building critical thinking and collaboration through the DOCIE framework.



Graduate Diploma in Adult Learning

Equips training and adult education professionals with the knowledge and skills to design effective learning experiences, integrate technology, assess needs, and evaluate outcomes, enabling learners to lead learning initiatives and drive innovation.



Master Programme

Master in Boundary-Crossing Learning and Leadership

This programme is a novel, transdisciplinary-focused, cutting-edge, and innovative postgraduate one that was created with focus on cross-boundary change, leadership, learning and innovation.



Pathway for **ENTERPRISES**

Given the apparent labour crunch plaguing businesses in recent years, one of the most definitive ways for your enterprise to score gain in human capital is to engage your employees in workplace learning. As enterprise leaders, you get to decide on the type of your workplace transformation journey based on the readiness of your workforce and available resources and tap on available grants.



NACE@IAL Consultancy

- Up to 90% consultancy grant[^]
- Project timeline of approx. 3 months (Starter) or up to 12 months (Enhanced)



Learning Enterprise Alliance

- Up to 90% consultancy grant[^]
- At least 20 employees and above
- Project timeline of approx. 6 – 9 months



Corporate Learning

A bespoke workshop for your organisation



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to find out more**

[^]SMEs with annual sales turnover of less than \$100 million or employment of not more than 200 employees would be eligible for up to 90% funding for consultancy projects.

Non-SMEs would be eligible for up to 70% funding for consultancy projects.

Learning Enterprise Alliance project



Ang He Siong
Managing Director,
Lim Kee Food
Manufacturing

“ Over the years, there were growing emphasis on upskilling and training and development. Within Lim Kee, we knew the importance of workplace learning but was unsure of how and what to do. We were thankful to IAL for introducing the Learning Enterprise Alliance Programme which allows us to carry out diagnostic studies, explore and broaden the skills and knowledge of workplace learning within our employees and company. ”



Cherry Bajaro
Assistant Learning &
Development Manager,
Polar Puffs & Cakes

“ It was a meaningful learning journey. Though it wasn't an easy process, we believed that this is the way forward to strengthening our competencies and skillsets in meeting the ever-changing demands within the Food Service Sector. As the company emphasises strongly on the continuous development of our people, we will continue to explore different partnerships, such as the LEA initiative, to help us in our vision of building a competent workforce. ”

NACE@IAL Consultancy project



Michelle Tay
Director (Programmes and Operations),
Singapore Kindness Movement

“ In the social service sector, most professionals would take a pay cut to follow their heart and do social work to support the community. While the organisation is financially stretched, we still value our team and hope to develop talent further. The (NACE) project has enabled us in our Human Resource development journey in pathing out the learning road maps and career development frameworks. ”



Be inspired by the successes of our enterprise partners



Advancing the capabilities of today's workforce

In spearheading capability building across the Training and Adult Education (TAE) sector, IAL's designation as a National Centre of Excellence for Adult Learning (NCAL) serves to expand its current role as a training centre and qualifier for adult educators for the private training providers



Eunice Lim
ACLP Programme
Facilitator

“ Improve your training delivery in classrooms, virtual and workplace context to create an effective and engaging learning experience for adult learners. Backed by theories, you will have the opportunity for hands-on practice, peer learning and on-going feedback from experienced facilitators in the WSQ Advanced Certificate in Learning and Performance 2.0 (ACLP 2.0). ”



Creating an ecosystem of lifelong learning

In our pursuit of creating an unceasing cycle of lifelong learning across the workforce, we have inked Memorandum of Understanding (MOUs) with leading enterprises across various industries in identifying areas and opportunities for growth.

The collaboration with our valued enterprise partners serves as an extension to our efforts in advocating for and creating an ecosystem that supports the use of workplace learning to drive enterprise transformation to achieve their intended business outcomes and beyond.

Join us and be part of our growing network of advocates for lifelong and workplace learning:



Spearheading capability building of the Training and Adult Education (TAE) sector and beyond

Following the conferment of the National Centre of Excellence in Adult Learning (NCAL), IAL takes on the expanded responsibility of systematically raising the quality of adult teaching and adult learning.



Adult Education Network

The Adult Education Network (AEN) is a professional network for the Training and Adult Education community. Gain exclusive access to curated Special Interest Groups, insightful Learning Journeys that broaden your horizons, and engaging Networking Events!



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Adult Education Professionalisation (AEP)

The Adult Education Professionalisation (AEP) initiative confers professional recognition to Adult Educators.

To attain an AEP recognition, you have to meet the standards required for Skills Badges, and with a minimum number of Skills Badges as follows:

- Associate Adult Educator (AAE)
Level - 4 skills badges across 2 skills categories
- Specialist Adult Educator (SAE)
Level - 6 skills badges across 3 skills categories



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Lee Oon Ling
Specialist Adult Educator, Director,
Intangibles Consultancy Pte Ltd

“ I was initially astounded by the number of practise hours and CPD that one must accumulate to attain AEP status, but I decided to persevere and set it as my personal challenge. Upon attaining AEP, I discovered that this professional recognition has brought about an increase in people reaching out to me for collaboration opportunities. ”

AE Mentorship Plus Programme

Elevate your career with the AE Mentorship Plus Programme and look forward to obtaining the opportunity to gain an authentic, structured learning and practice experience.

Work on TAE projects and assignments under the guidance of established TAE professionals who will take on the role as mentors.



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Special Interest Groups*

Joining the Special Interest Groups (SIGs) unlocks a wealth of benefits, empowering you to further develop as you engage, learn and collaborate in an inclusive and supportive environment, fostering the growth and success of every member in Adult Education and much more.

Explore the diverse SIG tracks tailored to meet your interests and developmental goals:

1. Coaching
2. Critical Core Skills
3. Entrepreneurship
4. Facilitation
5. Internationalisation and Sustainability
6. Learning Technology
7. Workplace Learning



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*Track offerings are subject to change without prior notice. IAL may modify or introduce new tracks based on evolving needs and interests.



Ng Liang Jie
Fullstack Engineer,
Tech In Asia Pte Ltd

“ The mentorship programme offers me a good opportunity to kickstart my journey in the AE sector. It’s a well-structured programme that provides a clear path for both mentors and mentees to follow.

I find it invaluable for identifying available resources and gaining practical experience while actively engaging with the community, leading to greater publicity. For those who are still undecided about joining the mentorship programme, I would encourage you to seize this chance and connect with a mentor who can offer valuable advice and guidance to overcome any challenges you encounter. ”



Betsy Ng
Founder
InnoBest-TAMI

“ SIG sessions are hosted and presented by experienced coaches and trainers. I have benefitted a lot from the SIG sessions.

The knowledge and experiences shared by the presenters were valuable to my learning. It gave me fresh perspectives on the coaching and training sectors which I can apply in my own coaching and training business. Besides that, I got to network with people with the same interest, providing collaboration opportunities for my business venture. ”

Leading research in adult learning, jobs and skills

At IAL, our applied and innovative research is focused on adult learning, jobs and skills, with an eye towards informing policy and practice on sustainable economic and workforce performance.



**CET System
Design &
Practices**



**Adult &
Lifelong
Learning**



**Jobs, Skills
& Careers**



**Labour
Market
Issues &
Trends**



**Pedagogy,
Andragogy
& Praxis**

Guided by national research themes, IAL focuses on four key 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 engages in collaboration with national and international research institutions, government agencies, and industry stakeholders. The partnerships forged allow us to foster knowledge exchange, share best practices and create a global network of experts dedicated to advancing CET and sustainable workforce performance.

Adult Learning Collaboratory

The first collaboratory in the world for adult learning, the Adult Learning Collaboratory (ALC) brings together actors in the adult learning ecosystem, such as researchers, companies, adult educators, learning institutions and policymakers to jointly create use-centric and scalable solutions that are backed by scientific evidence.



**For more information
about our research, please
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The current key lines of interest are in pedagogical innovations to empower mature workers in digital skills development, workplace transformation to strengthen skills demand and recognition, and capability development of adult educators to enact future-oriented pedagogical practices.

A hub for community engagement, capacity building, innovation and change, the ALC utilises a dedicated physical space for co-creation activities with the necessary infrastructure for the testing, experimenting, piloting and scaling up of validated solutions.



Catalysing learning innovation



In pursuit of catalysing learning innovation within Singapore's Training and Adult Education (TAE) sector, inlab, managed by IAL, was set up to enable the TAE sector to come together as a community to explore and innovate learning solutions.

At inlab, innovSeries programmes are meticulously designed to empower TAE professionals, like you, to explore different ways learning is designed, delivered and evaluated to maximise the efficacy of the individual's learning back in their workplace.

These programmes bring different stakeholders, like you, to Explore, Collaborate and Innovate through the following initiatives:

Three competitive innovation grant initiatives:

innovSpur

A new anchor programme of iN.LEARN 2.0, to support innovators in scaling up minimum viable products to the commercialisation stage, that is ready for the Learning and Development market.

Projects may be awarded a grant capped at SGD 500,000 per project, for up to one year. Successful applicants are required to co-fund 25% of the project's eligible cost.

innovPlus

A competitive learning innovation grant challenge which awards a prototyping grant of up to SGD 200,000 to winning organisations to develop an innovative, feasible and scalable prototype that advances CET practice and outcomes. The innovPlus Challenge runs twice a year.

innovJam

A programme that offers the platform for you to build the kernel of an idea, test, iterate and validate it to transform it into a fully developed learning solution that can deepen professional skills, impact the way people learn and increase productivity.



Two knowledge and awareness platforms:

innovLogue

A programme that sets out to bridge research and practice for better learning outcomes via a two-hour seminar and panel-led dialogue. The sessions are held on a bi-monthly basis. Be inspired by specially invited gurus and expert practitioners and engage them in panel discussions and Q&A.

innovBite

A programme that provides bite-sized learning on the topics that are important to our stakeholders, from trainers to enterprise stakeholders. Here, we curate numerous LearnTech solutions to showcase the latest tools and developments in learning innovations.

One capability development initiative specifically for Training Providers and Enterprises with Learning & Development (L&D) units:

Sandbox

A programme designed to equip Training Providers and Enterprises (TP&Es) with Learning & Development units with necessary capabilities in validating LearnTech solutions within their operational contexts.



Scan QR code to find out more



Advance with the Office for Skills-First Practices



Objectives of the Office for Skills-First Practices

The Office for Skills-First Practices aims to build capability and mindshare of stakeholders to articulate, activate, and recognise skills, thereby driving the optimisation of human capital development and effective use of skills in Singapore.



Build up ecosystem-wide capabilities to adopt skills-first practices

Mount Continuing Professional Development (CPD) programmes that empower stakeholders to embrace skills-first practices.

Develop analytical methods that provide insights into skills demand, supply, gaps, and solutions

Uncover cutting-edge methods that inform policy and programme design, and provide lead response time to stakeholders.

Establish global presence via international collaborations and partnerships

Work with international organisations to promulgate skills-first practices and forge partnerships in international projects.



Learn how Skills-First Practices are making an impact
Scan the QR code for more



About Institute for Adult Learning

The Institute for Adult Learning (IAL) is an autonomous institute of the Singapore University of Social Sciences. As the National Centre of Excellence for Adult Learning, IAL works closely with and supports Adult Education professionals, businesses, human resource developers and policy makers through its comprehensive suite of programmes and services on raising capabilities and catalysing innovations in Continuing Education and Training (CET). IAL also champions research in sustaining economic performance through skills, shaping employment as well as CET decisions, and develops innovations through learning technology and pedagogy to heighten adult learning.



**Keen to learn more about our programmes
and initiatives?
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