

EMBARGOED TILL 2 FEBRUARY 2023, 11AM

MEDIA RELEASE

**REFRESHED TRAINING AND ADULT EDUCATION INDUSTRY
TRANSFORMATION MAP 2025 SEEKS TO STRENGTHEN PARTNERSHIP WITH
EMPLOYERS AND INDUSTRIES**

Singapore, 2 February 2023 – Ms Gan Siow Huang, Minister of State for Education and Manpower, launched the Training and Adult Education (TAE) Industry Transformation Map (ITM) 2025 at the inaugural TAE Conference today. The refreshed ITM seeks to position the TAE sector as a relevant and responsive partner in workforce development and enterprise transformation, to employers across all industries.

2 In 2018, SSG launched the inaugural TAE ITM. The sector has since made good progress in i) adopting business and pedagogical innovation, including use of blended and online learning; ii) raising productivity, for example, through the use of administrative IT systems; iii) establishing the Training Quality and Outcomes Management (TRAQOM) system to gather timely learner feedback; and iv) improving the career and skills progression pathways for adult educators, such as through the Adult Education Professionalisation (AEP) initiative.

3 Building on this progress, and learning from the experience of the sector during the COVID-19 pandemic, the TAE ITM 2025 lays out four key strategies for the sector's next phase of transformation:

a) Improve industry relevance and market responsiveness

The sector, with support from SSG, will deepen partnerships with industry, and introduce new collaborative models between training providers and enterprises. At the ecosystem level, skills recognition and skills credentialing will be promoted.

b) Innovate and digitalise at scale

The sector will develop innovations in the delivery of adult learning, so that learning is better contextualised to the circumstances of adult learners. To this end, the Institute for Adult Learning (IAL) as the National Centre of Excellence

for Adult Learning, will intensify both research and research translation in andragogy.

c) Invest in adult educators and sectoral capabilities.

There will be better use of online learning and continual development programmes to uplift the capabilities of adult educators. For a start, the Workforce Skills Qualifications Advanced Certificate in Learning and Performance has been revamped to equip aspiring adult educators with foundational skills in a shorter time. Capabilities in skills identification and development will also be strengthened across the ecosystem, for example, with the Skills Development Partners programme.

d) Internationalise to strengthen sector resilience

Training providers who are ready will be supported by SSG and partner agencies to export Continuing Education and Training (CET) to overseas markets. This is so that the sector may, as a whole, gain experience and acquire a broader perspective in the effective delivery of CET.

5 For more information on the TAE ITM 2025 and its strategies, please refer to Annex A.

6 Ms Gan Siow Huang, Minister of State for Education and Manpower, and Co-Chair of the Future Economy Council (FEC) Human Health & Potential Cluster, said, “I am pleased to launch the TAE ITM 2025, which sets out a roadmap for the TAE sector’s next phase of transformation. The ITM 2025 seeks to raise the industry relevance and market responsiveness of adult training in Singapore, so as to improve individual worker’s employability and support enterprise transformation across industries. We will do this by deepening partnerships with enterprises and sectors, and through leveraging technology and innovation. But to realise the ITM, employers too need to take strong ownership of the upskilling of their workers.”

7 Ms Euleen Goh, Co-Chair of the FEC Human Health & Potential Cluster, said, “Like many other industries in the economy, the TAE sector will need to transform to keep pace with the rapidly changing training demands and needs of employers and

the workforce. We are glad to partner SSG in developing the roadmap for TAE ITM 2025 that will help guide the sector to further enhance its competencies and capabilities.”

8 Mr Tan Kok Yam, Chief Executive of SkillsFuture Singapore, said, “The TAE sector plays a major role in raising the employability of Singaporeans and the capabilities of enterprises. SSG will do its part to realise the ITM strategies and help our training partners succeed. We will focus on outcomes, encourage innovation, and invest in the capabilities of the sector and of our adult educators.”

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About SkillsFuture Singapore

SkillsFuture Singapore (SSG) drives and coordinates the implementation of the national SkillsFuture movement, promotes a culture of lifelong learning and strengthens the ecosystem of training and adult education in Singapore. Through a holistic suite of national SkillsFuture initiatives, SSG enables Singaporeans to take charge of their learning journey in their pursuit of skills mastery. SSG also works with key stakeholders to ensure that students and adults have access to high quality and industry-relevant training that meet the demands of different sectors of the economy for an innovative and productive workforce. For more information, visit www.ssg.gov.sg

Factsheet on the Training and Adult Education Industry Transformation Map 2025 and its Strategies

About the Training and Adult Education Industry Transformation Map 2025

The Training and Adult Education (TAE) Industry Transformation Map (ITM) 2025 aims to develop an innovative high quality, market-responsive TAE sector that supports the transformation of other sectors. It builds on the good foundations laid out in the TAE ITM 2020 to transform the TAE sector to better meet Singapore's current and future training needs and in turn create new opportunities and achieve sector growth.

The TAE ITM 2025 include four key strategies:

Strategy 1: Improve industry-relevance and market responsiveness of training

For the TAE sector to effectively support transformation of other sectors, training must closely match industry needs and demand. SkillsFuture Singapore (SSG) will continue to work closely with the industry through existing partnerships such as the SkillsFuture Queen Bees initiative and will seed new models of collaboration between training providers and enterprises.

SSG will also continue to drive skills recognition and skills credentialling through greater involvement by companies, unions, trade associations and professional bodies. For example, SSG launched the Skills Development Partners initiative in 2022 to work with Trade Associations and Chambers in identifying needed sectoral skills more responsively and better link skills development with ongoing enterprise transformation and job redesign within the sector. The initiative also aims to help enterprises better recognise employees' skills acquisition and skills mastery.

Strategy 2: Innovate and Digitalise at Scale

To provide training that supports business performance and meets the skills needs of the industries they serve, the TAE sector will have to scale up innovation and digitalisation efforts. The COVID-19 pandemic has brought about opportunities for

digital and technology-based training. Building on this momentum, SSG will support training providers in the development and adoption of innovative learning approaches. For example in the area of e-learning, SSG will co-fund promising training innovations through iN.LEARN 2.0, which consists of 3 programmes – innovation incubator (innovPlus), innovation accelerator (innovSpur), and an innovation Sandbox to temporarily remove regulatory obstacles that impedes innovation.

SSG will also promote process digitalisation to help training providers reduce the burden of training administration and improve customer service, as part of the continued effort from the TAE ITM 2020.

As training innovations are built on the foundation of strong understanding of the science of adult education or andragogy, SSG will work closely with the Institute for Adult Learning (IAL) as the National Centre of Excellence for Adult Learning (NCAL) to intensify the translation of andragogy research into improved and effective andragogical practices and tools, and to increase the adoptions of such practices and tools across training providers.

Strategy 3: Invest in Adult Educators and Sectoral Capabilities

In view of the emerging skills required by the TAE sector, training providers will need to invest in building a strong and skilled TAE workforce. For a start, SSG worked with IAL to revamp the Workforce Skills Qualifications Advanced Certificate in Learning and Performance (WSQ ACLP) to enable aspiring adult educators to acquire the essentials of classroom facilitation, tech-enabled learning and workplace learning delivery and assessment in a shorter amount of time.

Aspiring adult educators will be able to complete the revamped WSQ ACLP in three months compared to the six to nine months required previously. SSG will also work closely with IAL and industry stakeholders to provide more support for our adult educators to develop their skillsets, particularly in areas with growing demand such as EdTech, workplace learning, and career coaching.

Strategy 4: Internationalise to Strengthen Sector Resilience

Internationalisation will enable the TAE sector to diversify its provisions and test its capabilities in overseas market. SSG, in partnership with Enterprise Singapore and Ministry of Trade and Industry, will work with promising training providers to export Continuing Education and Training to the region and beyond.