

## **MEDIA FACTSHEET ON THE EDUCATION (TRAINING AND ADULT EDUCATION) INDUSTRY TRANSFORMATION MAP**

The Education [Training and Adult Education (TAE)] Industry Transformation Map (ITM), launched by SkillsFuture Singapore (SSG), covers one of the two sub-sectors<sup>1</sup> under the Education ITM. It was developed in collaboration with tripartite partners (i.e. involving the unions and industry), building on the Training and Adult Education Sector Transformation Plan introduced in November 2016.

2 Unlike the other ITMs which focus on jobs creation within their industry, the TAE industry is a critical enabling infrastructure for SkillsFuture, in supporting industry transformation and enabling Singaporeans to stay relevant and competitive in the economy. It is therefore important that there is a high quality and responsive TAE industry that addresses the critical and emerging skills needs of businesses and individuals across all industries, helping companies to elevate business performance through upskilling and reskilling of their employees.

3 The Education (TAE) ITM provides a roadmap to professionalise and strengthen the capabilities of the TAE sector by focusing on three key thrusts – 1) Innovation, 2) Jobs and Skills, and 3) Productivity.

### **Thrust 1: Driving Innovation**

4 To support the transformation which is happening across different industries, TAE providers will similarly have to transform. They should reposition themselves by providing training that is tightly integrated with business solutions to support business performance and meet the skills needs of the industries they serve. SSG will support training providers in acquiring better understanding of the jobs and critical and emerging skills needs identified in the different ITMs. Training providers should also make reference to the Skills Frameworks to structure their course offerings.

5 Innovation is also required in training delivery. TAE providers are encouraged to enhance learning delivery and effectiveness through blended and workplace learning. SSG will be rolling out new programmes on pedagogical and modular curriculum design, to equip adult educators in making learning even more relevant and accessible. We will also be increasing the adoption of innovative learning approaches through iN.LEARN 2020, which was launched in October 2015 to support TAE providers in innovative pedagogy and technology-enabled learning.

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<sup>1</sup> The other part of the wider Education landscape is Early Childhood. ECDA will be launching the Early Childhood ITM at a later date.

## **Thrust 2: Professionalising Jobs & Deepening Skills**

6 TAE providers will need to invest in building a strong and skilled TAE workforce. In view of the emerging skills required by the TAE sector, SSG will continue to enhance recognition of the TAE workforce and improve the career and skills pathways for adult educators.

7 Currently, there are more than 800 TAE professionals recognised for both their pedagogical and professional excellence under the Adult Education Professionalisation (AEP) initiative, which was launched in 2015. They are recognised as Associate Adult Educators, Specialist Adult Educators, or Adult Education Fellows. More are expected to come onboard. In 2017, SSG also gave out the inaugural batch of 34 SkillsFuture Study Awards for the TAE sector to encourage TAE professionals to pursue skills mastery and deepen their professional competencies. SSG plans to make available up to 60 SkillsFuture Study Awards for the TAE sector in 2018.

8 SSG's Institute for Adult Learning will also continue to refresh its training programmes for TAE professionals in order to support their skills deepening journey. A Skills Framework for the TAE sector will be developed to provide key information on the TAE sector, career pathways, occupations and job roles, as well as existing and emerging skills required for the occupations and job roles.

## **Thrust 3: Increasing Productivity**

9 To improve the accessibility of training programmes for both companies and individuals, SSG has rolled out the Training Exchange in the MySkillsFuture portal. This is a comprehensive listing of the courses that are supported under SkillsFuture. To enhance information sharing on course quality between training providers and individuals, SSG piloted the Training Quality and Outcome Measurement (TRAQOM) initiative across five areas of training, covering about 700 courses. The information is published on the MySkillsFuture portal. It enables individuals to make more informed training choices and provides a standardised feedback channel for training providers to improve their courses. We plan to expand TRAQOM to all areas of training in phases.

10 A community feedback feature has also been implemented on the MySkillsFuture Portal to better engage individuals and provide greater transparency on course information. This community feedback feature allows learners to share their views on the quality of their learning experience.

11 To support the training providers, SSG will make available several infrastructural solutions to help them reduce the burden of training administration and improve customer service. An upcoming solution is a set of training management solutions for TAE providers, which are connected with SSG's administrative systems. Such solutions will enable training providers to transact more seamlessly with SSG.

12 Please refer to the infographic on Education Training and Adult Education Transformation Map in Annex A.

## 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



## JOB & 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

## 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