

**CLOSING REMARKS BY PROFESSOR LEE WING ON, EXECUTIVE DIRECTOR,  
INSTITUTE FOR ADULT LEARNING, AT THE LEARNING ENTERPRISE ALLIANCE  
AWARD CEREMONY 2021 ON 19 NOV 2021 AT FAIRMONT SINGAPORE**

Minister Chan Chun Sing, Minister of Education,

Mr. Tan Kok Yam, Chief Executive of SkillsFuture Singapore and Chairman of IAL Council,

Professor Cheong Hee Kiat, President of SUSS,

Distinguished Guests,

Ladies and Gentlemen,

- 1 I would like to begin by extending my heartiest congratulations to the LEA awardees and our MOU partners. It is indeed a special occasion worth commemorating as we take our partnership to new heights together.
- 2 On October 22 last year, IAL announced its Five-Year Strategic Roadmap. It outlines the key areas that will guide IAL's initiatives over the next five years, one of which is to proliferate and drive workplace learning transformation.
- 3 The Centre for Workplace Learning and Performance, or CWLP for short, was incepted to help enterprises transform their workplaces by embarking on workplace learning initiatives, such as the Learning Enterprise Alliance (LEA) and forthcoming NACE@IAL.

**EXPANDING THE FRONTIER IN WORKPLACE LEARNING AND INNOVATION**

- 4 It seeks to expand the frontier in workplace learning and improve the performance of employees and operations through these four approaches: Driving, Bridging, Showcasing and Sustaining Workplace Learning and Innovation.

**#1 DRIVING WORKPLACE LEARNING AND INNOVATION:**

- 5 Let me start with the first approach, which is driving workplace learning and innovation. Together with enterprises from the LEA network, we are committed to using workplace learning for design of work and workplaces to promote continuous learning and performance within the organisation. Our collaboration with Deloitte and Royal Plaza on

Scotts, for example, seeks to drive employee-led innovation by empowering employees to engage in incremental and continuous innovative work behaviour in their daily work.

- 6 In our continuous endeavour empower enterprises and employees, and to drive workplace learning and innovation, IAL will continue to expand LEA – I am pleased to announce that the applications for LEA 2022 will commence on 30th November 2021.

## **#2 BRIDGING WORKPLACE LEARNING AND INNOVATION:**

- 7 To successfully develop a cadre of highly skilled and agile employees, it is critical for enterprises to foster workplace learning – something that has shown to improve employee engagement and augment business growth.
- 8 The bridging of enterprises with effective workplace learning practices then becomes essential, making this our second approach in driving workplace learning and innovation. As some may have already know, CWLP has recently revamped its website and unveiled the enhanced version of the Learning@Work Index. I would like to take this opportunity to invite everyone to access the site by scanning the QR code placed on your tables.

## **#3 SHOWCASING WORKPLACE LEARNING AND INNOVATION:**

- 9 Upon accessing the site, you may find that large part of it centres around the success stories of enterprises that have collaborated with us. This brings me to the third approach – showcasing workplace learning and innovation.
- 10 Besides showcasing how workplace learning can move enterprises, from varying industries, to achieve greater productivity and efficiency, the website seeks to inspire enterprises to get started on their own workplace transformation journey; to allow them to connect the dots and draw the relevance of workplace learning in bolstering enterprise performance.

## **#4 SUSTAINING WORKPLACE LEARNING AND INNOVATION AND LAUNCH OF GRADUATION CERTIFICATE**

- 11 Having shared three of our approaches, we come to the final approach - it is one that encompasses the three that I have shared earlier – and that is the sustenance of workplace learning and innovation.

12 In our endeavour of sustaining a workforce that is resilient and future-ready, I would like to announce a new initiative by IAL-SUSS will be launched in the first quarter of next year, and that is the launch of the Graduate Certificate in Workplace Learning & Performance for enterprise employees and TAE free-lancers.

13 This 6-month course enables learners to gain experience in the field of workplace learning consultancy through work-learn experience. More details will follow in the coming weeks as we are looking to start the first class in the first quarter of 2022.

14 The four approaches serve as our commitment to using workplace learning for design of work and workplaces to promote continuous learning and performance in a dynamic and complex business landscape, one that is battered by the pandemic.

## **CLOSING**

15 To bring today's event to a close, I would like to end my speech with a quote: "For the things we have to learn before we can do them, we learn by doing them." – Aristotle. Just like how men become builders by building, when enterprises become advocates of workplace learning, only then will employees embrace and reap the benefits of workplace learning.

16 Thank you for joining us tonight and I wish you all ample learning opportunities.