

## **WDA Launches Innovative Learning 2020 to Drive Learning Innovations in Continuing Education and Training**

*5-Year Strategy to catalyse learning innovations and technology-enabled learning amongst training providers, organisations and individuals*

**Singapore, 28 October 2015** – The Singapore Workforce Development Agency (WDA) today launched the \$27 million national Innovative Learning 2020 strategy (iN.LEARN 2020) to drive innovation in Continuing Education and Training (CET) and support the transformation of the CET landscape. iN.LEARN 2020, a key SkillsFuture initiative, will boost lifelong learning efforts and make learning more accessible, engaging and effective for individuals and organisations.

### **iN.LEARN 2020 - Learning Nation Powered by Innovation**

Tapping on technology and innovation, iN.LEARN 2020 aims to transform the design, development and delivery of CET to build a pervasive learning culture that is flexible, just-in-time and relevant to individuals and enterprises. With learning innovations, learning will be seamlessly integrated between training institution and workplaces, as well as between knowledge and application to enable individuals and enterprises to fulfil their skills needs and build business competitiveness.

Over the next three years, \$27 million will be set aside under iN.LEARN 2020 to build an ecosystem to drive learning innovation. It will boost the capacity for learning innovation, encourage the use of innovation by adult educators and training providers to transform the delivery of their CET from the current predominance of classroom-based learning to blended learning complemented by online learning outside the classroom and workplace learning. By 2020, WDA envisages that all Singapore Workforce Skills Qualifications (WSQ) training providers will be delivering at least 75% of their full WSQ qualifications via blended learning. All the training providers within Lifelong Learning Institute and Devan Nair Institute will be leaders in

the adoption of innovative learning approaches. As a result, the learning experiences of adults through the CET system will be significantly transformed.

Mr Ng Cher Pong, Chief Executive of WDA, said “iN.LEARN 2020 is a key SkillsFuture initiative led by WDA to drive learning innovation in Continuing Education and Training, in order to meet the dynamic learning needs of enterprises and individuals. Under iN.LEARN 2020, WDA will work closely with CET stakeholders and training partners to enhance the quality, accessibility and effectiveness of learning. We aim to build a vibrant CET ecosystem that taps on technology and innovation to make learning a seamless part of work and living.”

### **Five-pronged strategy to drive innovation**

iN.LEARN 2020 is driven by a five-pronged strategy of **People, Ideation, Collaboration, Technology, and Intelligence**.

#### **i. People**

The Institute for Adult Learning (IAL) has revamped the WSQ Advanced Certificate in Training and Assessment, or ACTA, to include an e-portfolio component to introduce technology-enabled CET to new adult educators. IAL will also continue to expand the range of continuing professional development programmes so as to elevate the capabilities of the CET community in harnessing technologies and innovations.

#### **ii. Ideation**

To foster an innovative culture and drive ideation, WDA and IAL have set up iN.LAB, a collaborative space to facilitate exploration and collaborations. It will provide a conducive environment to support a wide range of learning innovations in CET, from design and development to delivery.

To support the learning innovations, WDA will be offering two grants: “InnovPlus” and “CET Innovation Fund”.

- a) Under “InnovPlus”, iN.LAB will organise contests to solve CET-related issues faced by the CET community or by a specific industry sector. The identified issues will be posted online to crowd-source for solutions, with prize money and potential grant to develop prototypes over a period of three to six months.
- b) CET Innovation Fund will be used to support learning innovation efforts that have a strategic impact in focal CET areas and which have the potential to address sector-specific, as well as strategic learning design and delivery issues.

WDA will provide seed funding of up to 20 projects over the next three years. IDA and SPRING will also provide funding to support the learning innovations through their Capability Development Grant and iSPRINT.

### iii. Collaboration

To drive collaboration, iN.LAB’s facilities are designed for use by CET professionals, the industry, government agencies, incubators, design experts and employers to share industry knowledge and best practices, and to forge collaborations

iN.LAB will also organise “InnovJam” sessions as a platform for the gathering of potential collaborators from different backgrounds and disciplines over one to two days, in order to jointly produce “bite-sized” innovation with simultaneous interaction with peers and associates.

Please refer to Annex A for more information on iN.LAB.

### iv. Technology

WDA will pilot Total Online Learning Solutions to facilitate the entire online learning process, from design and development to delivery and assessment. Through the pilot project, WDA will ascertain the need for such a system and to allow CET providers to experience its benefits without substantial upfront investment. For training providers and enterprises, it makes available a learning

management system, and a content management system to support learning. For individuals, it provides a seamless learner experience across content and devices and allows them to search, access, participate, collaborate and contribute to blended learning.

v. Intelligence

To support the learning innovation and experimentation, IAL, in partnership with local and international research institutions, will gather intelligence and provide feedback on how we can best harness technology in learning design and delivery, and fine-tune the solutions that are being implemented.

Please refer to Annex B for more information on iN.LEARN 2020.

**Launch of iN.LEARN 2020 and opening of iN.LAB**

The iN.LEARN 2020 launch and iN.LAB opening event was graced by Ms Low Yen Ling, Parliamentary Secretary, Ministry of Education and Ministry of Trade and Industry, as well as Mayor of South West Community Development Council, as Guest-of Honour. The event was also attended by leaders of business enterprises, solutions providers, system integrators, subject matter experts, adult educators, primary education and training providers, human resource developers, technology vendors (local and international), workforce development professionals as well as representatives from government agencies.

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**About Singapore Workforce Development Agency**

The Singapore Workforce Development Agency (WDA) enhances the competitiveness of our workforce by encouraging workers to learn for life and advance with skills. In today's economy, most jobs require not just knowledge, but also skills. WDA collaborates with employers, industry associations, unions and training organisations, to develop and strengthen the Continuing Education and Training system that is skills-based, open and accessible, as a mainstream pathway for all workers – young and older, from rank and file to professionals and executives – to upgrade and advance in their careers and lives. For more information, please visit [www.wda.gov.sg](http://www.wda.gov.sg).

## **FACTSHEET ON iN.LAB**

### **Background of iN.LAB**

iN.LAB is established as the one-stop touch point to drive iN.LEARN 2020<sup>1</sup>, the national plan to promote the adoption of technology-enabled Continuing Education and Training (CET) in Singapore. An initiative of the Singapore Workforce Development Agency (WDA), iN.LAB is located in the Lifelong Learning Institute (LLI). Its close proximity to training providers, and easy access will enable it to support the CET community in learning innovation.

Set up as an integrated collaborative space and “go-to” place for learning innovation in CET in Singapore, iN.LAB will nurture innovation in all aspects of CET, from curriculum design and content development to delivery.

### **Role of iN.LAB**

To realise learning innovation, iN.LAB takes on five key roles:



<sup>1</sup> iN.LEARN 2020 (Innovative Technology-Enabled Learning Strategy 2020), is a roadmap to change learning culture and practices, make available on-line learning resources and enhance learning accessibility for individuals and enterprises. iN.LEARN 2020 supports SkillsFuture’s agenda of developing an integrated high-quality system of education and training, and fostering a culture that develops and celebrates lifelong learning. The vision of iN.LEARN 2020 is pervasive blended learning transformed through the use of innovative technology to provide individuals with access to quality and highly-engaging learning offerings.

**a) A space for innovation**

iN.LAB is designed and equipped with facilities, equipment and tools to support experimentation, collaboration and project work on learning innovation.

**b) Strengthen capability**

iN.LAB offers programmes, workshops and clinics to help the CET community strengthen their capabilities in learning innovation, from curriculum design and delivery to business management and marketing.

**c) Spur knowledge exchange**

As a learning innovation hub, iN.LAB is where CET professionals, the industry, relevant government agencies and employers come together to share best practices, knowledge and expertise as well as future trends and needs.

**d) Matchmake expertise**

iN.LAB helps to match relevant industry expertise, for instance in learning technologies, training design and blended learning, with CET professionals and training providers who may need such expertise to catalyse innovation in adult education and training.

**e) Facilitate collaboration**

Through its facilities and programmes, iN.LAB forges synergy and collaboration with and among CET stakeholders, including adult educators, training providers and technology vendors.

**Facilities of iN.LAB**

iN.LAB is equipped with facilities and equipment to support the CET community's experimentation efforts and projects in learning innovation. These facilities include:

Facility	Description
Collaborative Spaces	These are configurable project and work spaces, designed to facilitate collaboration for project teams of varying sizes, from teams of 2 to 3 to large groups of 20 or more.
Media Production Suite	The media production suite consists of a video-production studio and two audio-recording / multimedia editing rooms.
Learning Spaces	These spaces are designed for training delivery and facilitation, and include configurable rooms for seminars, workshops, talks and small group consultations.

### **Programmes at iN.LAB**

Programmes are specially curated to empower CET professionals to take learning beyond traditional face-to-face classroom delivery towards innovative learning. The programmes cater to the learning needs and interests of CET professionals at different stages of their learning innovation journey. They also include i) programmes and business clinics focusing on business skills and awareness; ii) foundational programmes to help participants learn fundamentals of learning innovation; iii) programmes which focus on levelling up the standards of the CET community in issues of training management, skill sets and competencies; and iv) programmes which equip the CET community with tools for e-learning and adoption of learning innovation.

### **Partners of iN.LAB**

iN.LAB works with leading technology and learning solutions providers in the industry to showcase their latest projects, products and services. The aim is to provide exposure as well as bring new insights to the CET community, and spur them to explore these latest development and offerings.

iN.LAB's first line-up of learning innovation showcases include EON Reality, Playware Studios, Declara and LDR, with several more industry players, who champion learning infused with technology and innovation, in the pipeline. The partnership model is a long-term collaborative engagement, in which partners showcase innovative learning solutions with potential for adoption by the CET community.

### **Further Support for CET Community**

Small and medium enterprises keen to collaborate on learning innovation projects and adopt new learning technology can also tap on SPRING's **Capability Development Grant (CDG)** to help defray up to 70 percent of qualifying project costs. The funding components may include consultancy, training, and software costs. Projects undertaken by CET partners and practitioners with iN.LAB are eligible to tap on CDG as well.

### **Moving Forward**

Through these efforts and initiatives, iN.LAB is set to become the heart of learning innovation in Singapore. As the nation progresses towards more effective lifelong learning, iN.LAB is positioned to spur innovation in CET and achieve the goal of catalysing a dynamic and synergistic CET community in Singapore.

## **BENEFITS OF iN.LEARN 2020 TO RESPECTIVE STAKEHOLDERS**

### **Training Providers – Enhance learning outcomes and learner engagement**

iN.LEARN 2020 supports training providers in enhancing learning outcomes and learner engagement through the adoption of blended learning design that taps on technology, and collaborative efforts with pedagogical experts and technology vendors.

### **Adult Educators – Enhance professional practice in design and delivery**

iN.LEARN 2020 enhances the professional practice of adult educators through a comprehensive suite of capability development programmes and project partnership. Adult educators will conceptualise, design, explore and launch advanced and progressive learning to learners and enterprises.

### **Technology Vendors – Support purposeful use of technology in learning**

iN.LEARN 2020 opens opportunities for technology vendors to render their expertise, tools, and technologies in education and learning. They will gain access to the collaborative environment at iN.LAB to showcase their technical expertise and collaborate with adult educators, training providers, enterprises and learners.

### **Enterprises – Maximise learning opportunities and effectiveness**

iN.LEARN 2020 helps enterprises in effectively integrating learning at work. The blended learning approach will allow enterprises to support institution-based learning and workplace- based learning. Therefore, overcome the barriers to effectively leveraging on learning to support business performance.

### **Learners – Empower your learning**

iN.LEARN 2020 enables individual-based and community-based learning to be truly flexible, personalised, accessible and relevant. Learning will take place anytime anywhere and effectively integrates with work and life. Learners can access quality learning through multiple devices in and outside of work.