

### **Project Summary for IAL Website**

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<b>Project Title:</b>	How and Why University Graduates Seize Opportunities Offered by Lifelong Learning Policies
<b>Project Number:</b>	GA21-03
<b>Year of Approval:</b>	2022
<b>Funding Source:</b>	WDARF
<b>Objectives and intended outcomes of the project:</b>	<p>This project will generate comprehensive datasets on the usage, benefits and incentives of lifelong learning programmes (e.g., SkillsFuture Credits and other SkillsFuture programmes) among graduates of a major Singapore university and the general adult population.</p> <p>Through reports, sharing sessions and publications, findings from this research will help policymakers to assess the effectiveness of lifelong learning programmes to train and maintain the employability of the most qualified Singaporeans. Findings can be used to adjust communication about these opportunities to increase uptake and positive outcomes of lifelong learning initiatives .</p>
<b>Project Team</b>	
<b>Principal Investigator:</b>	Dr. Paul A. O’Keefe
<b>Summary of Project (up to 300 words)</b>	
<p>The 4th Industrial Revolution and Covid-19 pandemic dramatically impacted the nature of work. Lifelong learning (LLL) has become increasingly necessary, even for highly educated workers, to pivot and upgrade skills in adulthood. Singapore’s government has several programmes to support LLL, such as SkillsFuture. Problematically, however, many citizens do not seize these opportunities.</p> <p>This project will provide a comprehensive, interdisciplinary approach to understanding participation in LLL programmes, particularly SkillsFuture Credits and other SkillsFuture programmes. We will focus predominantly on university graduates, to understand key factors that lead highly educated workers to use LLL policies, and how such policies could be designed to encourage greater usage of LLL programmes. We will survey alumni of a major university, with the goal to understand (1) psychological and social determinants of LLL activities; (2) how LLL policies are used, and (3) outcomes of LLL participation like enhanced professional skills, job change, promotion, or securing employment. The research will be based on the European Adult Education Survey, already used in over 30 countries, and further enriched by measures of motivation-related mindsets regarding beliefs about the cultivation of intelligence, vocational interests, and opportunities. Survey data will be linked to university records to identify alumni learning trends over across time. We will recruit a second group from the general adult population to examine generalizability and boundary conditions. In addition, focus groups and interviews of alumni will yield greater detail about individuals’ approach to LLL and policy resources. Finally, a short follow-up survey will track progress over time in respondents’ professional experiences and additional learning activities. Research findings aim to help policymakers improve LLL programmes, encourage more Singaporeans to seize LLL opportunities, ultimately benefitting both the users of the programmes as well as Singapore’s workforce.</p>	