

MEDIA RELEASE

Institute for Adult Learning elevates workplace learning through strategic collaborations and innovative programmes

- *IAL collaborates with three new leading partners and welcomes 27 new members to the Learning Enterprise Alliance.*
- *SBS Transit senior bus captains to benefit from IAL's new accelerated and industry-centric training pathway.*

SINGAPORE – 20 OCTOBER 2023 – The Institute for Adult Learning ([IAL](#)), an autonomous institute of the Singapore University of Social Sciences (SUSS), has forged strategic Memoranda of Understanding (MOUs) with three leading partners from both private and public sectors. This synergy is designed to accelerate enterprise transformation by enhancing workforce capabilities.

The signing ceremony was held in conjunction with IAL's Learning Enterprise Alliance (LEA) Awards Ceremony 2023 at Pan Pacific Singapore, where Minister of State for Education and Manpower, Ms Gan Siow Huang, also addressed the assembly of esteemed guests.

At the core of these MOUs is a shared commitment to create an ecosystem that promotes lifelong learning and skill enhancement. This collaborative journey will see partners co-developing pertinent continuous professional development (CPD) programmes and training to enhance workplace productivity and jointly identify the industry's workforce development and innovation needs.

The MOU partners are leading organisations in healthcare, education and from the HomeTeam. They are the [Agency for Integrated Care \(AIC\)](#), [Home Team Academy](#) and [Kydon Holdings](#). These partnerships underscore the importance of reinforcing a cohesive workplace learning ecosystem, as they span many domains.

The partnership with AIC focuses on enhancing workforce capability for the community care sector through professional development and digital transformation initiatives, particularly for adult educators within the industry. AIC will also support IAL in workplace learning projects to enhance upskilling needs for the sector.

IAL's collaboration with Kydon revolves around creating bite-sized learning assets, with Kydon spearheading content creation tools and digital transformation strategies and IAL bringing its expertise in pedagogical outcomes, ensuring content efficacy. Meanwhile, IAL's partnership with the Home Team centres on amplifying the professional development of Home Team Departments. This includes a blend of technology-driven training and traditional methods, complemented by formal programmes from SUSS-IAL, digital badge recognitions, and event collaborations.

Associate Professor (Practice) Yeo Li Pheow, Executive Director of IAL, said, "2023 is a significant year for IAL's industry partnerships. Our MOUs are signed with key players in strategic sectors – healthcare and aged care, homeland security and education learning technology – who play pivotal roles in their respective sectors to drive learning transformation

and workforce development for better service delivery and meeting their respective organisational goals. Workplace learning is integral to worker and business performance. It is what makes learning count for most organisations. Our LEA network is best placed to support efforts to harness workplace learning.”

“AIC is delighted to work with IAL to enhance the capability and skills of staff in the Community Care sector. Against the backdrop of Singapore’s Healthier SG and Age Well SG initiatives, people development through the sector’s adult educators as enablers is of topmost priority to us as we ramp up the services and support we provide seniors. Through this partnership with IAL, we can combine our strengths to groom more well-trained and qualified professionals,” said Mr Tan Kwang Cheak, AIC’s Chief Executive Officer.

Mr David Yeo, Founder and Chief Executive Officer of Kydon Holdings, said, "Our collaboration with IAL marks a significant stride toward shaping the future of learning in the digital era. Microlearning is paramount in today's fast-paced world, tailored to the habits of modern learners who seek immediate, focused knowledge consumption. Through this partnership, we are poised to equip aspiring eLearning professionals with the tools and insights to craft bite-sized digital learning assets. This collaboration will not only elevate eLearning standards but also foster an environment of continuous improvement. By amalgamating our expertise with IAL, we aim to glean superior knowledge and expertise in the practice and advancement of digital learning, contributing significantly to Singapore's education and training landscape and beyond."

“As an extension to our ongoing partnership since 2022, we are excited to embark on this new collaboration with IAL,” said Mr Anwar Abdullah, Chief Executive, Home Team Academy. “This collaboration further expands the pool of resources that HTA can tap to create high-quality programmes, as well as continuous professional development opportunities for Home Team officers. I am confident that Home Team trainers and curriculum developers can deepen their mastery in the areas of instructional delivery and curriculum development and benefit from IAL’s expertise as a leading institution in adult training and education.”

27 new enterprises join alliance to foster workplace learning

The LEA proudly welcomed 27 new members this year, bringing its total member count to nearly 130 since its inception in 2018. LEA, an initiative of IAL’s Centre for Workplace Learning and Performance (CWLP), champions a dynamic knowledge-sharing culture between varied sector enterprises and training and adult education (TAE) practitioners, ushering in fresh collaboration avenues. *(Please refer to **Annex A** for the list of new LEA members.)*

This year's LEA theme, 'Amplify', embodies IAL’s mission to expand, elevate, and deepen the influence of workplace learning on both individual and business performance. This is achieved through a collective learning environment through the networking and knowledge-sharing opportunities provided by the LEA platform. LEA members have worked with IAL to identify improvement areas and implement workplace learning solutions to enhance productivity.

Unveiling the Accelerated Industry-centric Training Pathway

IAL also launched the Accelerated Industry-centric training pathway this month. This initiative aims to equip line professionals with deep skills and knowledge in learning pedagogy, allowing

them to effectively integrate their technical and training skills. Besides developing their training capabilities, they will also gain credentials that will enable them to train SkillsFuture Singapore-approved certifiable programmes in their respective industries and trades. This will benefit companies and their sectors as they will have assurance and access to well-qualified trainers.

SBS Transit Senior Bus Captains will benefit from a new pathway developed in partnership with IAL and NTUC LearningHub. This collaboration has incorporated industry-focused elements into the curriculum to boost industry relatability in the trainers' delivery.

Upon completing this pathway, Senior Bus Captains, who also serve as Service Mentors, will gain recognised coaching competencies and best practices, enabling them to pursue a career as Driving Instructors within the Public Transport Sector.

Drawing from their extensive work experience, these professionals turned trainers have the potential to design training programmes that empower junior Bus Captains to apply what they learn effectively on the job. This integration aligns with the natural flow of employees' tasks, ensuring that learning is an ongoing and integrated process.

Through this accelerated pathway, SBS Transit aims to train 80 bus captains over three years. IAL plans to expand the accelerated pathway into the healthcare and social service sectors.

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About The Institute of Adult Learning:

The Institute for Adult Learning (IAL) is an autonomous institute of the Singapore University of Social Sciences. As the National Centre of Excellence for Adult Learning, IAL works closely and supports Adult Education professionals, businesses, human resource developers and policymakers through its comprehensive suite of programmes and services on raising capabilities and catalysing innovations in Continuing Education and Training (CET). IAL also champions research in sustaining economic performance through skills, shaping employment and CET decisions, and developing innovations through learning technology and pedagogy to heighten adult learning. For more information, visit www.ial.edu.sg.

ANNEX A: LIST OF NEW LEARNING ENTERPRISE ALLIANCE MEMBERS

1. A*STAR's National Metrology Centre
2. Alliance 21 Pte. Ltd
3. Avon Services Pte Ltd
4. Bethesda Medical Pte Ltd
5. BIOTRONIK APM II Pte Ltd
6. FarEastFlora.com Pte Ltd
7. FirstCom Academy Pte Ltd
8. Food Collective Pte Ltd
9. GreenGarden Services Pte Ltd
10. Huttons Asia Pte Ltd
11. IES Academy Pte Ltd
12. Inspro Insurance Brokers Pte Ltd
13. Kim San Leng (Soon Lee) Pte Ltd
14. Lembaga Pentadbir Al-Mukminin
15. Macnica Cytech Pte Ltd
16. Muslimin Trust Fund Association
17. Netatech Engineering Pte Ltd
18. Pipe Rehabilitation Pte Ltd
19. Sengkang General Hospital Pte Ltd
20. Singapore National Eye Centre Pte Ltd
21. SJ Defence Services Pte Ltd
22. So Drama! Entertainment
23. Straits Interactive Pte Ltd
24. The Singapore Armed Forces, Institute for Military Learning
25. Tuber Productions Pte Ltd
26. WhiteCoat Holdings Pte Ltd
27. Yeap Transport Pte Ltd