

Professionalising Adult Educators

IAL's Perspective



Shared by: Koh Tat Suan, D/LPDD
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IAL CORPORATE VIDEO

[HTTP://WWW.YOUTUBE.COM/WATCH?V=TQO3E4VOPIW](http://www.youtube.com/watch?v=TQO3E4VOPIW)

VISION

To be the National Centre of Excellence in Learning, Practice and Research

MISSION

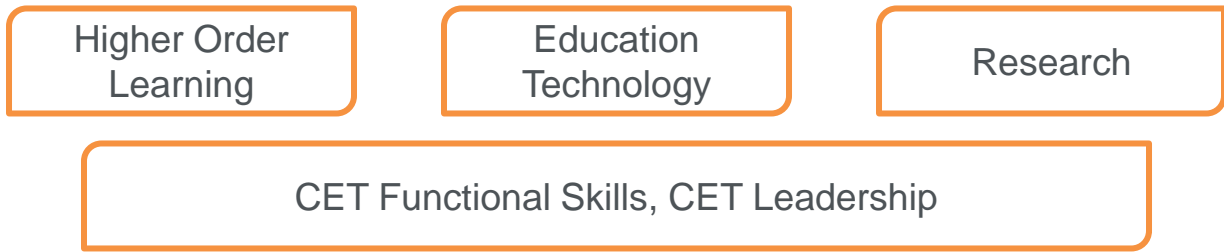
To raise the Capabilities of CET Professionals to Enhance Workforce Learning and Workplace Performance



IAL contributes to the competitiveness of Singapore by developing an effective, innovative and responsive **C**ontinuing **E**ducation and **T**raining (CET) sector that is able to meet the needs of industries and the Singapore workforce.



IAL'S OFFER OF FORMAL AND INFORMAL PROFESSIONAL DEVELOPMENT PATHWAYS



Master of Art in Lifelong Learning



Master in Training & Development

Diploma in Adult Continuing Education



Advanced Certificate in Training & Assessment



Workplace Trainer Programme



Master class Series

Adult Learning Symposium

Special Interest Groups

Seminars

Workshops

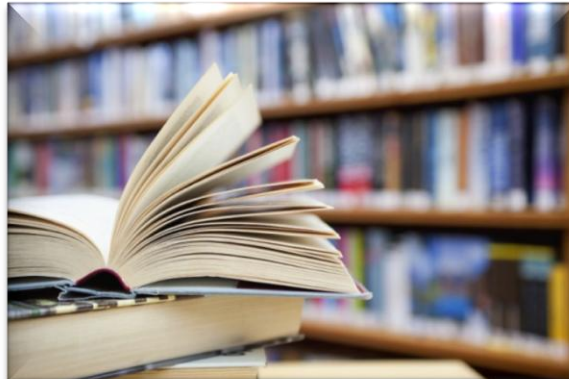
Virtual Learning



TAE PROFESSIONAL COMPETENCY MODEL



PROVIDING END-TO-END SOLUTIONS TO OUR PARTNER CLIENTS



Research

- Learning Effectiveness
- Skills Performance & Productivity
- Innovation & Evaluation



Consultancy

- Training Needs Analysis / Road Maps
- Framework / Qualifications Development
- Competency Map Design & Development
- Programme Contextualisation / Customisation
- Benchmarking / Training Audit



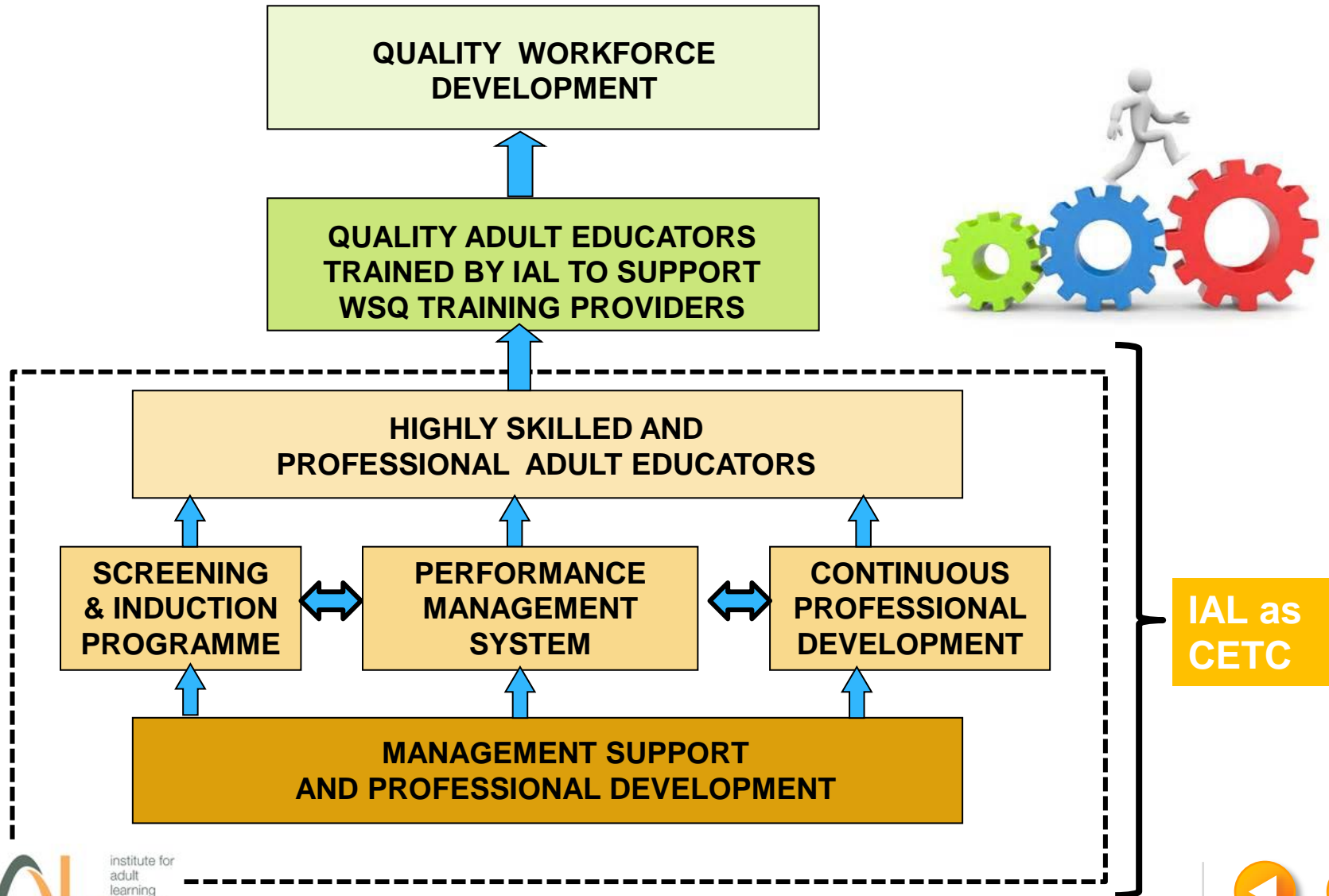
Research

- Continuous Professional Development (CPD)
- CET Professional Framework
- Outsourcing
 - E-learning design and development
 - Training management
 - Curriculum Design
 - Content Development
 - Audit / Assessment

Continuous Improvement Cycle within the CET Sector



THE BIG PICTURE: CONNECTING WITH THE IAL MISSION



AE DEVELOPMENT IN IAL



JOB OPPORTUNITIES

- Facilitator
- Assessor
- Curriculum developer
- Practicum/ Capstone Supervisor
- AE Specialist
- AE Mentor
- iTeam Leader

COMPETENCIES

- Skills, knowledge and attitude required for the excellent performance of roles and functions

WORK REVIEW

- Appraisal and ratings of performance
- Identification of areas of:
 - Excellence
 - Required improvement

PROFESSIONAL DEVELOPMENT

- Taking responsibility for self-development
- Capability development and capacity building



AE COMPETENCIES: SKILLS & KNOWLEDGE



KNOWLEDGE

Training Areas

Subject content and curriculum

- Courses
- Understudy
- Mentorship

- Monthly updates
- Courses/Briefing

KNOWLEDGE

Manpower and CET policies

Rationale and philosophy

KNOWLEDGE

Educational Psychology & Theories

*K construction and skills acquisition,
Curriculum theorising*

- Courses
- Self study
- CoP

- Monthly updates
- External collaboration
- Job expansion (iTeam)

SKILLS

Andragogy

*Using various facilitation
techniques and training
approaches*

KNOWLEDGE

Development in CET and Industries

Trends and practices

CONTINUOUS PROFESSIONAL DEVELOPMENT PLAN

Professional Practice

- Application of learning technologies
- Facilitation skills
- Active learning

Reflective Practice

- Professional Identity
- Training effectiveness
- Learner engagement

Peer Learning (CoP)

- Video-enabled peer feedback
- Lesson understudy/peer coaching
- CPD exchange programme

PD Observations

- Pre-observation activity
- Observation
- Post observation activity



KEY OUTCOMES



QUALITY LEARNING

- Create positive learning environment.
- Use learner-centric and innovative facilitation techniques



LEARNER SUPPORT

- Provide necessary guidance and support
- Determine current and future learner-needs



CONTRIBUTION TO IAL

- Participate actively in IAL's initiatives and duties
- Expanding job scope and role



PROFESSIONAL DEVELOPMENT

- Engage in continual learning
- Provide peer guidance; be a critical friend
- Participate in Community of Practice

THANK YOU