

Annual Bank Conference on Development Economics

Paris

May 30- June

The Journey to Evidence-Based Policy and Practice in Continuing Education and Training

Gary Willmott

Visiting Research Fellow & Former Executive

Director, Institute for Adult Learning

Singapore

The Initial Thought-Line...

Countries with national vocational education and training systems are shifting towards stronger, formalised, research based and data-driven policy and strategic planning

The Singapore Experience in
moving to evidence-based
policy and practice on
Continuing Education and
Training

The Journey...

- From commitment to action in building a National Workforce Skills Qualifications and Employability Skills System
- Building research capability- establishing the Institute for Adult Learning
- Research and data driven policy and practice
- Some reflections on the nature and uses of evidence

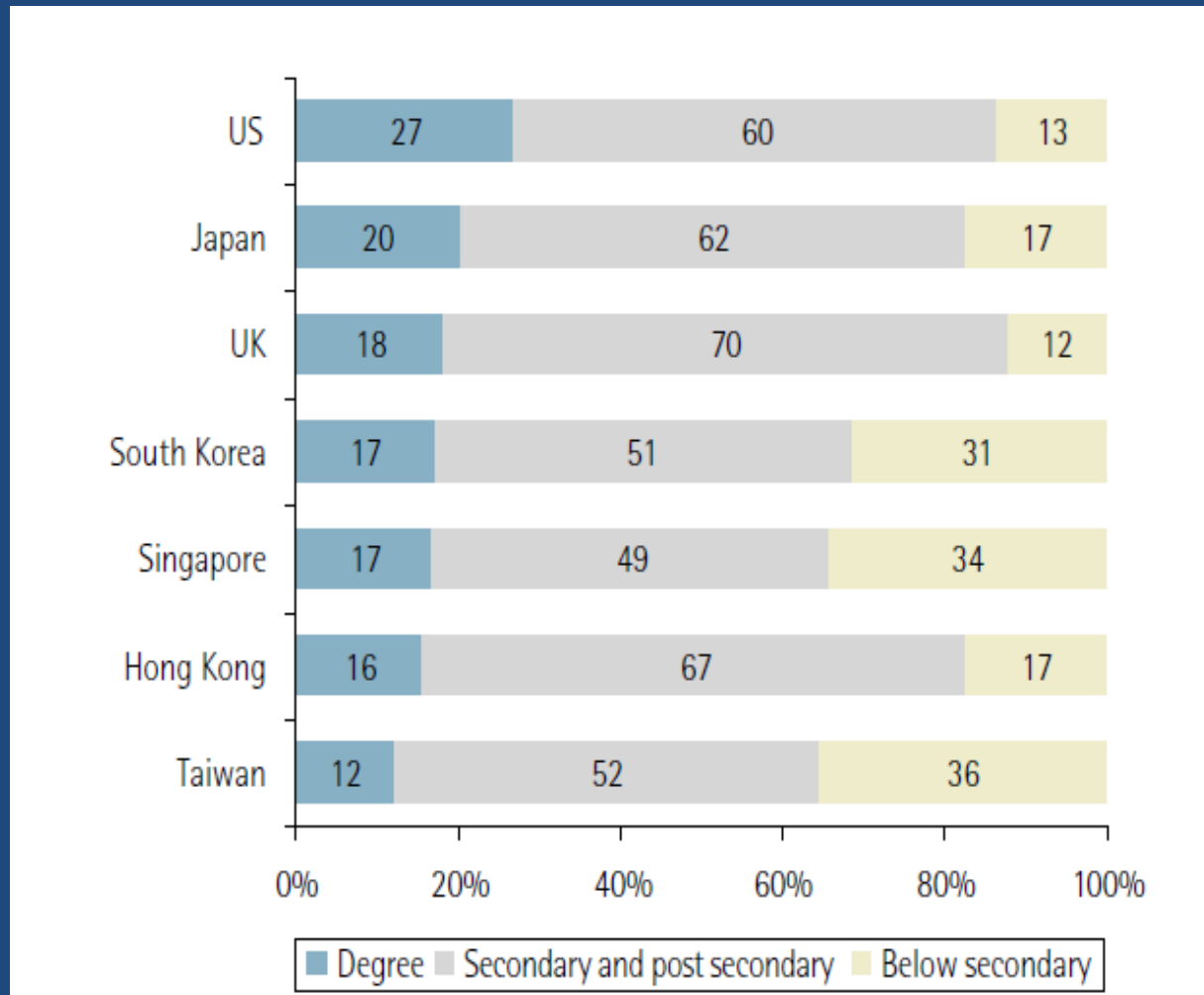
Singapore has traditionally relied upon a high quality school and post school education system to drive growth

- Primary and secondary schools
- Junior colleges
- Institute of Technical Education
- 5 Poly-technics
- 4 Public universities
- 90% + participation in post- secondary school qualifications 2000- 2011

But it was not ever thus...

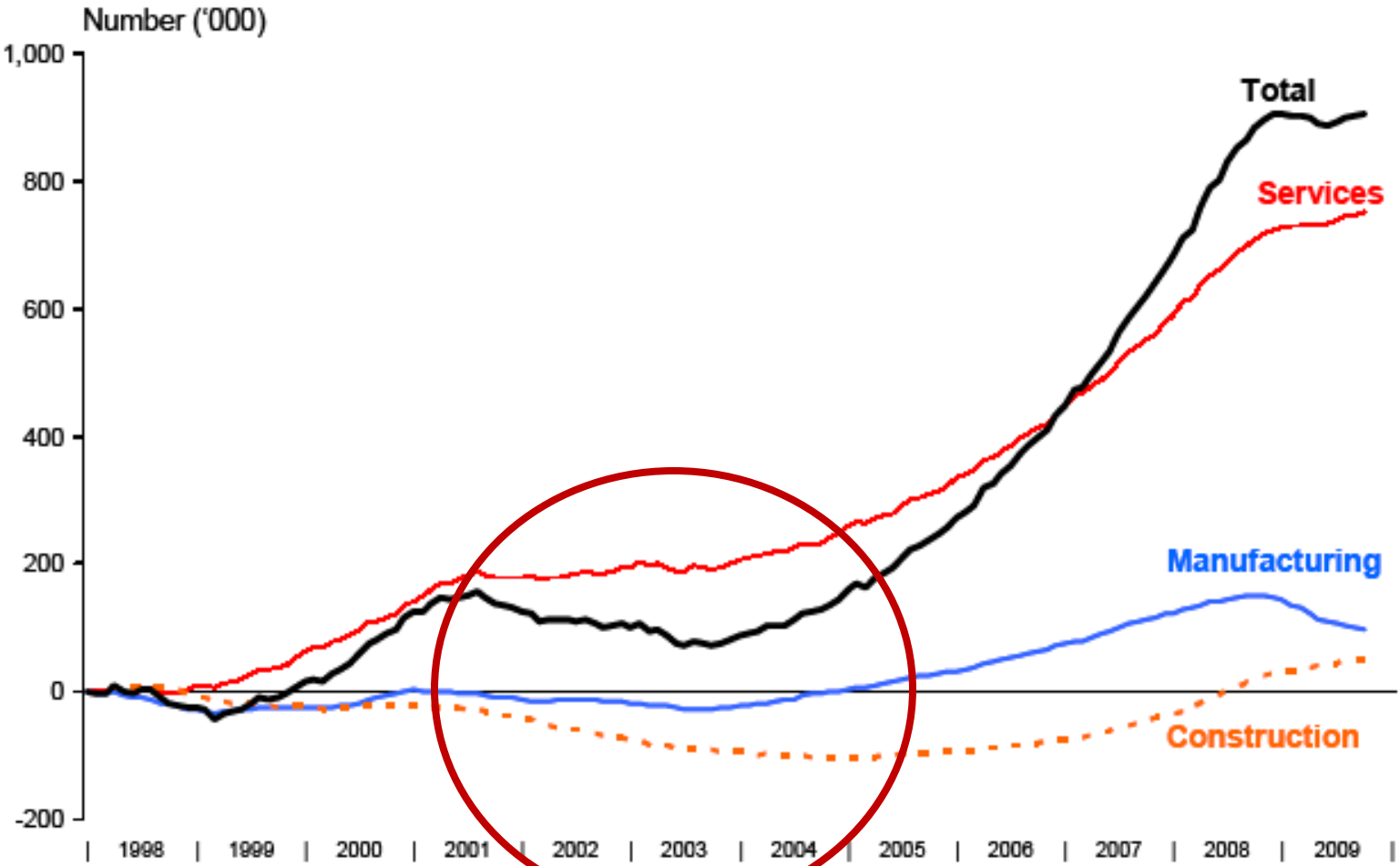
“Manpower 21” (1999) and the
2003 Economic Review
Committee Report flagged the
need for a continuing (adult)
education and training system
as a basis for workforce
development

Educational Profile of the Labour Force 2001



Source: Ministry of Manpower, Census and Statistics Department, Hong Kong Special Administrative Region, People's Republic of China; Directorate-General of Budget, Accounting and Statistics, Executive Yuan, Republic of China; OECD as cited in the Report of the Economic Review Committee, 2003.

Cumulative Employment Change by Sector (Jan '98 – Sep '09)



Source: Ministry of Manpower Singapore, Labour Market Q3, 2009

Development of a National CET System 2003 - 2009

Principles & Key Features of this System

- Industry Led
- Open Access
- Skills Framework
- Competency-Based
- Trainer Standards
- CET Qualifications Framework
- Quality Assurance

Singapore Workforce Skills Qualifications System



Industry Framework Development 2005-2010

2005	2006	2007	2008	2009	2010
Employability Skills System (ESS)	Community and Social Services (CSS)	Generic Manufacturing	Human Resource	Wafer-Fab Precision Engineering	Environmental Cleaning
Retail	Finance	Aerospace	Leadership and People Management (LPM)	Textiles and Fashion	Business Management
Training	Food & Beverage (F&B)		Creative Industries		
	InfoComm Technologies (ICT)		WSH Professional		
	Landscape		Floristry		
	Precision Engineering		Healthcare Support		
	Security		Trade Specific WSH for Marine WSQ		
	Service Excellence		Process Industries		
	Tourism				

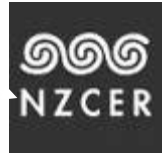
Capability Development and Research 2008 – 2011

Establishment of the Institute for Adult
Learning April 2008

International Collaborations



University of South Australia



Skills for Learning Professionals



- ▶ Forschung
- ▶ Beratung
- ▶ Zukunft gestalten



THE UNIVERSITY OF WARWICK



New additions...



IAL Research

The Institute for Adult Learning has established a Research Division, the key objectives of which are:

- to build research capability and capacity in CET and
- conduct research to inform policy and practice in CET and enhance the effectiveness of CET provision.

The 3 Centres for Research



Centre for Research in Learning

Centre for Skills, Performance and Productivity Research

Centre for Evaluation and Innovation Research

EXAMPLES OF RESEARCH PROJECTS

CENTRE FOR
RESEARCH IN
LEARNING

CENTRE FOR SKILLS,
PERFORMANCE &
PRODUCTIVITY RESEARCH

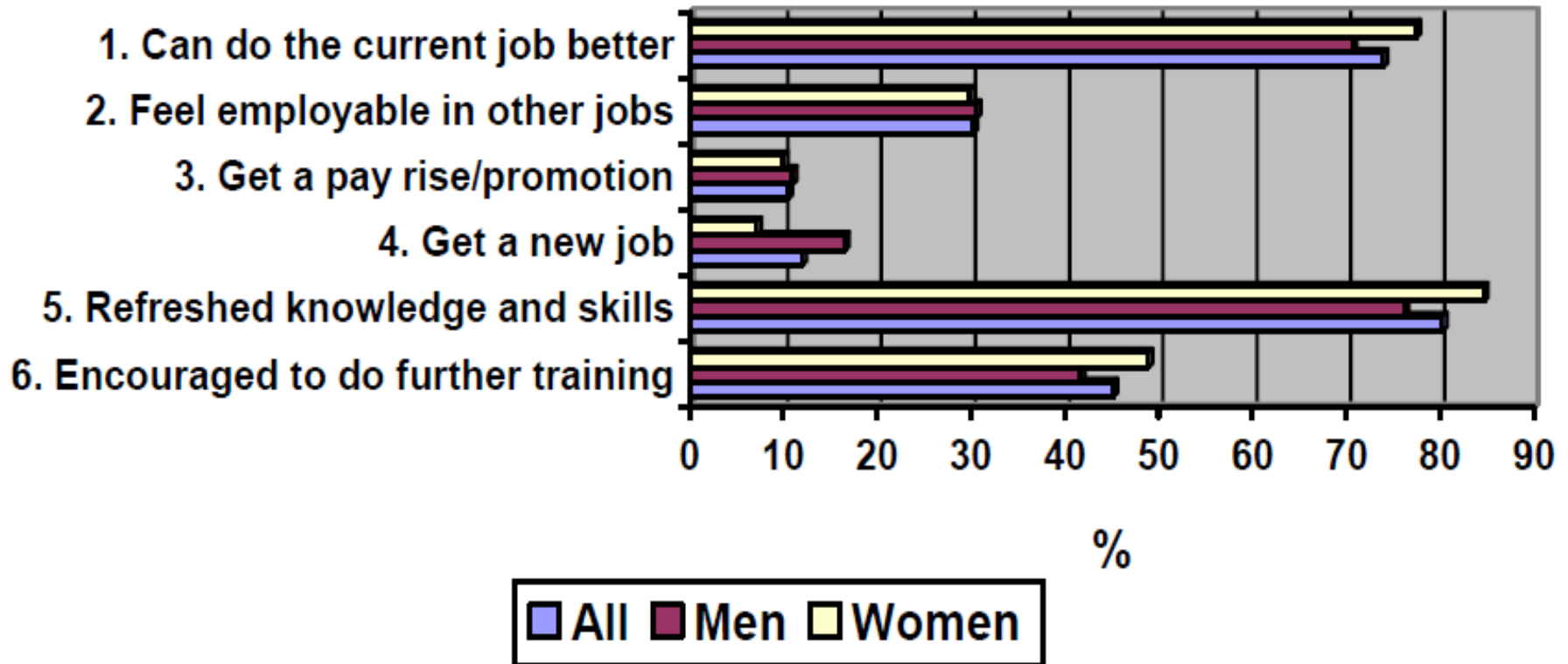
CENTRE FOR
EVALUATION AND
INNOVATION
RESEARCH

Recent Projects	Current Projects	Recent Projects	Current Projects	Recent Projects	Current Projects
WSQ Workplace Learning and Assessment	WSQ Diploma in Adult and Continuing Education: Curriculum and quality courseware designers	Skills Utilisation in Singapore	Organisational Skills Strategies and Productivity	Development of a CET monitoring and evaluation framework	Evaluating and understanding PME workforce development
Reflexive Practitioner Research for Professional Learning in CET	Tools for learning and training design	Participation, Learning Outcomes and Impact of the Employability Skills Programme			Understanding the Singaporean Adult Educator

Research and Data Driven Policy
and Practice
2010- 2011...

- The impact and outcomes of generic employability skills training
- The effect of training on lower skilled workers
- Workforce training and contextualisation on CET in Singapore
- Flexibility and movement between CET-Higher Education boundary
- What skills are utilised in work
- The importance of skills formation and training on workforce and industry productivity

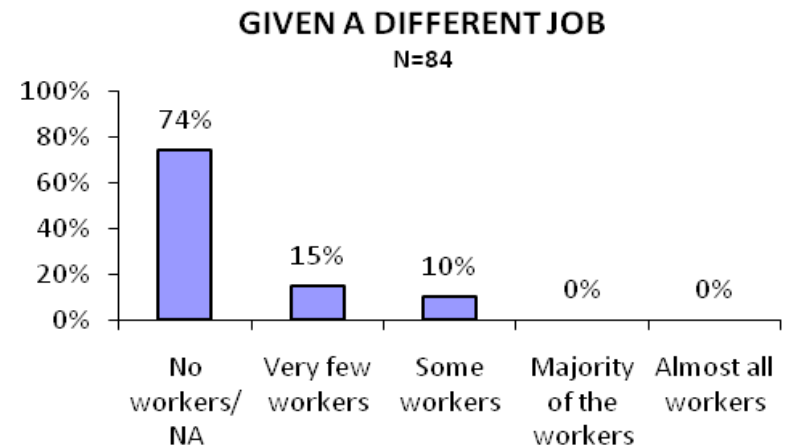
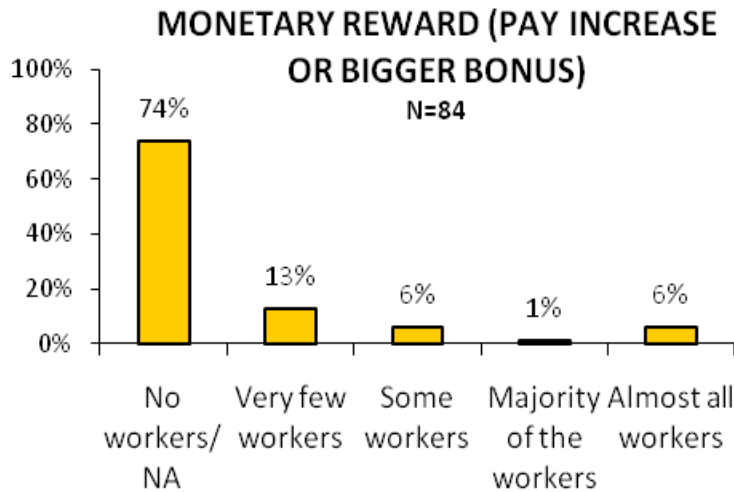
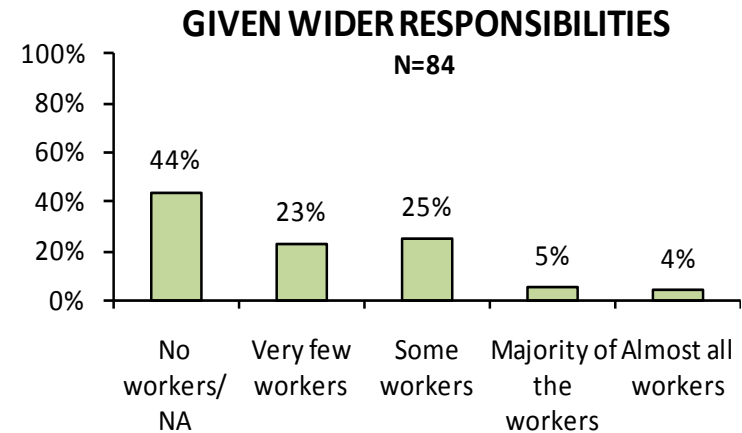
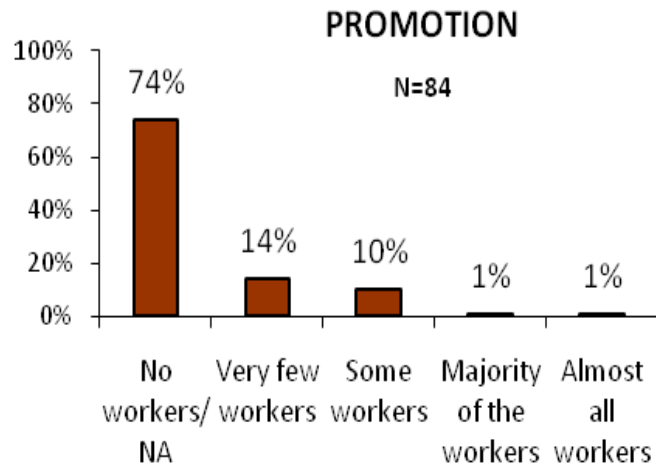
Previous Research in Singapore



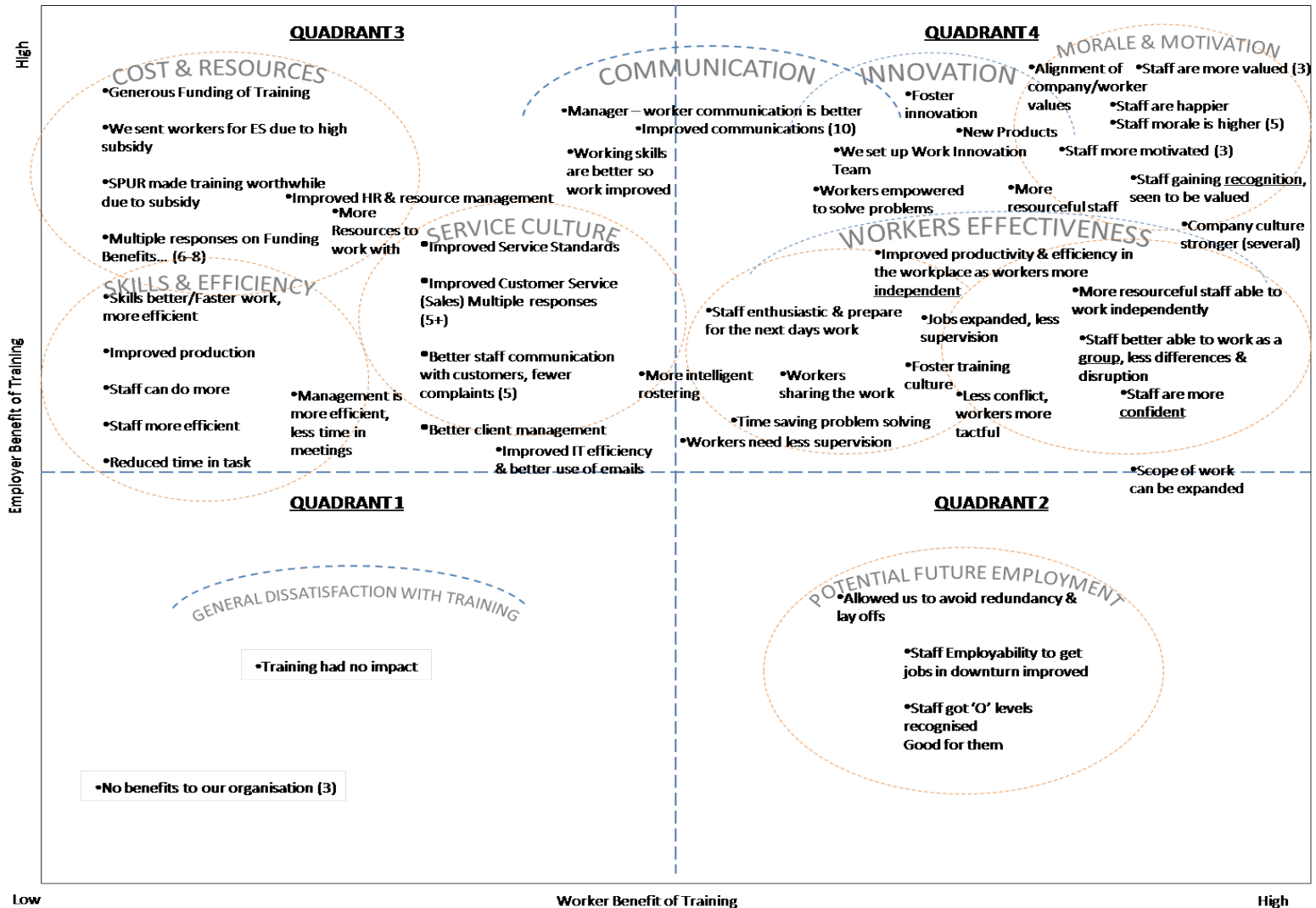
Source: Ang Boon Heng, *The Impact of Structured Training on Workers' Employability and Productivity*, 2006, p12

IAL Study 2010

Training Impact Findings

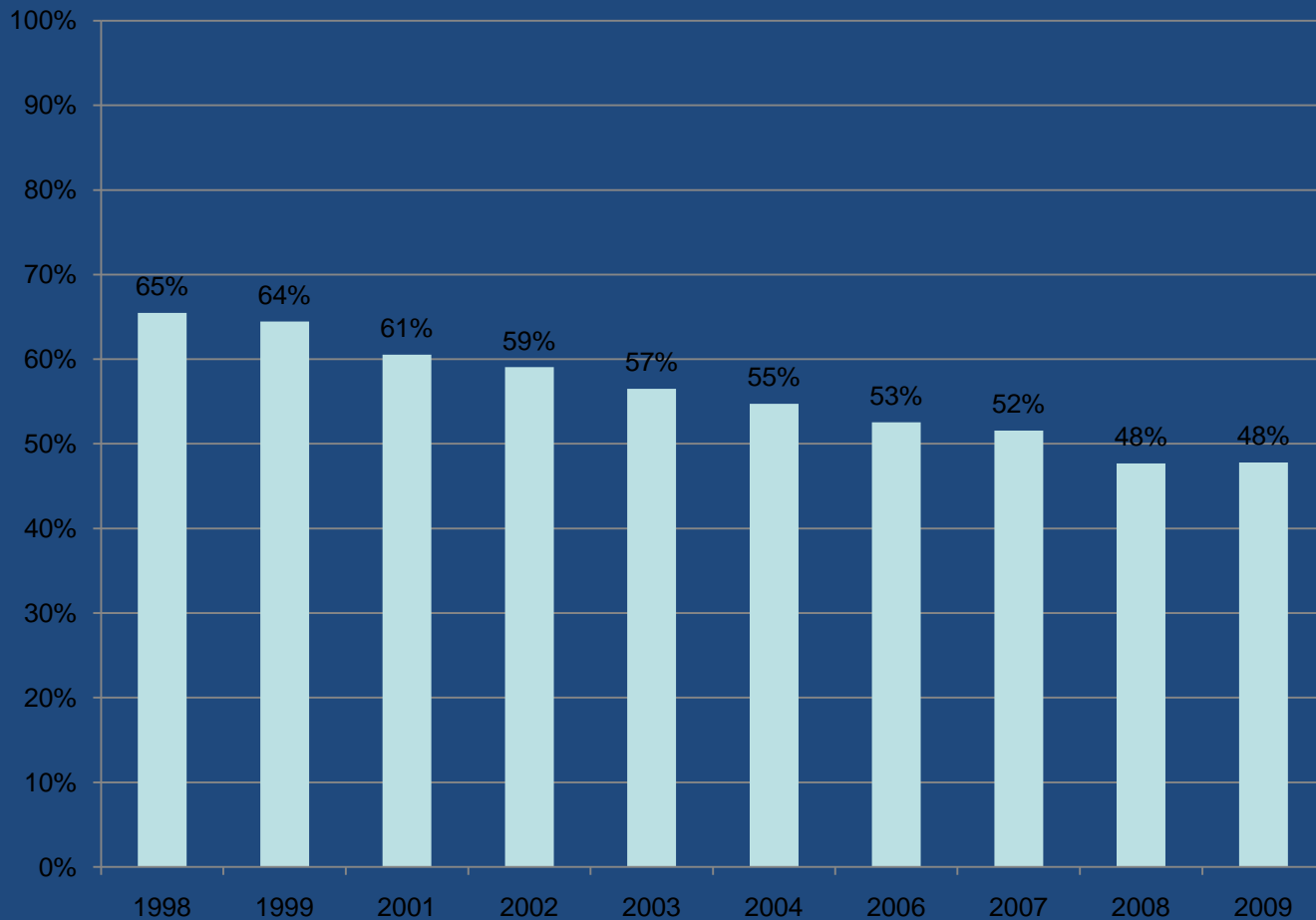


Benefits Perceived By Employers Of Employability Skills Training Accruing To The Organization And To Workers



- The impact and outcomes of generic employability skills training
- The effect of training on lower skilled workers
- Workforce training and contextualisation on CET in Singapore
- Flexibility and movement between CET-Higher Education boundary
- What skills are utilised in work
- The importance of skills formation and training on workforce and industry productivity

Percentage of Low Skilled Workers, 1998 - 2009



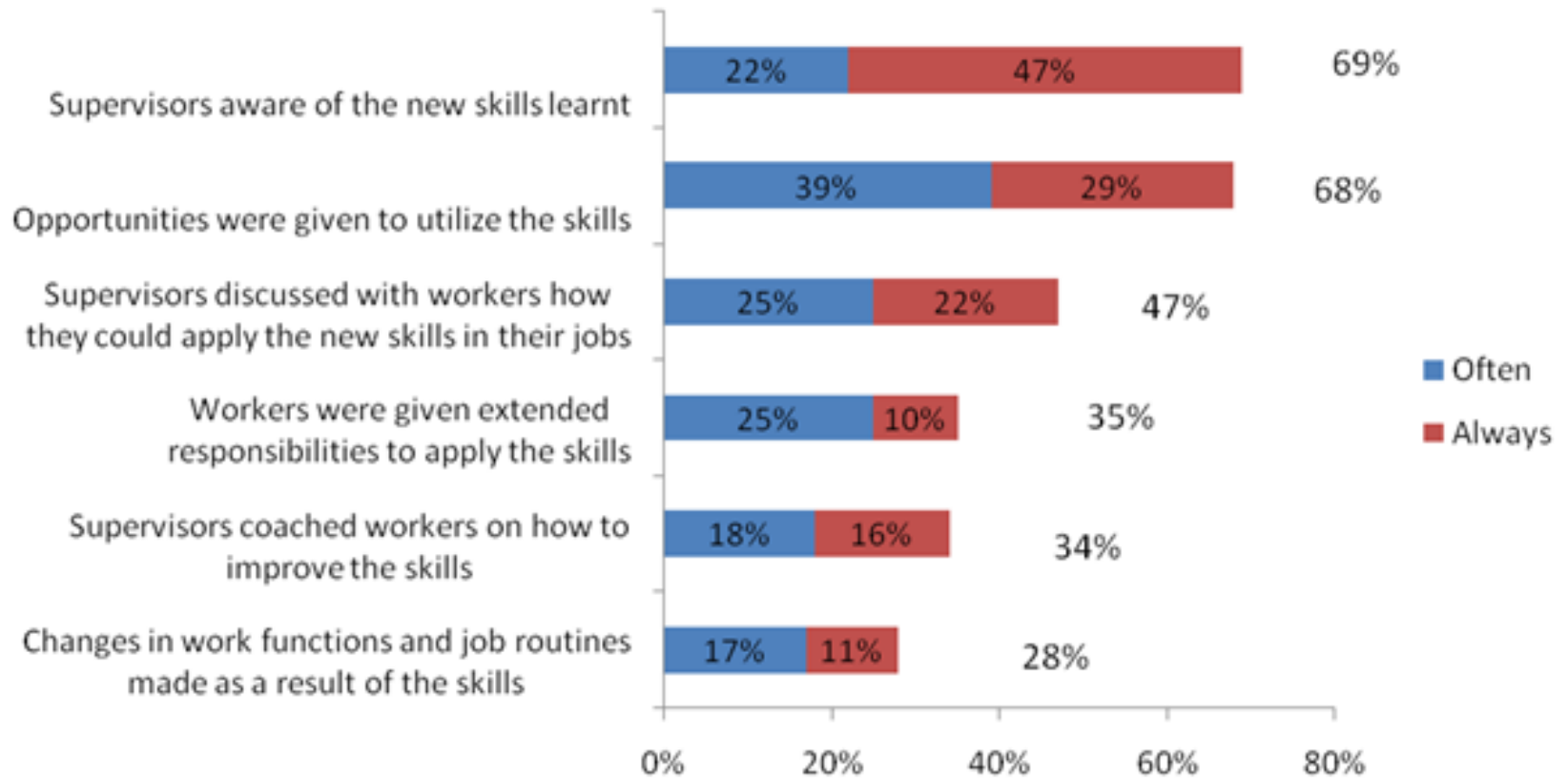
Source: Ministry of Manpower, Report on Labour Force in Singapore, 2008 and 2010. These are economically active resident aged 15 years and above with secondary and below qualifications . It excludes foreign workers.

However

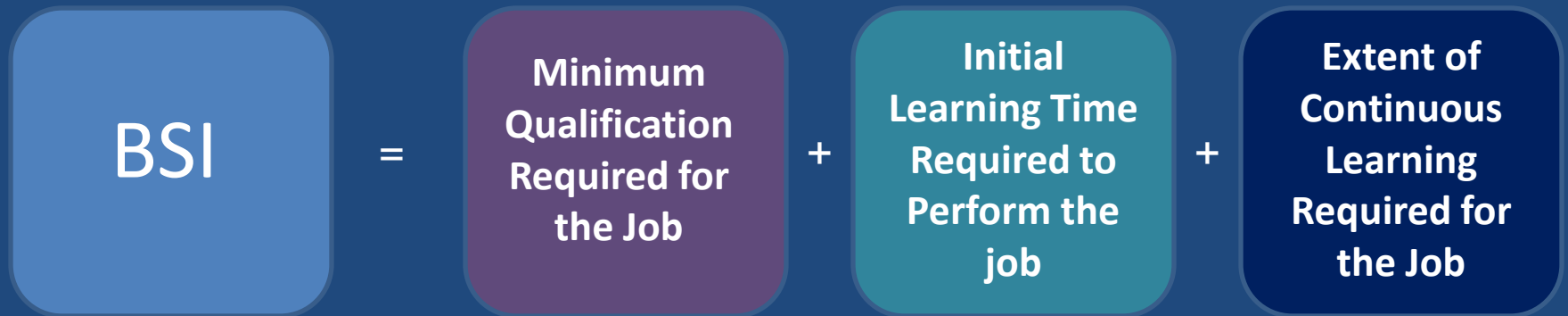
- While the percentage of Low Skilled Workers (LSW) in Singapore fell from 65% to 48% of the workforce (1998 – 2009)
- The Singapore Labour Force has increased from 1.546m to 1.985m
- 90% of new entrants are skilled
- The actual reduction in numbers of LSWs is <50,000

- Numerous studies (Cornford, 2005; Hager et al, 1996; Hawke, 2004) report the effectiveness of contextualisation and work-based learning
- IAL studies (Bound, 2010 and Willmott, 2010) have shown that CET in Singapore is highly (+95%) classroom centric
- Employers indicated they prefer contextualised training and workplace based learning
- Employer engagement in active post-training skills application is weak

EMPLOYER ENGAGEMENT IN POST-TRAINING SKILLS APPLICATION



Derivation of the Broad Skills Index (BSI)



Observations (1)

The nature and sources of evidence

- Comparative studies
- Industry data
- Broad labour market data
- Data and research on training
- Research- based evidence on learning

Observations (2)

... Research Capability Development

- Drawing in researchers from established institutions
- Graduate research degrees
- Research clusters around key themes
- Research seminars and symposia
- Encouraging innovation
- Publication and dissemination

Observations (3)

Applications of research -based evidence
to inform policy change...

Thank you!

Dr Gary Willmott, Visiting Fellow, IAL
garymwillmott@gmail.com