



INSTITUTE FOR  
ADULT LEARNING  
SINGAPORE



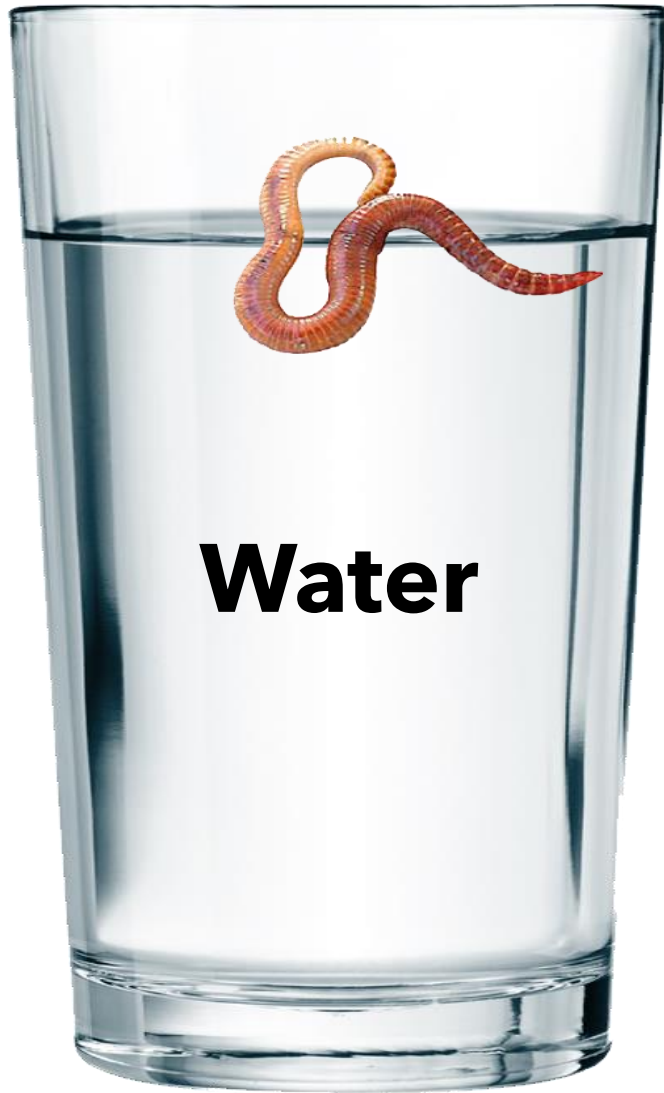
## Building Competencies in the Intermediate and Long-Term Care Sector through Adult Learning Principles.

**Dr. Justina Tan**

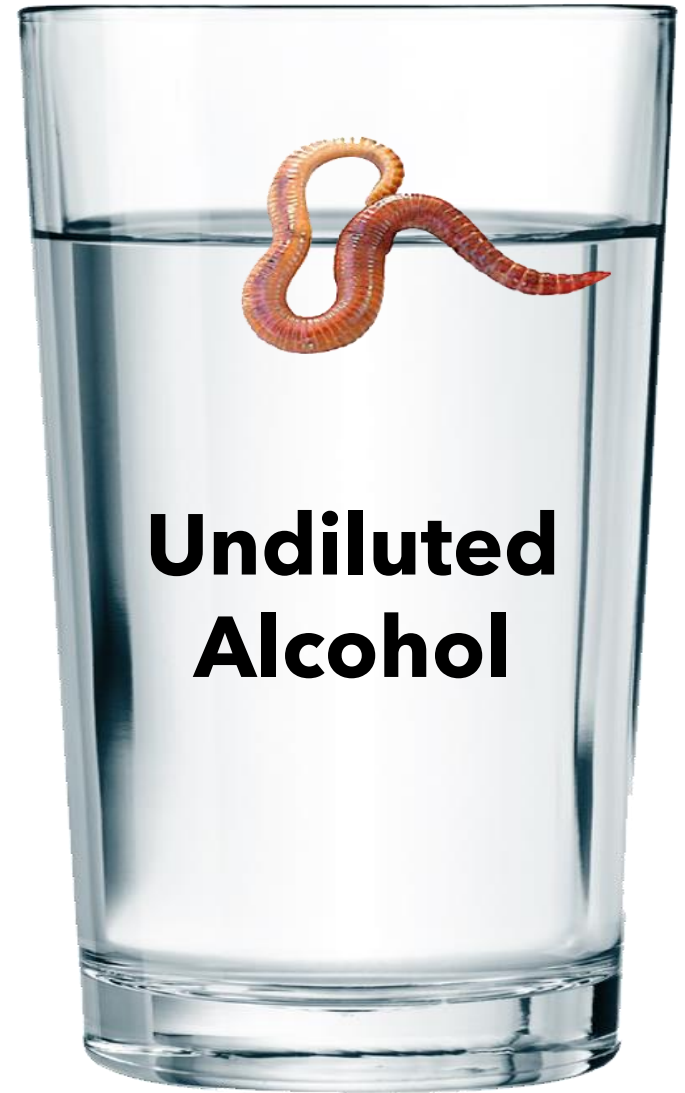
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**Water**



**Undiluted  
Alcohol**



***So, what's the  
moral of the  
story?***

***"I see that if you  
drink alcohol,  
you will never  
have worms."***



# The Future of Healthcare





**Ageing  
Population**



**Land Scarcity**



# Hospital to Community Care





**So, what is the  
significance?**



**Multi-  
Disciplinary  
Teams**



# Birth of New Healthcare Jobs



**Build  
Competencies**



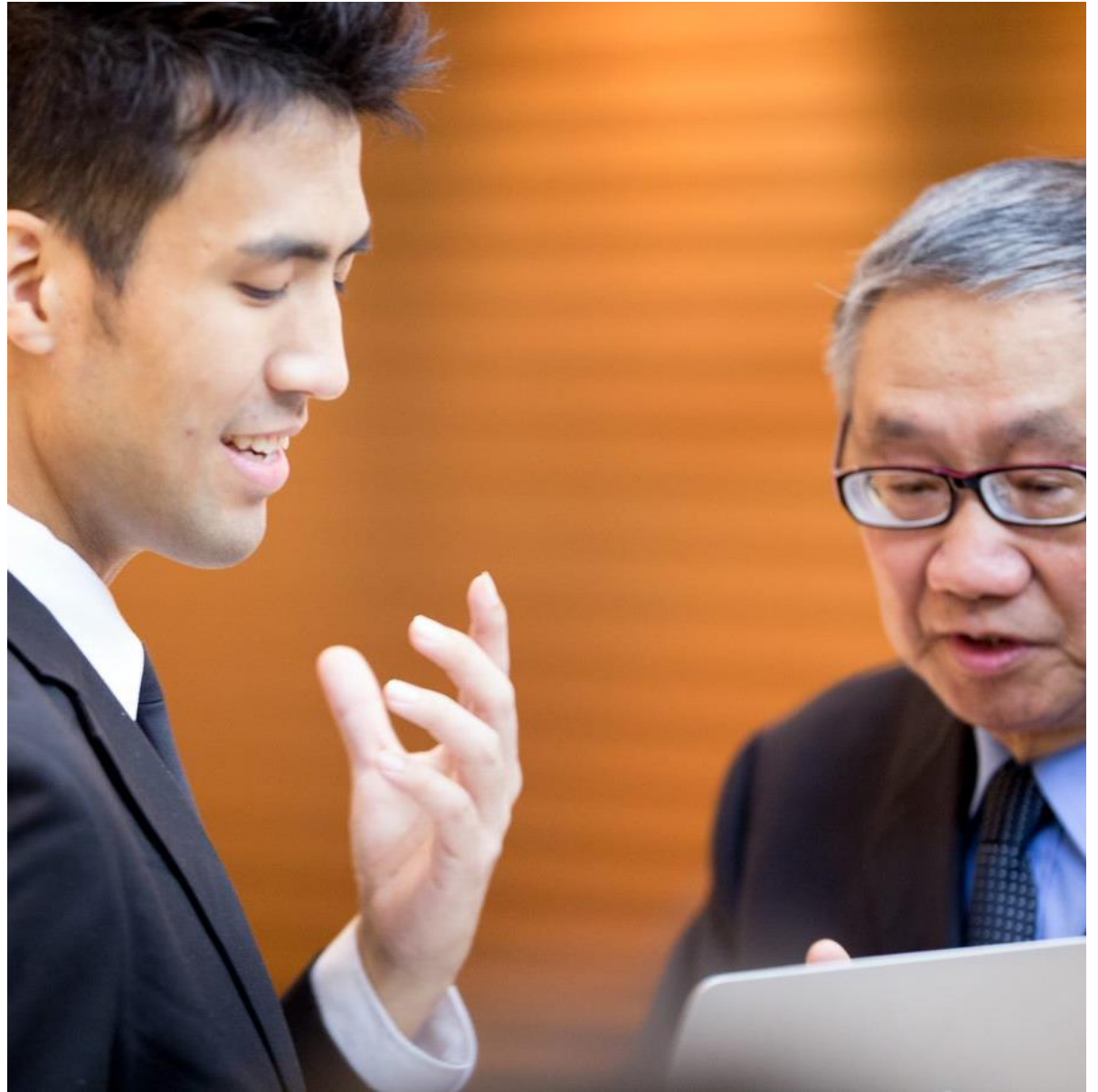
**Multi-  
generational**



**Multi-cultural**



**Adults**



# **Adult Learning Principles**

- **Practical**
- **Goal-Oriented**
- **Prior Knowledge & Experience**
- **Self-Paced**
- **Learn by Doing**





**How?**



# Reflection-**On**- Action

- Reflection after  
the event

# Reflection-On-action Framework

## Inward

- How do you feel about...
- What does this reveal about me...

## Forward

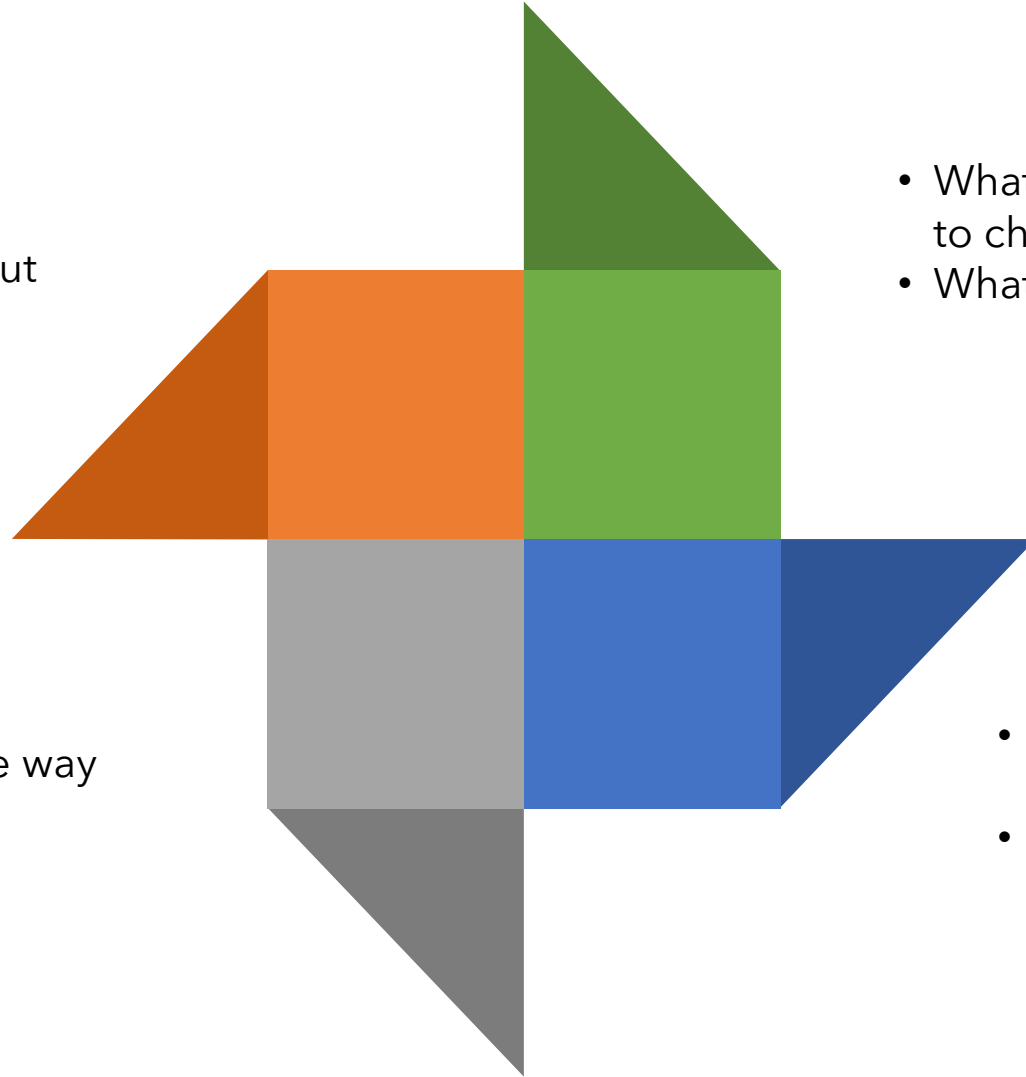
- What process would you like to change..
- What might you want to...

## Outward

- Did you do your work the way others did theirs...
- If you were the..., what comments would you...

## Backward

- Compared to past experiences,...
- What process did you go through to produce this....



# Reflection-**In**-Action

- Reflection during the 'doing' stage
- Extremely efficient method of reflection
- Allows you to react and change



# Inner Dialogue

- **Self-talk**
- **Asking yourself questions and answering them**
- **More than one conversation happening at the same time**





# Workplace Learning

# What is Workplace Learning?

"... always **organised** and **structured**, and has learning objectives... from the learner's standpoint, it is always **intentional**... explicit objective is to gain knowledge, skills and/or competences."

- OECD (2010)

# What is Workplace Learning?

- Learning cannot be separated from work; we learn through work.
- Is mediated by the context
- Includes both non-formal and informal learning

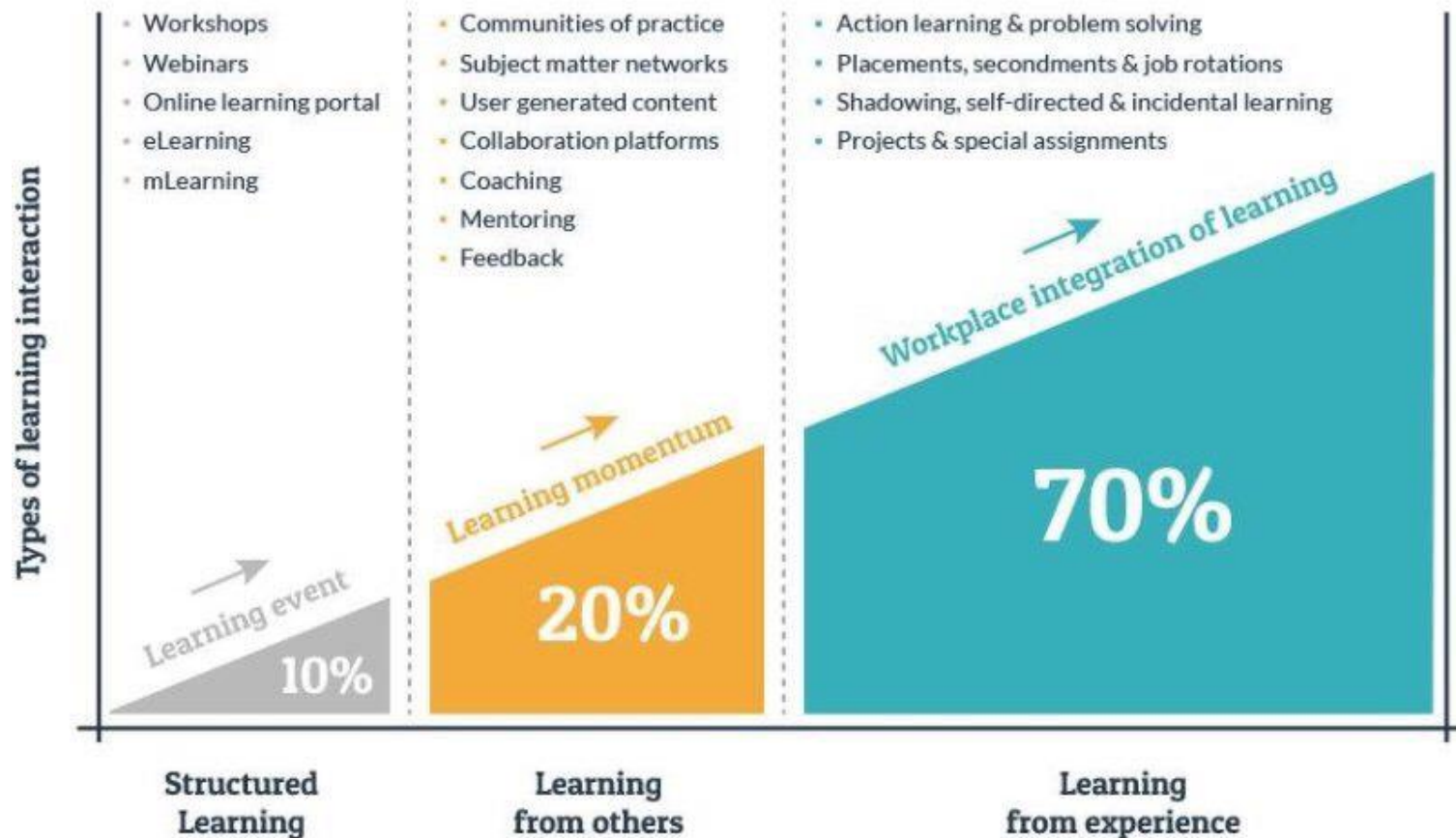


# What is Workplace Learning?

- Learning on and off the job, but is about learning for the work
- Is individual and collective
- Requires active engagement in the work

Consider the popular 70:20:10 “formula” stating that 70% of learning happens on the job, 20% through coaching and mentoring, and 10% takes place in classrooms.

While little empirical evidence supports it—the scholar to whom the formula is often attributed recently described it as **“folklore”**—plenty of organizations invoke it as a cornerstone of their learning strategies.







# Look and Learn

<https://youtu.be/7LQHvjRNDFs>

# Look and Learn

## Observational Learning (Modelling, Observation, Imitation)

- **Attention**
- **Retention**
- **Production**
- **Motivation**



# EMBRACE TRANSFORMATION

Empowering Individuals, Advancing Enterprises

[View Stories](#)

Empowering Individuals,  
Advancing Enterprises

<https://workplacelearning.ial.edu.sg/>



Home > Interventions

<https://workplacelearning.ial.edu.sg/interventions>

# Interventions

Learn about the bite-sized workplace learning interventions you can implement at your workplace.

Filter By:

- Communication
- Culture Building
- Onboarding
- Performance Management
- Personal Development
- Professional Development
- Supervisory Management



Reset All



We're Online!  
How can we help you today?

BUSINESS

# Reimagining upskilling: Empowering employees to drive innovation

Businesses are driving workplace innovation and upskilling initiatives developed by employees, from adult training specialists



"We want to equip our people with cross-servicing capabilities, and to share ideas and co-create innovative solutions so that we can transform the way we work and how we serve our clients," says Mr Keoy Soo Earn, financial partner, Deloitte Southeast Asia.







# Thank You

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Get in touch with us at:  
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