

**FACTSHEET ON
ADVANCED CERTIFICATE IN LEARNING AND PERFORMANCE AND
NEW MANDATORY REQUIREMENTS**

1. The Advanced Certificate in Learning and Performance

The new Advanced Certificate in Learning and Performance (ACLP) caters to full-time and freelance Training and Adult Education (TAE) professionals who facilitate learning. This programme will equip TAE professionals with skills and knowledge to facilitate blended learning solutions to enhance learning effectiveness and performance outcomes for enterprises and individuals.

Trainees will undergo two levels of training—Core modules and Elective modules before they can be certified. Trainees are introduced to relevant skills such as tech-enabled learning facilitation, workplace learning and learning solution design. Conducted by experienced practitioners, trainees learn through projects, working with peers and coaching by their trainer-mentors. In addition to the Core modules, trainees are given the options to select preferred Elective modules for professional development and to deepen expertise in areas of their interest.

The ACLP will replace the existing Singapore Workforce Skills Qualifications (WSQ) Advanced Certificate in Training and Assessment (ACTA) from Q2 2019.

Benefits of ACLP

The programme prepares TAE professionals to:

- i. adopt an open-minded, innovative and enterprise-relevant mindset to help learners and enterprises to address skills gaps and industry needs.
- ii. adapt, adopt and facilitate blended learning solutions (including classroom, workplace and technology-enabled learning modes) for effective learning to meet performance outcomes

Differences between ACTA and ACLP:

The WSQ ACTA equipped TAE professionals with a strong grounding in pedagogical training and competencies to facilitate training and assess learning competencies. The ACTA aimed to raise the quality of trainers and assessors offering WSQ accredited programmes.

The ACLP will include new components such as learning solutions and workplace learning facilitation which are additional areas of focus besides classroom training and assessment. The ACLP will equip TAE professionals with the current skills in demand and this will now be extended to non-WSQ training providers under the new qualification requirements. The table below outlines the differences in modules that will be delivered under ACLP as compared to ACTA.

WSQ ACTA		
Module	Competency Unit Title	Competency Descriptor
M1	Apply Adult Learning Principles in Training	This unit equips the learner with the knowledge and skills in application of adult learning principles in training delivery.
M2	Design a Learning Experience	This unit equips the learner with knowledge and skills to design lesson plans for a short learning experience applying the understanding of adult learning principles, active learning qualities, and instructional methods.
M3	Prepare and Facilitate a Learning Experience	This unit equips the learner with the knowledge and skills to prepare and facilitate an active learning experience for learners.
M4	Interpret the Singapore Workforce Skills Qualifications System	This unit specifies the competency required to interpret the Singapore Workforce Skills Qualifications System and a set of National Competency Standard and apply them in a learning and development context.
M5	Assess Competence	This unit equips the learner with the knowledge and skills to prepare and conduct a competency-based assessment to assess competence.

M6	Prepare for Continuing Professional Development	This unit equips the learner with the knowledge and skills to objectively reflect upon his or her own training practice to engage in continuing professional development for improvement.
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ACLP		
Module	Competency Unit Title	Competency Descriptor
Core Modules		
M1	Facilitate Learning Experiences for Adult Learners	This unit equips the learner with knowledge and skills to facilitate learning experience aligned to learner needs and desired outcomes.
M2	Adopt Skills Frameworks for Professional Growth	This unit equips the learner with the knowledge and skills to apply Skills Framework to enhance learning programme and activities.
M3	Facilitate Technology-Enabled Learning	This unit equips the learner with the knowledge and skills to facilitate technology-enabled learning experience.
M4	Facilitate Workplace Learning	This unit equips the learner with the knowledge and skills to facilitate workplace learning solutions aligned to learners' needs and contexts to drive performance improvement.
M5	Design Learning Solutions to Address Performance Needs	This unit equips the learner with knowledge and skills to develop learning solutions to drive performance.
Elective Modules		
E1 OR	Interpret WSQ & Assess Competencies	This unit equips the learner with the knowledge and skills to apply WSQ considerations in preparation and implementation of assessment
E2	Assess Workplace Learning	This unit equips the learner with the knowledge and skills to facilitate workplace learning assessment

2. New Requirements to Raise Quality of Trainers

Moving forward, training providers that offer non-WSQ certifiable programmes will need to meet mandatory requirements similar to existing requirements met by WSQ training providers.

This will raise the quality of training delivery and ensure that TAE professionals Adult Educators have common baseline pedagogical expertise to achieve the following outcomes:

- i. A skilled Adult Educator who is equipped with relevant pedagogical expertise to meet evolving learning needs of individuals and businesses.
- ii. Achieve Positive Learning Experience with authentic, learner-centric design that promotes peer learning and reflection
- iii. Ensure Effective Training – Programmes are well designed to meet the intended outcomes, and learners are able to apply what they have learnt.

By 01 January 2021, like all WSQ training providers, non-WSQ training providers offering certifiable programmes and funded by SSG would need to meet the following mandatory requirements:

- WSQ and non-WSQ training providers offering certifiable programmes and receive funding from SSG will need to ensure that at least 80% of their trainers and/or assessors are equipped with ACTA or ACLP qualification or equivalent.
- WSQ and non-WSQ in-house training providers offering certifiable programmes and receive funding from SSG will also need to ensure that at least 80% of their trainers and/or assessors are equipped with the WTP qualification or equivalent, and at least one trainer is equipped with ACTA or ACLP qualification or equivalent.

The table below summarises the requirements.

Adult Educator Role	Public Training Providers	In-house Training Providers
Non-WSQ (Certifiable Programmes) Trainer and/or Assessor	At least 80% ¹ with ACTA or ACLP qualification or equivalent	<ul style="list-style-type: none"> • At least 80% with WTP or equivalent • At least one master trainer with ACTA or ACLP qualification or equivalent
