



Singapore Workforce Skills Qualifications (WSQ)

# **GRADUATE DIPLOMA IN WORKPLACE LEARNING (GDWPL)**

Course Reference Number TGS-2024045336

# Unlock Workplace Learning Mastery

**Boost your marketability as an individual by obtaining a certification in workplace learning.**

The Singapore Workforce Skills Qualifications Graduate Diploma in Workplace Learning (WSQ GDWPL) programme has been meticulously crafted to meet the evolving needs of adult learners and to recognise the growing significance of workplace learning in facilitating workforce transformation.

This programme is tailored to empower you as a proficient Learning Specialist or Solutionist in Singapore, this programme draws from the Singapore Skills Framework (SSF) to ensure comprehensive development of technical expertise, competencies, and the ability to demonstrate learning outcomes across five essential domains.

Beyond conventional learning paradigms, this programme primes you for the dynamic challenges of modern workplaces. the proficiency to navigate complex scenarios, adapt swiftly to unforeseen changes, and make informed decisions, including evaluating the sustainability of unfamiliar technical or business domains. Additionally, you will master our propriety consultancy framework to deliver high-impact workplace solutions.





# WSQ Graduate Diploma in Workplace Learning (GDWPL)



WSQ Graduate Diploma  
Certification



Face-to-face &  
Online Training



138 hours

## Programme Highlights

The WSQ Graduate Diploma in Workplace Learning empowers you to become a well-rounded workplace learning expert. This comprehensive programme equips you with the technical skills to diagnose organisational needs, develop customised learning strategies, implement frameworks, and manage quality assurance. Beyond these technical expertise, the programme fosters critical thinking, problem-solving, and collaboration through our DOCIE framework, preparing you to navigate challenges, analyse complex situations, integrate knowledge from diverse fields, and deliver impactful learning solutions in collaboration with businesses.

Upon completion of the programme, you will be issued with a WSQ Graduate Diploma in Workplace Learning which you can download from MySkillsFuture Portal (<https://www.myskillsfuture.gov.sg/content/portal/en/index.html>).

## Who Should Attend?

### Adult Educator



### Human Capital Management



### Training Management



#### Roles

- Learning Facilitator
- Learning Designer
- Learning Solutionist

- Organisational Development Specialist
- Talent Management Specialist

- Learning & Operations Manager
- Quality Assurance Manager

#### Functions

- Analysis
- Delivery
- Design & Development
- Evaluation & Assessment

- HRD Planning & Implementation
- Organisation Development
- Learning & Development Management

- Managing Curriculum & Programmes
- Training Administration & Operations
- Training & Learning

## Entry Requirements

Qualification with a specialisation

AND

At least 5 years of working experience in Training and Adult Education (TAE) or Learning & Development (L&D)

OR

At least 10 years of working experience with appropriate subject matter specialisation and industry experience

## Programme Fees

Full Programme Fee	After SkillsFuture 70% Funding (for Singaporeans and PRs)	After SkillsFuture Mid-Career Enhanced Subsidy (MCES) 90% Funding* (for Singaporeans only)
<b>S\$ 10,000.00</b> (S\$ 10,900.00 w/GST)	<b>S\$ 3,000.00</b> (S\$ 3,270.00 w/GST)	<b>S\$ 1,000.00</b> (S\$ 1,270.00 w/GST)

The fees are inclusive of 9% GST and are subject to changes.

\* MCES is applicable for Singaporeans aged 40 years old and above.

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## Modules and Training Commitment

Module Code	Module Title	Duration
UOI	Uncovering Organisational Insights	30 hours
<p>This module aims at guiding individuals through diagnosing organisational issues, proposing solutions, and implementing changes effectively. They cover understanding trends and tools for diagnosis, assessing current states, proposing actionable suggestions, managing stakeholders, and driving implementation aligned with organisational culture and readiness for change.</p>		
DOS	Driving Organisational Success through Change Management	30 hours
<p>This module aims at helping individuals develop effective organisational change management strategies. They cover creating holistic policies by integrating frameworks and industry best practices, selecting performance indicators for evaluation, sustaining a business-oriented perspective during implementation, crafting strategic plans, aligning strategies with organisational culture and stakeholder interests, creating an environment for change, formulating key communication messages, establishing financial parameters, and developing resource acquisition plans for successful implementation.</p>		
OSS	Organisational Strategy with Skills Framework	24 hours
<p>This module looks at guiding individuals in using the Skills Framework to boost business performance and retain talent. They start by aligning organisational priorities with national agendas, then set clear goals and targets based on strategic objectives. Afterward, they tailor the Skills Framework to fit the organisation's needs, secure support from leaders, and assess its impact. Finally, they continuously improve by analysing risks and refining strategies to stay aligned with organisational goals.</p>		
DLS	Developing Learning Strategy for Business Excellence	30 hours
<p>This module targets at enabling individuals in creating learning strategies that align with organisational goals. They begin by understanding how learning strategies impact business objectives and then integrate best practices and market trends to engage learners effectively. They also consider economic factors to ensure adaptability to market conditions and determine how to adopt learning technology effectively. Furthermore, they establish criteria to measure strategy effectiveness and manage internal learning capabilities. Lastly, they drive the reformulation and integration of learning strategies using suitable frameworks and tools.</p>		
SQA	Strategic Quality Assurance Management	24 hours
<p>This module focuses on establishing and evaluating quality assurance frameworks aligned with organisational objectives. Firstly, individuals develop quality assurance philosophies and principles in line with the organisation's vision and goals, drawing upon strategies for their design. They then assess the impact of industry best practices and emerging trends on quality assurance policies and systems, considering implications and evaluating these policies' effects on business performance. Lastly, they apply continuous improvement principles to refine quality assurance policies, overseeing model selection and endorsing recommendations for enhancement.</p>		
Total 5 Modules		138 hours



## RELATED LEARNING OPPORTUNITIES

### WSQ Advanced Certificate in Learning and Performance 2.0 (ACLP 2.0)

This programme equips you to facilitate and assess adult learners in Singapore's Skills Framework. Master essential skills through modules on framework adoption, learning experience delivery, and assessment design.



[marketing.ial.edu.sg/ACLP](http://marketing.ial.edu.sg/ACLP)

### WSQ Diploma in Design and Development of Learning for Performance 2.0 (DDLP 2.0)

This programme aims to develop creative and analytical blended learning designers by providing the foundation for curriculum development and instructional design.



[marketing.ial.edu.sg/ddlp2](http://marketing.ial.edu.sg/ddlp2)

### Master in Boundary-Crossing Learning and Leadership (MBX)

This programme is a novel, transdisciplinary-focused, cutting-edge, and innovative post-graduate programme that was created with focus on cross-boundary change, leadership, learning, and innovation.



[marketing.ial.edu.sg/MBX](http://marketing.ial.edu.sg/MBX)

### Short Courses

IAL offers short courses in adult learning, instructional design, and more. Taught by experts, these practical courses help professionals develop in-demand skills for their careers.



[marketing.ial.edu.sg/CPDCC](http://marketing.ial.edu.sg/CPDCC)

### Workplace Learning Resources

A library of implementable microlearning resources that can be seamlessly integrated into your workplace.



[marketing.ial.edu.sg/WLR](http://marketing.ial.edu.sg/WLR)

## READY TO GET STARTED?



Enrol online at: [marketing.ial.edu.sg/GDWPL](http://marketing.ial.edu.sg/GDWPL)



Call us: +65 6579 0300



Inquire at: [feedback.ial.edu.sg](mailto:feedback.ial.edu.sg)

Scan to download  
WSQ GDWPL Brochure



<http://marketing.ial.edu.sg/WSQGDWPL>

# ABOUT IAL

The Institute for Adult Learning (IAL) is the National Centre of Excellence for Adult Learning (NCAL) and an autonomous institute of the Singapore University of Social Sciences. As NCAL, IAL closely collaborates with and supports Adult Education professionals, enterprises, human resource developers, and policymakers through its comprehensive suite of programmes and services aimed at enhancing capabilities and catalysing innovations in Continuing Education and Training (CET). IAL also champions research to sustain economic performance through skills development, shapes employment and CET policies, and fosters innovations through learning technology and pedagogy to enhance adult learning experiences.

**ALWAYS  
ADVANCING**



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