

Project Summary for IAL Website

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Project Title:	From classroom training to workplace practice: Understanding workers' learning motivation, skill acquisition and skill utilisation in the context of Continuing Education and Training (CET)
Project Number:	GA19-01
Year of Approval:	2020
Funding Source:	WDARF
Objectives and intended outcomes of the project:	<p>The current research aims to examine (1) the influence of individual and workplace situational factors on workers' learning, skill acquisition and skill utilisation before and after completion of a CET course; and (2) whether a more structured workplace learning support system following classroom-based training may increase the likelihood of skill utilisation by the individual workers.</p> <p>Findings of this research could provide insights into more effective design of CET curriculum as well as workplace learning support system to promote workers' lifelong learning and organisational effectiveness.</p>
Project Team	
Principal Investigator:	Dr Lee Ai Noi
Summary of Project (up to 300 words)	
<p>Continuous education and training (CET) opportunities available to workers is crucial to ensure a relevant and resilient workforce. However, previous research has found that skill acquisition from classroom training may not always be effectively transferred to the workplace settings. This could be due to individual and workplace situational factors which may affect workers' learning motivation, skill acquisition and utilisation. Using a three-time point design of data collection and targeting a sample of 400-600 workers from different sectors/industries who attend CET courses in Singapore, this study aims to examine the influence of individual and workplace situational factors on workers' learning motivation, skill acquisition and skill utilisation before and after completion of a CET course. It also aims to examine whether a more structured workplace learning context could increase the likelihood of individual skill utilisation. The research is aligned with WDARF research thrusts: 'Enabling and Sustaining Economic Performance through Workforce Development/Skills' and 'Shaping Employment and CET Decisions of all Stakeholders'.</p>	