



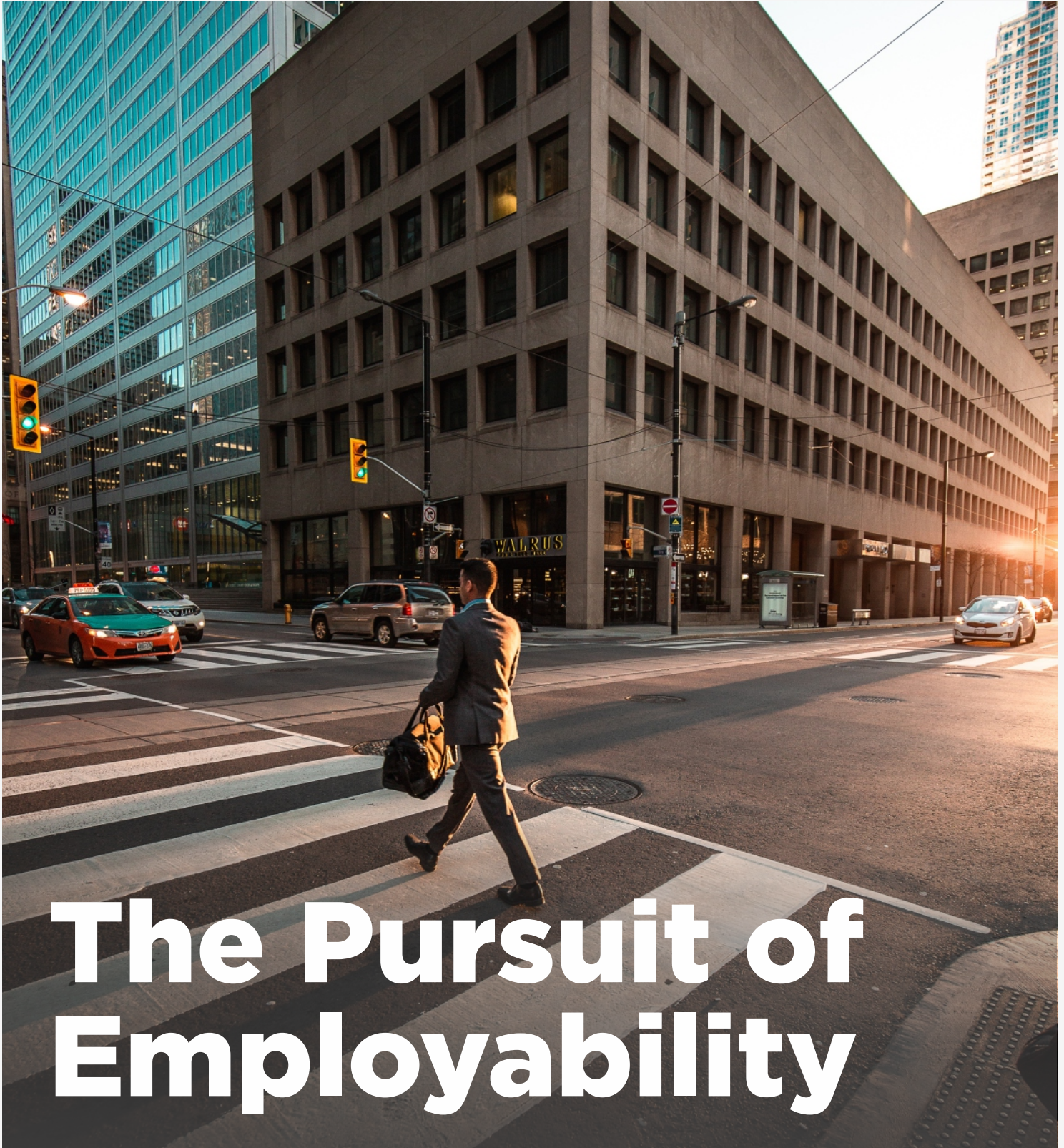
IFTDO

International Federation of
Training and Development
Organisations

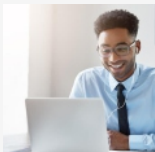
IFTDO NEWS

2021
OCTOBER

VOL. 41 • NO. 07



The Pursuit of Employability



07

IFTDO Certificate in
Employability Skills



10

Interview with
Dr. Daniel Kahneman



14

Interview with
Mr. Roy Lai



International
Federation of
Training and
Development
Organisations

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FROM THE EDITOR

Dear Members,

As I put together this issue of IFTDO News, it has come to mind that leaders around the globe face similar challenges and that only those who welcome uncertainty without fear have a place in the world of business. Great leaders grow with adversity and with bounded optimism, they continue to look ahead even during a crisis. The business leaders featured in this issue have done just that, leading by example.

As we at IFTDO News continue on our mission to be a beneficial resource for you, I would like to assure you that it is and will be our constant endeavor to bring you relevant and unique content. Another year comes to an end and we welcome your ideas and valuable feedback on what you would like to see in the forthcoming issues.

It is with great pleasure that I welcome our new members, Singapore Training & Development Association (STADA), Foundation for Organisational Research & Education (FORE), Pan-African College of Entrepreneurship and Professional Studies, NLP Limited and Better Business Company. We are thrilled to have the opportunity to collaborate with you and see what we can achieve together.

I would be remiss not to thank our team of leaders who are a collective of like-minded and passionate game changers from all over the world, who have been delivering knowledge and inspiration ever since their association with us.

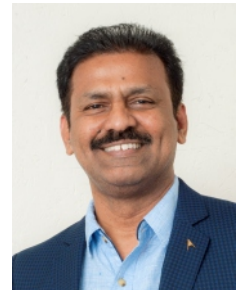
May the tribe grow!

Happy Reading,

Sincerely

Dr. R Karthikeyan

Editor



IFTDO does not necessarily agree with the comments expressed in this newsletter and does not accept responsibility for any views stated therein.

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CHAIRMAN'S MESSAGE

Dear members and IFTDO family,

With the decrease in the number of Coronavirus (Covid-19) cases globally, and the disruption occurring due to the top emerging technologies, along with the latest trends and practices being applied in the markets by major companies, let us be optimistic that the world is starting recovering.

The International Federation of Training and Development Organization (IFTDO) and after the Board approval of its strategy last April, is now heading towards a new era in the field of human capital development.

During the last few months we focused on launching two major projects as follows:

- The first project aims to develop and harness the skills of trainers globally, I mean Train the Trainer (TTT) under the umbrella of Training and development, and in full cooperation with ITOL – UK . The Federation will introduce this program in various countries of the world, especially in the members' countries.
- The second project will address a critical issue that all governments and stakeholders should pay attention to, which is the training of the job seekers, by including them in an intensive and practical training program for employability skills to ensure their readiness to enter the labor market and how they can fit in any organization. This program will be focusing on 10 different units to enhance different skills with the objective of making job seekers highly competent manpower.

Dr. Ahmed Al Banna

From the desk of President, IFTDO

Ranjan Kumar Mohapatra

President, IFTDO

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Dear Friends,

At the outset let me convey my best wishes to you and your near and dear ones. I am sure you all are safe.

Friends, the pandemic has certainly played a very destructive role on economies around the world. It has nearly redefined the way we have been doing business or even carrying on with our daily life. We, in IFTDO, have also not been left untouched.

The 49th IFTDO World Conference and Exhibition, originally scheduled to be held in 2020 had to be deferred and was scheduled from Nov 24-26, 2021 at New Delhi, India. However, India encountered the second wave of the ongoing pandemic during April-June, 2021. Basis the various studies and forecast, and the apprehensions about the probable third wave, several large events had to be rescheduled, so was ours. Keeping in view the larger interests of the humanity, we at New Delhi have been constrained to defer the Conference to 2022.

The revised dates are now **April 27, 28 and 29, 2022**. It shall be an event that will mark the Golden Jubilee Celebrations of IFTDO and is planned to be conducted in a hybrid mode. This will include in-person gathering as well as a state-of-the-art virtual platform to ensure safer and wider participation.

The theme of IFTDO-2022 will be **“Strategies for an Agile Work-culture: Pathways to the New Age”**

We are extremely happy to convey that Mr. Dharmendra Pradhan, Union Minister of Education and Skill Development and Entrepreneurship, Government of India and Mr. Hardeep Singh Puri, Union Minister of Petroleum and Natural Gas, Housing and Urban Affairs have agreed to be the patrons of the Conference. Like every past IFTDO conference held in India, this time too, the Honourable President of the Republic of India is expected to inaugurate the event.



The event is scheduled to feature several HR thought-leaders, spokespersons, academicians, and practitioners in various formats of participation.

Meanwhile, we, in IFTDO feel very strongly, we cannot let go a year without an event. A **Curtain Raiser** is being organised in form of a virtual conference. This two-day virtual event is planned as a curtain raiser to the IFTDO 2022 Conference. The dates for the event are **November 25-26, 2021**. It will be organised in a virtual mode and feature Plenary sessions, Panel discussions and Fireside chats.

The Panel Discussions are around the areas of contemporary interest:

- *Sustaining agility of organisations in developed and emerging economies*
- *Technology redefining the future of work and workplace*

To ensure wider participation from the global fraternity, the proposed timings are 1245-1615 GMT. This conference has been kept free and I would urge participation of members, their friends, and allies in this Virtual Conference in a large number.

Friends, India, is a huge and beautiful land full of wonders. From the Himalayas to the Indian Ocean, Desert of Thar to the snowy mountains of Sikkim, it is a country full of beautiful landscapes, diverse wildlife, flora-fauna, rich culture and cuisines, besides an abundance of historical monuments, beautiful towns, rural side and natural beauty. Its capital city "New Delhi" is one of the oldest cities in the world, whose rich historical and cultural heritage cannot be expressed in mere words.

The beauty, culture, history and diversity of India will add spice to the multitude of topics that IFTDO 2022 will delve on – be it the curtain raiser in Nov, 2021 or the main event in April, 2022.

Besides expanding the learning horizon of delegates, the Conference and the curtain-raiser shall be focused on increasing awareness regarding IFTDO Vision, Mission and Activities.

We, therefore, look forward to welcoming you all to both these events. In the meantime, please do enjoy festivities all around the world. However, do remain safe. Take care of yourself so that you can take care of others as well.

Namaskar.



Dr. Uddesh Kohli
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HONORARY SECRETARY GENERAL'S REPORT

The Board has held 2 meetings- on July 7, 2021 and August 28, 2021 under the chairmanship of Dr Ahmed Al Banna. Dr. Ebrahim Al'Dossary, Senior Adviser to the Board also participated. The Board decided to postpone the 49th IFTDO World Conference to be held in New Delhi to April 2022 in view of Covid 19. The 50th IFTDO World Conference will now be held in Cairo in 2023. A virtual Conference will be organised by Indian Society for Training and Development (ISTD) on November 25-26, 2021, as a curtain raiser for the 49th World Conference. The Board also discussed the proposal to set up IFTDO Africa regional chapter. Various aspects are under examination and a decision is expected soon.

Board meeting and AGM were held on October 7, 2021. Annual Report and Accounts for 2020 were approved at these meetings. The Board decided to launch IFTDO-Africa as an affiliated body in Nigeria. At the AGM Mr. Chris McDonagh was nominated as Chair-Elect for the term 2022 and following were elected Board members for the term 2022-2023:

1. Mr. Harry Bundred, The Institute of Training & Occupational Learning, UK
2. Dr. Ghalib Hosni, Omani Society of Human Resources Management, Oman
3. Ms. Janet Jolaoso, Covenant University, Nigeria
4. Dr. Nancy Burns, ISPI, USA
5. Dr. Vinayshil Gautam, Dev Kusum International Foundation (DKIF)/ Foundation for Organisational Research and Education (FORE), India

Ms Janet Jolaoso, Chair of the Committee on Women Empowerment (CWE), with the support and advice of Mr Tayo Rotmi, Chair of International Affairs Committee of IFTDO, submitted a project proposal on 'IFTDO - CWE Agric Business Empowerment for Women Small Holder Farmers in local communities in Ogun, Oyo, Lagos States' to TOTAL Nigeria for funding. TOTAL Nigeria has approved funding of about \$17,000 for this project which has been approved by the Board.

Chris McDonagh, Chair of the Conference and Certification Committee has been negotiating with our Full Member, The Institute of Training and Occupational Learning, (ITOL), UK, regarding Certification and Accreditation. An MOU has been signed between IFTDO and ITOL, under which ITOL will (a) Grant IFTDO the rights to offer ITOL qualifications and courses globally for the duration of the agreement, (b) Grant IFTDO responsibility for the provision of Accreditation services provided by ITOL and (c) Recognise IFTDO as a Strategic Partner on ITOL Website & social media. IFTDO will

An IFTDO Talk in the form of a panel discussion was successfully organised on July 28, 2021, on the subject '*Can AI Augment Human Intelligence or Replace it*'. Three Panel Members who have agreed to take part are: Mr Richard Bingley, UK, Ms Mary Loftus Ireland, Mr Abdulla Al Hamid, Bahrain.

New Members: Foundation for Organisational Research and Education (FORE), India, and Singapore Training & Development Association(STADA), Singapore, NLPLimited.com, UAE/Nigeria and Pan-African College of Entrepreneurship and Professional Studies, Nigeria, have joined as Full Members, and Better Business Company, Jordan, has rejoined as Associate Member, since last Newsletter.

Many of our members are continuing activities through webinars etc. I wish them all success and safe time during the present unprecedented crisis situation.

Dr. Uddesh Kohli

IFTDO WELCOMES ITS NEWEST MEMBERS

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MEMBERSHIP SERVICES UPDATE

Members Only Site

We are happy to announce that the IFTDO Members Only Site is officially live. Over the past few months, the Membership Services Committee has designed a site that will support the needs of our members. Now, you, as members, can log in and access resources specifically for you. On the site, you will find a forum for exchange on critical issues. You will also find insights shared by members, a calendar of events, and a directory you can use to connect with fellow members.

We hope you will take advantage of this site as it is one of many benefits of your membership to IFTDO.



Benefits Survey

Many thanks to those of you who completed our benefits survey. The results are in, and we will share them during the Annual General Meeting on October 7. Following the AGM, we will post the findings on the members' site. The good news is that overall, IFTDO members are relatively satisfied with their membership. However, we heard loud and clear that we can improve – and we have the leadership team to help us do just that.

Please stay tuned as we act on your feedback. We plan to roll out new and improved benefits and programs that will help you achieve your purpose for joining IFTDO.





IFTDO Supporting Job Seekers worldwide

CERTIFICATE IN EMPLOYABILITY SKILLS

The entire world is facing an unemployment phenomenon. This is especially true among university graduates. To be successful in seeking meaningful employment, job seekers need to review their skillsets to ensure they are equipped to gain employment in today's new world of work. Employability Skills can be defined as the transferable skills needed by an individual to make them 'employable'. Along with good technical understanding and subject knowledge,

employers often outline a set of skills that they want from an employee. These skills are what they believe will equip the employee to carry out their role to the best of their ability. Employability depends on your knowledge, skills and attitudes, how you use those assets, and how you present them to employers. Completing the IFTDO Employability Skills Program will allow you evidence of these skills in an interview or application for a job.



Certificate in Employability Skills

About the certificate:

This certificate is designed as a specialized certificate provided by the International Federation For Training & Development Organization (IFTDO) in order to develop the necessary skills that are required globally in the work field by Job Seekers.

Also, to increase the level of job opportunities for job seekers by enhancing communication skills and self-confident in order to adapt to the labor market requirements.

Training Units:

Module 1: Understanding Mindset

Module 2: Positive Attitude/Behaviors at Work place

Module 3: Problem Solving and Decision Making at work

Module 4: IT Skills

Module 5: Time Management

Module 6: Working in a Team

Module 7: Job Searching /CV Preparations

Module 8: Job Interview

Module 9 & 10:

Any (2 Elective Subjects) of the following:

Marketing Skills

Accounting Skills

Introduction to Human Resource Practices

Professional Selling Skills

Comprehensive English Language

Learning Outcomes:

- Enhance the necessary skills to adapt in the work needs.
- Raising the level of self-confidence and motivation.
- Develop your communication and personal influence skills.
- Building the most important components of professional competencies.
- Opening new horizons in ways to search for a job.
- Develop the level of the essential skills.

About the trainers:

Trainers who will deliver the above modules are normally highly professional trainers with experience and with high quality standards who can apply the best methods of training using exercises, applications and interactive activities for individuals and groups.

Targeted Audience:

This training program is suitable for fresh graduates from School and university students those wishing to enter the labor market soon, as well as for fresh employees who want to improve their job levels and efficiency in the workplace.

Assessment:

The trainees will be evaluated internally by the assigned training centers through a number of assessments and reports in addition to group and class activities for each module.

Program duration: 8 weeks

Analytics about IFTDO Social Media Channels:

iftdo_worldwide (Facebook)

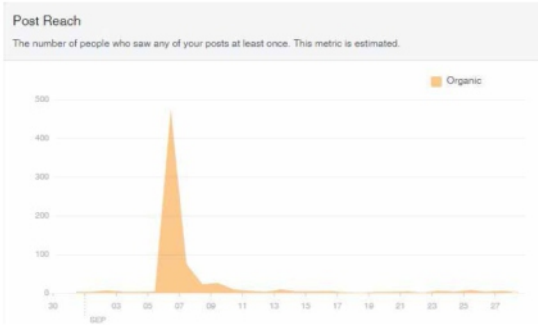
Successfully reached over **671%** user

iftdo_worldwide (Instagram)

Successfully reached over **7.0K%** user

iftdo_worldwide (LinkedIn)

Successfully reached a high score of impressions of over **1,453%** & over **62%** unique visitors



Analytics
Last 30 day activity

13 Unique visitors ▲ 62%

6 New followers

761 Post impressions ▲ 1,453%

3 Custom button clicks ▲ 50%

Instagram Reach @

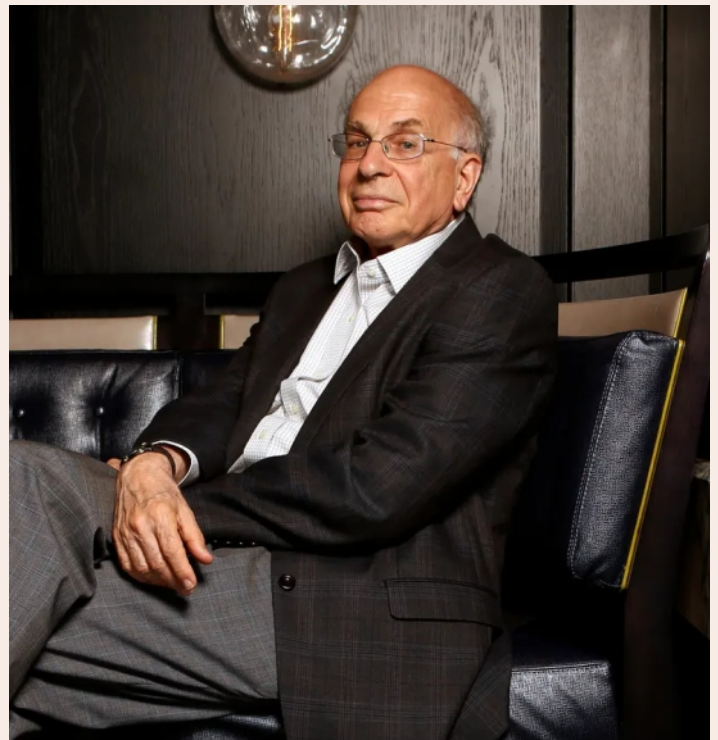
71 ▲ 7.0K%

IFTDO Worldwide
IFTDO is registered in the United Kingdom as not-for-profit Organization
Human Resources · Geneva · **465 followers**



How Companies Can Improve Their Hiring Process?

On his recent interview with Wall Street Journal, Nobel Prize winner, renowned psychologist and economist, **Daniel Kahneman**, addressed the shortcomings of the traditional hiring process and the latest trends in a structured hiring system.



As a young lieutenant, Daniel Kahneman was asked to improve the Israeli army's haphazard process of assessing capabilities among combat-eligible recruits. Armed with a psychology degree and infantry experience, he brashly made up some criteria, developed questions to elicit relevant facts, and insisted interviewers ask only what he specified. Each recruit would be given a score on each criterion, and the overall "Kahneman score" would be used in deciding how demanding a role was suitable.

His structured system worked. In the decades ahead, he reports, the army determined that the system really did result in better assignments. With the benefit of the structured scoring system, the interviewers also got better at predicting success with their more intuitive evaluations. That was back in the 1950s. Dr. Kahneman has spent the decades since researching and writing on decision making—producing a body of work that has had wide influence in the business world. In 2002, he was awarded the Nobel Prize for his psychological research into economics.

The power of structure

To begin with, what exactly is wrong with our traditional hiring process?

DR. KAHNEMAN: It's not the best way of doing things. Interviews should be structured. You have to break up the problem into attributes of the candidate and score each attribute sequentially. That's the method I put in place 65 years ago when I set up an interviewing system for the Israeli army. No prediction of performance is very good, but this way is quite a bit better.

Kindly elaborate with an example.

DR. KAHNEMAN: The simplest thing is to list the attributes of the job before you interview. Pick maybe half a dozen traits needed to succeed, whether punctuality, technical skill, even anger management. Then think of questions that can help you determine if candidates have these attributes

List the questions for each trait and score each trait, maybe from one to 10, before moving to the next. Ask the same questions, in the same order, of each candidate. If punctuality is an attribute, ask each whether they think of themselves as punctual, whether they have been punctual in their work in the past.

It's important to avoid the halo effect, whereby everything about the candidate is colored by a positive or negative first impression. This is a big problem in hiring.

So, in short, should a relative value or weight be attached to each of these attributes?

DR. KAHNEMAN: You are not going to do much better by giving them differential weights. If you give equal weight, you'll do fine. But I'm not advocating necessarily that the final score should be the average of those ratings. As long as you delay judgment to the end of the process, you can make an overall evaluation of each candidate that includes intangibles or intuition.

As employers, what exactly should we be looking for?

DR. KAHNEMAN: Clearly, the most important one is general mental ability, because that predicts performance in a very large number of

jobs. That's well established.

IQ tests can be performed and we can just hire the person with the highest score?

DR. KAHNEMAN: Well, but that's not the only thing. Performance in a situation is the best predictor of future performance with that situation. So, unquestionably, if you can have a job sample, if you can get a candidate to do a bit of the job or try out in some way, that's what you ought to do.

What is your take on tests in general?

DR. KAHNEMAN: Tests are clearly desirable because the uniformity contributes to the reliability of the methods. By "tests," we mean that you are going to administer the same questions to different individuals, and that's pretty good. It gives you an objective benchmark. It's another version of the structuring we are talking about: making things comparable across individuals.

What is intuition?

According to Sigmund Freud, he intensively researched minor questions, like which cigars to buy; however, on questions like who to marry, he went with his gut. Is this considered wise?

DR. KAHNEMAN: No, of course not. But intuition does seem to have a role. [Economist and psychologist] Herbert Simon said, "Intuition is nothing more and nothing less than recognition." In other words, people, through experience, recognize a cue that triggers some knowledge, and this is what we call intuition. But first get the correct information. Do things one at a time and try not to think about who

you are going to hire or whether you will get it right. Those thoughts should be resisted until you have all the information, unless of course you have encountered a deal breaker, such as a candidate who is dishonest.

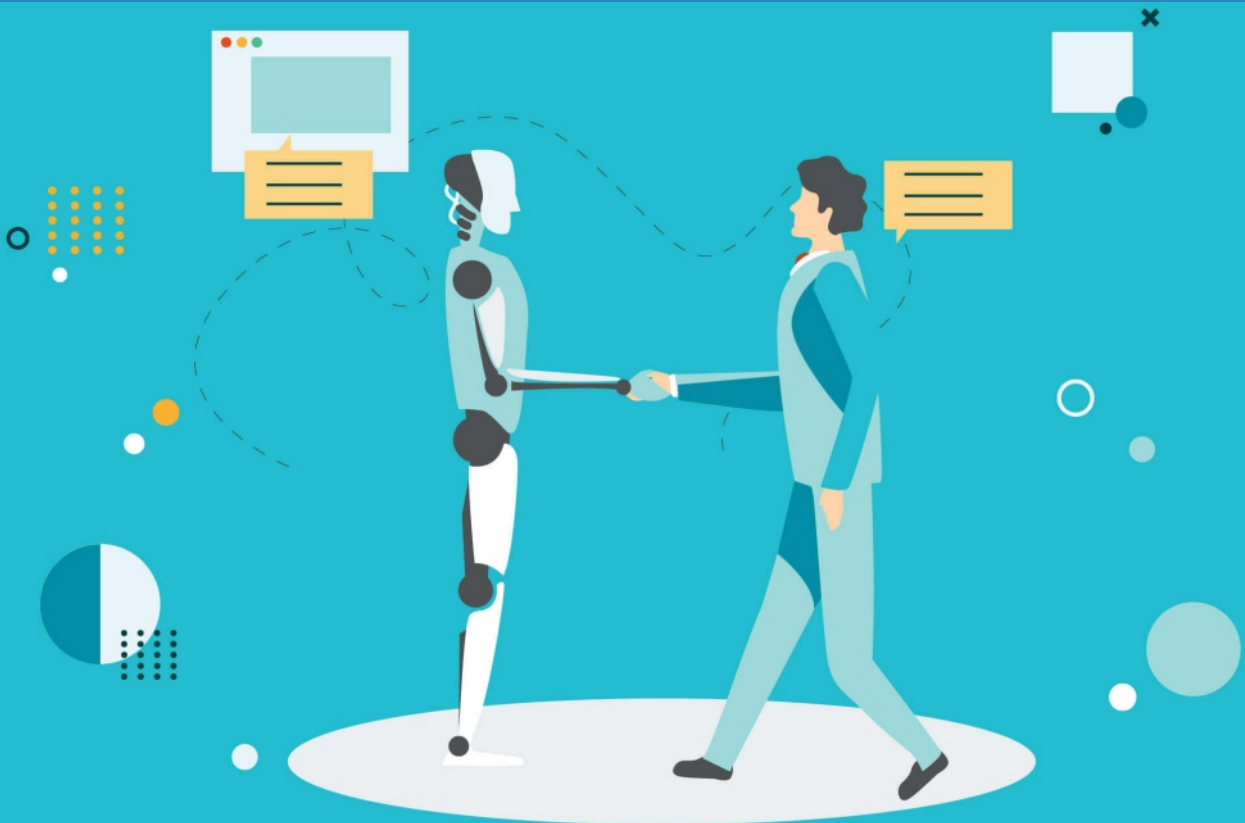
Is the structured hiring process flawless? What if it produces a terrible new CEO? Doesn't that mean it was flawed?

DR. KAHNEMAN: Not necessarily. Even the best possible processes are going to be highly imperfect because many things are going to happen that are completely unpredictable. One's fate can depend on those occurrences.

Are interviews unnecessary? Isn't it better to not meet the candidates so that there is no halo effect, no biases about race or gender. The candidates can just answer questions online.

DR. KAHNEMAN: In some contexts, the interview is detrimental, but that depends on how much you know about the candidate independently. In an interview, people do get the sense of the chemistry between themselves and somebody else. That shouldn't determine your decision, but it's a valid input. So are relevant credentials. Some credentials are of value because they are a substitute for a test of general mental ability. So, somebody has been through higher education, presumably that tells you something, even when you're hiring somebody for an administrative job and they have a degree in English.

There is a message of humility ingrained in your work. Your books suggest that we have poor judgment and that we are subject to all



kinds of biases and influences.

DR. KAHNEMAN: There is a broader kind of humility that's required: recognizing that we live with a great deal of uncertainty, and that failures of prediction often occur when the outcome is caused by unpredictable events.

Good interviews might improve the likelihood you'll be right say from 50% to 60%. If you can go to 65%, it is wonderful. Doing better may be impossible.

So employers have to conduct a wide search, but how do they know when to stop?

DR. KAHNEMAN: Simon would tell you to hire the first candidate to pass your criteria. That is called satisficing. You're not really looking for the absolute best because that would take too long.

With artificial intelligence progressing rapidly, isn't it inevitable that we will be handing over more and more of this sort of thing to AI?

DR. KAHNEMAN: There's clearly a trend in that direction. Bail decisions and various medical diagnostics are already better done by AI.

In that case, why can't AI just recommend that you use more AI? If given the choice, won't a robot just hire another robot?

DR. KAHNEMAN: It's a fascinating question. AI is one of the issues, like climate change, that can change everything. But there is a Hebrew proverb that I think is significant in this context, which is that prophecy is for fools.

https://www.wsj.com/articles/daniel-kahneman-how-companies-can-improve-their-hiring-process-11632225600?mod=pls_whats_news_us_business_f

<https://www.businessinsider.in/retail/news/with-workers-and-employers-feeling-ghosted-its-clear-that-the-hiring-process-is-not-working-heres-how-companies-can-improve-/articleshow/86529245.cms>

An excerpt from the interview with **Mr. Roy Lai**, President, Singapore Training & Development Association (STADA)

Dr. R. Karthikeyan, Chief Editor, IFTDO News



IFTDO: How the field of training and development has advanced in Singapore over the recent past has always caught the attention of our HCD community. Since its inception, STADA has been recognized internationally for its exceptional L&D services. I wonder if you could tell us something more about STADA.

Singapore Training & Development Association was founded in 1972. Being one of the most accomplished & longest-serving associations for Human Capital Development professionals in the region, STADA has launched various initiatives that have impacted and shaped the learning landscape over the past five decades. STADA was the first to create certification programs in Experiential Learning and Professional Diploma in Learning & Development. STADA played a pioneering role in trainer development curriculum formation at Singapore. As the tagline suggests, we are well poised to embrace the future, to lead the Human Capital Development Industry and to take it beyond.

IFTDO: COVID-19 has changed the global landscape drastically. Singapore was lauded for its effective management of COVID-19. How has STADA handled the challenges from the pandemic?

I would like to sum up the whole experience in two words – agility and versatility. When COVID struck, I cannot deny that we were also stretched just like everybody else in the world. However, our team quickly realized that it was an opportunity to rethink what we were doing. We were able to develop and offer a Certification Program in e-Facilitation for our L&D community, which is now one of the most sought-after programs. It was indeed quite challenging at first, but I believe acceptance of reality was the key factor to how STADA overcame this situation.

IFTDO: You have played the roles of an educator, facilitator, developer, trainer, advisor and supervisor. Now as the president of STADA, what is your vision for the future?

In the beginning of this year, we embarked on a journey of strategic planning for STADA. Along with our Director, Vasanth Sankaran, we reached out to all our stakeholders – senior members of the community, well-wishers and industry experts and charted a plan to restructure and reimagine the future, the essence of which was instilled into our 6C philosophy.

Community - This is the most important and central part of our philosophy. There is a Chinese proverb, 'it is easy to break one chopstick but hard to break a bundle.' Everything revolves around our members. We work very hard to establish and maintain a vibrant community of HCD Professionals where the members and their interests come first!

Connectivity – We strive to be an active platform that connects our members with ideas, networking events and business opportunities around the world.

Collaboration – We encourage our members to use the STADA platform to showcase their products, programs and services and also benefit from our local and international affiliations.

With respect to international affiliations, apart from IFTDO, we have been a partner with Association for Talent Development (ATD) for many years now. Within Singapore, we have partnered with National Employers Federation (SNEF) and Professionals' and Executives' Co-operative (SPEC) and many more are in the pipeline.

Co-Creation – We aim to generate new ideas, products and services of value through research and development along with members.

Capabilities – We offer a wide range of programs for enabling success through building future-focused capabilities tied to a comprehensive framework.

Certification – STADA excels in setting and advancing professional standards and recognition of such achievements.

IFTDO: You are well known for your inspirational speeches and for keeping your learning sessions alive and vibrant. After all this time, what inspires you to still keep going? Would you mind telling us a little bit about your personal journey so far?

In this journey of leading and facilitating learning sessions for others, I have come to realize that I am the one who learns the most. So, whenever somebody asks who I am, I say, "I am a learner."

I believe I have four lives. First one was the 'naughty life', where I was not a great student academically and quite a playful youth. I would like to call my second life as the 'glamorous life', where I lived as a corporate expat employee in Australia, Germany, Taiwan and finally ended up as a GM of a listed company in Thailand.

During this phase, I asked myself a question – is this what I really want? The answer led me to the 'learning life.' After coming into this industry, I quickly realized how little I knew. I began as a trainer apprentice and slowly learnt many things along the way. I have been here for 23 years and have been enjoying the journey so far.

Despite the fact that I really like what I am doing now, I aspire to move to the phase of 'other people life' to lead a more fulfilling life, to contribute to society and to help the people that need it the most.

IFTDO: You have been extensively involved in training and development programs and worked with a wide spectrum of industries in the last 20 years. What brought you into STADA and keeps you in STADA?

STADA has been the heart of my learning life journey. My earliest mentor, Leslie, taught me – "If you want to get into the industry, you need to get

into the association of the industry leaders.” In 2012, I was invited to be a board member by the committee and I gladly picked it up. In 2018, I got an opportunity to become the President of STADA. My personal belief is that we need to come together to build a stronger and better community whether it is locally or internationally. I aspire to build a legacy for STADA which can go on for a long time.

IFTDO: What are you looking forward to with your IFTDO membership?

Having started around the same time, IFTDO has a long history as STADA. It is a wonderful platform to bring together organizations in the context of Learning & Development. I am glad to be part of IFTDO and would like to bring the benefit of this global connectivity to STADA members as well. Moreover, I also look forward for STADA to contribute meaningfully to this global network. The benefit has to be mutual and we look forward to serve that purpose.

IFTDO: Over the last year, we have seen digital transformation taking a huge leap forward and organizations trying to allow workplace flexibility and improve customer engagement. Learning world is going through a big revolution too. What do you think are some of the key drivers to watch out for?

As much as we look at some of the transformation, the fundamental grounding of learning needs to be well developed. It is essential to always remember that the first person that needs to keep learning is ourselves.

Our world is moving forward at a fast pace. We are no more just humans, we are becoming virtual humans. We need to accelerate our technology learning as it has proved to be more than 100% beneficial. Today, the world is at our fingertips and we can effortlessly reach out to a world-wide audience that are thousands of miles away, which

earlier was not possible. Imagine how much time and money is saved, how much efficiency is achieved! In the process, we also have the ability to touch more people's hearts and souls.

Today's generation likes more bite-sized learning or micro learning, like quick learning while you are taking the train. People prefer to learn at their own pace now. I am sure all these multifaceted learning modes will co-exist. Newer modes of learning through Podcasts, Tik-Tok videos, etc., are catching up.

IFTDO: The education in Singapore is considered higher than many advanced economies. The government's 'teach less, learn more' initiative has been inspirational. What are some of the recent trends in Singapore learning?

Traditionally, Singapore has always preferred a contact-based learning – face-to-face, classroom-based learning. As a result of the impact of COVID, the government and the industry have moved into virtual learning/mobile learning and now more people are following it. The government is focussing on more workplace learning and there is a move away from classroom-focussed learning. The Government of Singapore is researching various new age learning methods and one of the key charters of this research is to look at the success factors that are driving the virtual learning arena.

IFTDO: Thank you so much for taking the time out for this conversation. Looking forward to a long and fruitful association between IFTDO and STADA.



IFTDO General Assembly Meeting (AGM)

The annual general assembly meeting (AGM) was held on Thursday 7th October 2021 with more than 40 organizations of full and associate members have attended the meeting and in which the meeting discussed many items on the agenda for the future of IFTDO. In particular, the employability skills program as well as the training and development program as per the memorandum of understanding signed with: Institute of training and occupational learning (ITOL).

In parallel in this meeting of 5 board members have been elected as follows:



Harry Bundred
The Institute of Training & Occupational Learning, UK



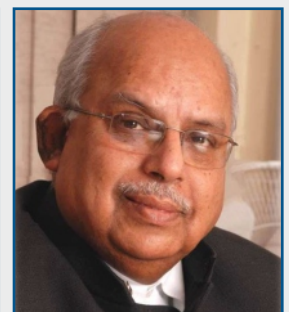
Ghalib Hosni
Omani Society of Human Resources Management, Oman



Janet Jolaoso
Covenant University, Nigeria



Nancy Burns
ISPI, USA



Vinayshil Gautam
Dev Kusum International Foundation (DKIF)/ Foundation for Organisational Research and Education (FORE), India

The IFTDO chairman and president wished all the best to the elected members, who will resume their role as official board members effective January 2022.



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