

2nd NATIONAL OUTDOOR EDUCATION CONFERENCE 2025

Professionalising Singapore OAE Sector
*The **Standard**, Your **Skills**, Our **Sector's Future***

Guest-of-Honour

Mr Edwin Tong

Minister for Culture, Community and Youth
& Second Minister for Law

CONFERENCE BOOKLET

Jointly organised by



Ministry of Education
SINGAPORE

FOREWORD

Welcome to the 2nd National Outdoor Education Conference, 2025 (NOEC 2025).

Singapore's Outdoor Adventure Education (OAE) sector has evolved over the past three years, moving from a period of uncertainty to one of unified purpose.

Today marks a significant milestone – the launch of the *Singapore Standard Code of Practice for OAE Activities* – representing two years of collaboration and the pooling of collective wisdom to enhance safety and quality. Through the conference workshops, we will explore how this new Standard provides clear guidance across different roles.

We extend our heartfelt thanks to all workgroup members, partners, and practitioners who have championed this progress.

This conference also marks the beginning of sector-wide consultation on the OAE Sector Roadmap and Competency Framework drafts. We strongly encourage you to share your views to help shape meaningful professional pathways for our outdoor educators.

Together, we will continue to build a thriving, resilient, and forward-looking OAE sector for generations to come

With appreciation and optimism,

Co-Chairs, Outdoor Adventure Education Council

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ADMINISTRATIVE DETAILS



Event Details

Date of Conference: 17 April 2025

Time: 9am to 5.30pm

Venue: Raffles Institution, Yusof Ishak Block,
Lecture Theatre 1

Registration opens at 8.15am. Please be seated in the venue by 9am for the conference commencement.



Entry into the Venue

Entry into the venue will be via Raffles Institution's Main Gate (Gate 3, along Bishan Street 21).

Upon entry, please present the QR code on your registration ticket to collect the conference lanyard.



Catered Meals




Light breakfast and lunch (halal-certified) will be catered.



Contact Information

For queries, please write to oea_council@mccy.gov.sg

CONFERENCE PROGRAMME

- 0815 Registration & Breakfast 
- 0900 All participants to be seated in Lecture Theatre 1
- 0905 Welcome by Emcee
- 0915 **Arrival of Guest-of-Honour, Minister Mr. Edwin Tong**
- 0920 **GOH's Opening Address** 
- 0930 **Dialogue with Minister Edwin Tong on Singapore OAE's journey towards safety, quality and professionalism**
- 1010 **Launch of Singapore Standard (SS) 710:2024 Code of Practice for Outdoor Adventure Education Activities** 
- 1020 **Photo taking**
- 1025 **MOU Signing Ceremony between OLAE and Association of Singapore Attraction (ASA)**

CONFERENCE PROGRAMME

1040

Plenary on Overview, Structure and Principles of the Singapore Standard

Led by: Mr. Delane Lim, and Mr. Edvan Loh,
Co-convenors SS 710:2024

1130

Concurrent Session 1

Participants to choose either 1.1 or 1.2

1.1 Risk Assessment Planning & Implementing Emergency Action Plan for Your Programme [Lecture Theatre 2]

Presenters:

Mr. Delane Lim, Co-convenor of SS 710:2024,
Mr. Mohammad Ridzuwan, OAE Council Member and
Mr. Zishan Amir, OAE Council Safety, Compliance and
Promotion Sub-committee Co-Lead

1.2 Learning Design & Facilitation [Lecture Theatre 3]

Presenters:

Mr. Lye Yen Kai, OAE Council Member,
Ms. Tan Ai Chin, SS 710:2024 Working Group Member,
Republic Polytechnic and
Mr. Kuak Nam Jin, SS 710:2024 Resource Member, Outward
Bound Singapore

CONFERENCE PROGRAMME

1245

Lunch



1350

Concurrent Session 2

Participants to choose either 2.1, 2.2 or 2.3

2.1 Water Based Activities [Lecture Theatre 2]

Presenters:

Mr. Tony Tan, OAE Council Member and

Ms. Celine Quek, SS 710:2024 Working Group Member,
Ministry of Education

2.2 Height Based Activities [Lecture Theatre 1]

Presenters:

Mr. Lye Yen Kai, OAE Council Member and

Mr. Ong Bok Liong, SS 710:2024 Working Group Member,
Institute of Technical Education

2.3 Land Based Activities & Experiential Learning Initiatives [Lecture Theatre 3]

Presenters:

Mr. Syed Ismail, SS 710:2024 Working Group Member,
Outward Bound Singapore and

Mr. Selamat Jufri, SS 710:2024 Working Group Member,
Republic Polytechnic

CONFERENCE PROGRAMME

1510

Reconvene in Lecture Theatre 1

1515

Presentation of OAE Sector Roadmap and Competency Framework Drafts (for sector inputs)

Presenters:

Ms. Lim Leng Er, OAE Council Professional Development Sub-committee Co-Lead

Mr. Noel Goh, Partner, PricewaterhouseCoopers Singapore, Professional Development Study Project

Mr. Derek Yap, Senior Manager, PricewaterhouseCoopers Singapore, Professional Development Study Project and

Ms. Joyce Ang, Senior Manager, PricewaterhouseCoopers Singapore, Professional Development Study Project

1535

Closing Remarks by Mr. David Chua Co-Chair for OAE Council



1550

Public Consultation of OAE Sector Roadmap and Competency Framework Drafts

Facilitated by: Mr. Lye Yen Kai, OAE Council Member

Mr. John Goh, Mr. Yaw Kah Weng, Ms. Nur Juliana, Ministry of Education

Mr. Allan Lee, Mr. Selamat Jufri, Republic Polytechnic

Ms. Chew Wee Ling, Singapore University of Social Sciences

1730

END OF CONFERENCE

DETAILS OF DIALOGUE AND PLENARY

0930hrs

Dialogue with Minister Edwin Tong on Singapore OAE's journey towards safety, quality and professionalism

The panel dialogue will center on the official launch of the Singapore Standard SS 710:2024 – Code of Practice for Outdoor Adventure Education Activities – a key milestone for the sector. Featuring a panel of speakers with diverse expertise, including Guest-of-Honour Minister Edwin Tong, the session will provide a platform for participants to ask questions about the Standard and discuss its adoption for the sector. Broader conversations will also explore the future of OAE in Singapore and the recognition of outdoor educators as professionals.

Panellists

Mr. Edwin Tong, Minister for Culture, Community and Youth and Second Minister for Law

Mr. David Chua, OAE Council Co-Chair

Mr. Khor Aik Lam, Director, Standards Division, Enterprise Singapore

Mr. Delane Lim, Co-convener of SS 710:2024 and

Ms. Lim Leng Er, OAE Council Professional Development Sub-committee Co-Lead

Moderated by:

Mr. Edvan Loh, Co-convener of SS 710:2024

1040hrs

Plenary on Overview, Structure and Principles of the Singapore Standard

Co-convener of SS 710:2024, Mr. Delane Lim and Mr. Edvan Loh, will lead the plenary session. This introductory session focuses on equipping participants with a foundational understanding of the structure, core principles, and terminology used in the Standard. This will ensure they are well prepared to engage in and benefit from the in-depth discussions that will follow in the concurrent sessions.

Presenters

Mr. Delane Lim, Co-convener SS 710:2024 and

Mr. Edvan Loh, Co-convener SS 710:2024

DETAILS OF CONCURRENT WORKSHOPS

The following workshops will refer to and delve into different clauses in SS710:2024, discussing pertinent topics within such as Activity Planning, Risk Management and the Leadership & Professional Competencies required for each activity category.

1130hrs – Concurrent Session 1

Participants to choose either 1.1 or 1.2

Presenters

1.1 Risk Assessment Planning & Implementing Emergency Action Plan for Your Programme

Clause 4.3 (Risk Management Plan) and 4.4 (Emergency Management)

Location: Lecture Theatre 2

Mr. Delane Lim, Co-convenor of SS 710:2024,

Mr. Mohammad Ridzuwan, OAE Council Member and

Mr. Zishan Amir, OAE Council Safety, Compliance and Promotion Sub-committee Co-Lead

Presenters

1.2 Learning Design & Facilitation

Clause 4.9 (Learning Design and facilitation)

Location: Lecture Theatre 3

Mr. Lye Yen Kai, OAE Council Member,

Ms. Tan Ai Chin, SS 710:2024 Working Group Member, Republic Polytechnic and

Mr. Kuak Nam Jin, SS 710:2024 Resource Member, Outward Bound Singapore

DETAILS OF CONCURRENT WORKSHOPS

1350hrs – Concurrent Session 2

Participants to choose either 2.1, 2.2 or 2.3

Presenters

2.1 Water Based Activities

*Clause 7 (Watercraft paddling and rowing)
and Clause 8 (Improvised rafting)*

Location: Lecture Theatre 2

Mr. Tony Tan, OAE Council
Member

Ms. Celine Quek, SS 710:2024
Working Group Member,
Ministry of Education

Presenters

2.2 Height Based Activities

*Clause 5 (Abseiling and Climbing) & Clause 6
(Challenge Rope Courses, High and Low)*

Location: Lecture Theatre 1

Mr. Lye Yen Kai, OAE Council
Member and

Mr. Ong Bok Liong, SS 710:2024
Working Group Member,
Institute of Technical Education

Presenters

2.3 Land and Based Activities & Experiential Learning Initiatives

*Clause 9 (Walking, hiking and navigation-
based activities), Clause 10 (Camping) and
Clause 11 (Experiential Learning Initiatives
and Games)*

Location: Lecture Theatre 3

Mr. Syed Ismail, SS 710:2024
Working Group Member,
Outward Bound Singapore and
Mr. Selamat Jufri, SS 710:2024
Working Group Member,
Republic Polytechnic

DETAILS OF PUBLIC CONSULTATION

1515hrs

Presentation of OAE Sector Roadmap and Competency Framework Drafts

This session outlines the proposed Sector Roadmap for sector advancement. Key findings from the 2024 Professional Development Study, commissioned by the OAE Council and involving nearly 200 sector members, will be shared. To address the challenges and needs surfaced through the study, a Sector Competency Framework Draft will be presented to provide context for the public consultation segment, next.

Presenters

Ms. Lim Leng Er, OAE Council Professional Development Sub-committee Co-Lead

Mr. Noel Goh, Partner,
PricewaterhouseCoopers Singapore,
Professional Development Study Project

Mr. Derek Yap, Senior Manager,
PricewaterhouseCoopers Singapore,
Professional Development Study Project

Ms. Joyce Ang, Senior Manager,
PricewaterhouseCoopers Singapore,
Professional Development Study Project

1550hrs

Public Consultation of OAE Sector Roadmap and Competency Framework Drafts

This segment is designed to gather feedback on the proposed OAE Sector Roadmap and Competency Framework Drafts. It seeks participants' inputs on three key components of the draft roadmap and framework: completeness of the draft skill development wheel, relevance of the suggested career paths and wages, and viability of the proposed job roles and skills, particularly for entry-level positions. This is the first of many sector-wide engagements aimed at shaping meaningful professional pathways for our outdoor educators. Active participation is encouraged to ensure the drafts genuinely reflect the needs of the industry.

Please note that the draft roadmap and competency framework will be available at <https://www.singaporeoae.sg/noec-2025/> for public comment from 17 April to 18 June 2025.

Facilitator

Mr. Lye Yen Kai, OAE Council Member

Mr. John Goh, Mr. Yaw Kah Weng, Ms. Nur Juliana, Ministry of Education

Mr. Allan Lee, Mr. Selamat Jufri, Republic Polytechnic

Ms. Chew Wee Ling, Singapore University of Social Sciences

DETAILS OF PANELLISTS



Guest-of-Honour

Mr Edwin Tong

*Minister for Culture, Community and Youth and
Second Minister for Law*



Mr David Chua

OAE Council Co-Chair

David served in the Singapore Armed Forces (SAF) for 22 years before being appointed as the first CEO of NYC in 2015. For his outstanding efficiency and competence, he was awarded the Public Administration Medal Bronze (Military) in 2013 and Silver in 2020. David is also the Chairman of the board of directors at *SCAPE Co. Ltd, Director of Singapore Institute of Management (SIM) Board and Vice Chairman of Cyber Youth Singapore Board. He also co-chairs the Pedagogy & Programming Workstream (PPWS) and Human Resource & Finance Workstream (HRFWS) under the MOE-MCCY Steering Committee for the National Outdoor Adventure Education (OAE) Masterplan.



Mr Khor Aik Lam

Director, Standards Division, Enterprise Singapore

Khor Aik Lam is the Director of Standards (Manufacturing) at Enterprise Singapore, where he leads the development and promotion of national standards to enhance companies' competitive edge and improve public safety. With over 25 years of experience across public and private sectors, his career includes roles as Head of Innovation Advisory at IPI and an international posting in Brazil, where he facilitated Singapore's trade and investment interests in Latin America and the Caribbean. Mr Khor holds a Civil Engineering degree with honours from Monash University and a dual MBA from NYU Stern and HEC Paris.

DETAILS OF PANELLISTS



Mr Delane Lim

Co-convener of SS 710:2024

Delane is the Secretary-General of Outdoor Learning and Adventure Education Association (OLAE) and is the Co-Convenor of SS 710:2024 Code of Practice for Outdoor Adventure Education Activities. Professionally, he is practising management consultant by training and is the managing partner for Global Outdoor Education Consulting Group. He runs a youth development social enterprise, Futuready Asia Singapore and a charity, Character & Leadership Academy.



Ms Lim Leng Er

OAE Council Professional Development Sub-committee Co-Lead

Leng Er is the Acting Director of Republic Polytechnic's School of Sports and Health and is a Mentor on CoachSG's Game for Life Competency Certification Programme.

A member of the OAE Council, she is the Co-lead for the Council's Professional Development Sub-Committee with the focus on improving the quality of the OAE Sector's Human Capital.



Moderator

Mr Edvan Loh

Co-convener of SS 710:2024

Edvan is the Director for Learning & Sector Development at Outward Bound Singapore, and has three decades of experience in outdoor education and organisational development. As the Secretary of the Outdoor Adventure Education Council, he plays a key role in the development of national standards and sector initiatives, and is the Co-Convenor of SS 710:2024 Code of Practice for Outdoor Adventure Education Activities.

DETAILS OF WORKSHOP PRESENTERS



Mr Mohammad Ridzuwan

OAE Council Member

Ridzuwan is currently the Senior Assistant Director for Capability Development at Outward Bound Singapore, with over two decades of experience in the setting up of safety training and education, governance and management systems in the private sector and in the safety community of Institutes of Higher Learning. A certified expert in Crisis Management and Crisis Leadership and as a member of the OAE Council, he is part of the Safety, Compliance and Promotion Sub-Committee, with the focus on uplifting the OAE Sector's Safety Standard.



Mr Zishan Amir

OAE Council Safety, Compliance and Promotion Sub-committee Co-Lead

Co-Founder and Managing Director of ZRG Adventures and Consulting, Zishan has over a decade of leadership in Singapore's attractions industry. Known for developing world-class experiences with leading safety standards, he has held key roles at Mega Adventure, Skypark Sentosa, HyperDrive, and Magic Memories. Zishan serves on the Association of Singapore Attractions (ASA) Executive Committee and has contributed to IAAPA Committees. A recognised thought leader, Zishan has spoken at local and international conferences on business development, digital marketing, data analytics, customer experience, operational safety, and risk management.

DETAILS OF WORKSHOP PRESENTERS



Mr Lye Yen Kai

OAE Council Member

Yen Kai is the Managing Director of Pivotal Learning, and the Founding President of the Outdoor Learning and Adventure Education Association. He led Pivotal Learning to become the first Training and Certification Professional Vendor Members with ACCT in Asia, and is currently a member of the OAE Council and part of the Singapore Standard Working Group that developed SS 710:2024 Code of Practice for Outdoor Adventure Education Activities.



Ms Tan Ai Chin

SS 710:2024 Working Group Member, Republic Polytechnic

Ai Chin is the Programme Chair of the Diploma in Outdoor Education at Republic Polytechnic. She pursues her passion in outdoor education as an award-winning lecturer, curriculum designer, coach of educators, and programme reviewer. Her areas of interest include kayaking, climbing, facilitation and instructional design, and outdoor leadership. Over 20-plus years, Ai Chin has led or reviewed outdoor education programmes in Singapore and overseas, gaining an appreciation for diverse practices.



Mr Kuak Nam Jin

SS 710:2024 Resource member, Outward Bound Singapore

Nam Jin is the Deputy Director (Programmes) at Outward Bound Singapore. Together with his team, he ensures that the MOE-OBS Course achieves its learning outcomes through meaningful and impactful Outward Bound experiences. He is also responsible for providing leadership programmes for youths in Institutes of Higher Learning and other relevant sectors.

He plays tennis and cycles to work whenever possible.

DETAILS OF WORKSHOP PRESENTERS



Mr Tony Tan

OAE Council Member

Tony is the Chief Executive Officer of Innotrek and the Honorary President of the Outdoor Learning and Adventure Education Association, a non-profit trade association representing 17 private outdoor education providers. A member of the OAE Council, he is part of the Singapore Standard Working Group that developed SS 710:2024 Code of Practice for Outdoor Adventure Education Activities.



Ms Celine Quek

SS 710:2024 Working Group Member, Ministry of Education

Celine began her career in education in 2004, serving as a teacher before becoming Head of Department in 2010 where she championed Outdoor Education in her school. After completing her Masters in Education Management (2014) she joined the Physical, Sports and Outdoor Education Branch (PSOEB) as Assistant Director of the Training and Safety Unit. She oversees training frameworks and safety guidelines for outdoor adventure learning, working closely with schools and industry partners to strengthen the ecosystem in Singapore. A lifelong advocate for outdoor education, Celine believes in its power to build resilience, nurture future-ready learners, and forge meaningful connections through shared adventures.

DETAILS OF WORKSHOP PRESENTERS



Mr Ong Bok Liong

SS 710:2024 Working Group Member, Institute of Technical Education

Bok Liong embarked on his career as an outdoor instructor in 1994. In 2003, he transitioned to the Singapore Sport Council, playing a pivotal role in establishing the National Registry of Coaches. With coaching certifications in kayaking and sport climbing, Bok Liong has over 30 years of experience as an outdoor instructor and coach. Currently, he holds the position of Assistant Director at ITE College East, overseeing the Physical Education and Sport Management Programme.



Mr Syed Ismail

SS 710:2024 Working Group Member, Outward Bound Singapore

Since 2006, Syed has been a professional Outdoor Adventure Educator with Outward Bound Singapore (OBS), a passion ignited during his polytechnic days, particularly in trekking. His diverse experience includes roles as a solo trekker, self-styled trip leader, paying client, and professional programme leader for various single and multi-day expeditions both locally and overseas. Believing strongly in the transformative power of outdoor experiences, he advocates for high standards of professional risk management to make adventure education accessible while ensuring meaningful learning outcomes.

DETAILS OF WORKSHOP PRESENTERS



Mr Selamat Jufri Ahmad

SS 710:2024 Working Group Member, Republic Polytechnic

Selamat Jufri is an experienced outdoor educator with over three decades in leading land-based activities and experiential learning. Currently, a senior lecturer at Republic Polytechnic for the Diploma in Outdoor Education, Selamat's expertise lies in challenge course management, and he occasionally leads student overseas travel trekking programmes. He is ACCT CCM-accredited and TMLP-certified.



Mr Noel Goh,

Partner, PricewaterhouseCoopers Singapore, Professional Development Study Project

With 29 years of experience in strategic HR advisory roles, Noel has guided clients in both public and private sectors globally. Previously, he was instrumental in establishing and leading the Singapore Workforce Development Agency (WDA) as Assistant Chief Executive.



Mr Derek Yap,

Senior Manager, PricewaterhouseCoopers Singapore, Professional Development Study Project

Derek has 12 years of advisory experience assisting public agencies and ministries through digital and business transformation initiatives. He has also supported multiple agencies in research and development endeavors and served as Project Manager for a significant engagement with NYC.

DETAILS OF WORKSHOP PRESENTERS

**Ms Joyce Ang**

*Senior Manager, PricewaterhouseCoopers Singapore,
Professional Development Study Project*

Joyce Ang brings with her over 12 years of experience in People & Organisational Change. Her experience spans working with multinational corporations and small to medium enterprises, focusing on organisational strategy and transformation, aligning business objectives with people strategies on both strategic and operational levels.



ACKNOWLEDGEMENT

The 2nd National Outdoor Education Conference 2025 would not have been possible without the generous support of our sponsors and partners.

We are especially grateful to Raffles Institution for hosting us at their campus, providing a welcoming and conducive environment for this important gathering. We also acknowledge Innotrek Pte. Ltd. and Ventured Pte. Ltd. for their contribution of door gifts, adding a thoughtful touch to the conference experience.

We appreciate the efforts of the following organisations for setting up booths at NOEC 2025. Your presence has offered participants valuable insights into products, services, and programmes that support the growth of the OAE sector.

- Blackbox Outdoor Education Pte. Ltd.
- bolttech Insurance Agency Pte. Ltd.
- National Centre of Excellence for Workplace Learning (NACE)
- National Instructors and Coaches Association (NICA)
- Outdoor Adventures Pte. Ltd.
- Republic Polytechnic

**With appreciation,
NOEC 2025 Joint Organising Committee**

NOEC 2025 JOINT ORGANISING COMMITTEE



OAE Council Singapore

<https://www.singaporeoae.sg/>



Outdoor Learning & Adventure Education (OLAE) Association

<https://www.olae.sg/>



Outward Bound Singapore (OBS)

<https://www.nyc.gov.sg/en/obs>



**Ministry of Education
SINGAPORE**

Ministry of Education (MOE)

<https://www.moe.gov.sg/>

RESOURCES



Purchase of SS

The SS 710:2024 Code of Practice for OAE Activities is now available for purchase at Singapore Standards e-shop with a 20% discount until 18 April 2025

OAE Council Website

Keep up to date on Singapore OAE related information at Singapore Outdoor Adventure Education (OAE) website

OAE Sector Roadmap and Competency Framework Drafts (for sector input) + Feedback Form

Please visit

Event: National Outdoor Education Conference 2025 (NOEC 2025) to access the drafts and provide your feedback.