

EUCEN
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How to develop University Lifelong Learning
Programmes:
from the needs analysis to the design

Pr. Françoise de Viron
Université catholique de Louvain
EUCEN

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OVERVIEW

- 1. Seminar Objectives**
- 2. Subject: Ways to develop ULLL programmes**
- 3. Main questions**
- 4. Agenda**
- 5. Your participation**



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1. Seminar Objectives

Dialogue between research and practice

- Exchange of practices
- Challenge methodologies & research
- Become LLLearners:
... transfer into our practice



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2. Ways to develop ULLL programmes

WHY?

From Adult Education (Knowles, 1973; Bourgeois, Nizet, 1997; Mezirow, 1991; Elias et Merriam, 1995, Merriam et al, 2012)



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2. Ways to develop ULLL programmes

HOW ?

How to tackle this diversity of purposes, of motives, of expectations, of experience, of learning ways ... ?

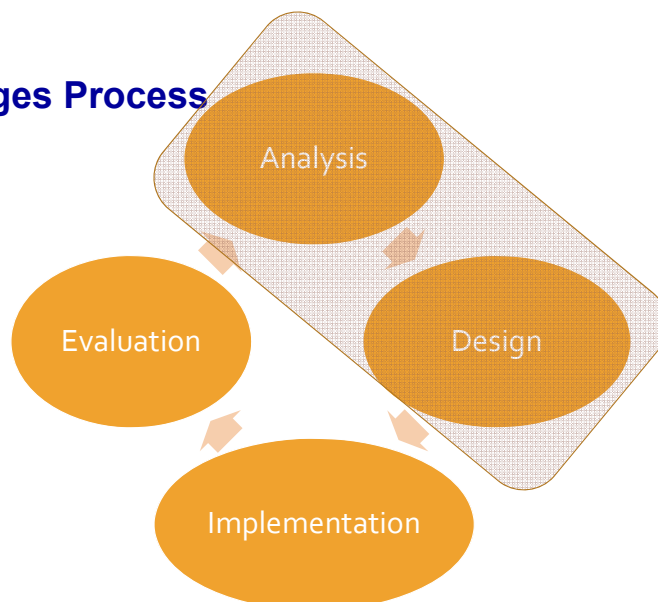


- Tailoring training provision to specific expectations/purposes/ ... is crucial

→ **New Discipline** involving Practitioners & Researchers, developing methods & process

2. Ways to develop ULLL programmes

4 stages Process



3. Main Questions: Analysis



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- Diversity of inputs

- A demand or a call

→ Interpret & understand rationale: HRM strategy/
skills audit / knowledge map/ ...

"Understanding a company demand" L. El Amoud

- 'Needs'

"Needs don't exist as such" S. Jacquemet

**Artefacts – Perception expressed by one person here &
now (Bourgeois, 1991)**

→ Identify gaps

- Context changes – Work Evolution

New or Emerging professions / Work Place Learning

"Transformative working life" T. Halttunen



3. Main Questions Analysis



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- Define and Understand the targeted audience

- Who?

- Prior experience?

- Which activities?

LLL meaning for individual learners

"Emotional Learning" R. Egetenmeyer

"Multi-professional and interdisciplinary target"

J. Eneau

3. Main Questions Design



Ways to define and design

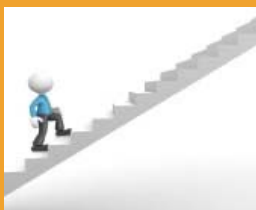
- Learning practices
Learning by exploring / creating / playing/ testing/
exercising / applying/ ...
- Learning media
E-learning/ blended learning / social media / ...
- Learning organisation
- Evaluation criteria and methodology
Learning outcomes / learning transfer / ...

"Issues in e-learning and on-line programme' R. Romero



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4. Agenda in a nutshell



- Country visit :
 - LLL in Spain
 - 2 programmes developed in partnership with Cy
- Researchers presentation
 - Individual level : focus on learners
 - Context of Work change: focus on new requirements
- Work in sub-groups
 - Cross challenging : What have you learned ?
What will you implement? → tips for practitioners
What has to be put on research agenda ? →
feedbacks to researchers
- Workshops : case or problem solving
 - Talents, practices, ideas exchange
- Closing



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5. Your participation

HAVE A FRUITFULL WORK AND FUN



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