

# Implementing University Lifelong Learning

Staff development for making  
ULLL a reality

<http://implement.eucen.eu/>



IMPLEMENT - Project number 511882-LLP-1-2010-1-BE-KA4-KA4MP  
With the support of the LLP programme of the European Union



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## The history of a vision - translated into projects

- **BeFlex (2005 – April 2007)**
  - Survey the state of play in ULLL in relation to the Bologna Reform (collect 50 case studies, visit 20 universities)
- **BeFlex Plus (Oct 2007 – Sept 2009)**
  - Survey update on state of play
  - Follow-up case studies from BeFlex and collect new case studies
  - Printed training manual on 5 topics related to ULLL

<http://www.eucen.eu/BeFlexPlus/index.html>



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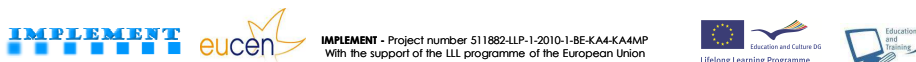


## The history of a vision - translated into projects

**IMPLEMENT** (Jan 2011 – Dec 2012): to exploit the results of BeFlex Plus

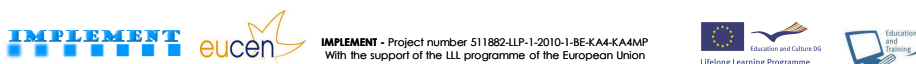
- Collect 2 new case studies for each topic
- Adapt training materials
- **Develop sustainable online-tools**
- Organise training events in institutional, national, transnational and trans-sectoral contexts

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## Partners

- EUCEN (BE) - contractor
- 5 topic leaders:
  - University of Graz (AT) with Blaise Pascal University (FR)
  - Johannes Gutenberg University Mainz (DE)
  - National Knowledge Centre for validation of prior learning (DK)
  - Tallinn University (EE)
  - University College London (UK)



## Pedagogical and technical support partners:

- Bibby Rumbelow Ltd (UK)
- IL3 - University of Barcelona (ES)
- TecMinho – University of Minho (PT)

## Partners hosting main events

- University of Genoa (IT)
- University of Malta (MT)



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## The importance of staff development - 6 recommendations

1. An organisation is only as effective as the individuals in it and their collective efforts. So changes in policy and practice and strategies for organisational development must involve appropriate active staff development



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## 2. Staff development also contributes to the culture and context in which individuals and teams work – it should:

- Motivate staff
- Create a richer working environment
- Invest in the improvement of the organisation
- Manage the retention of talent



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## 3. The grouping of participants in staff development activities should be carefully considered. Selection criteria should include:

- Purpose and expected learning outcomes
- The needs of all the staff (academic, administrative, technical, support staff...)
- How and by whom the changes will be implemented



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#### 4. Staff development must:

- Be conducted in an atmosphere of trust and confidence
- Be followed up with appropriate management and mentoring
- Be evaluated: the easy kind is done at the end of a session with a short questionnaire or discussion; the difficult kind is to measure the impact some time afterwards.



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#### 5. Policy makers and funding agencies at European and national level should support institutions in their responsibility for staff development by:

- Encouraging them to include staff development as a criteria for success in project proposals and applications for funding
- Promoting a range of different forms and methods
- Making better use of courses and training opportunities that already exist in a variety of media



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6. The EC should recognise that staff development is a key element in the drive to modernise universities and promote innovation; it should therefore be a key element in the budget plans for 2013-20.



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## Projects translated into on-line courses for staff development

- Exploring Diversity in University Lifelong Learning
- Curriculum in Partnership
- Implementing Institutional Change in University Lifelong Learning
- Recognition of Prior Learning
- Regional Collaboration and Partnership in University Lifelong Learning



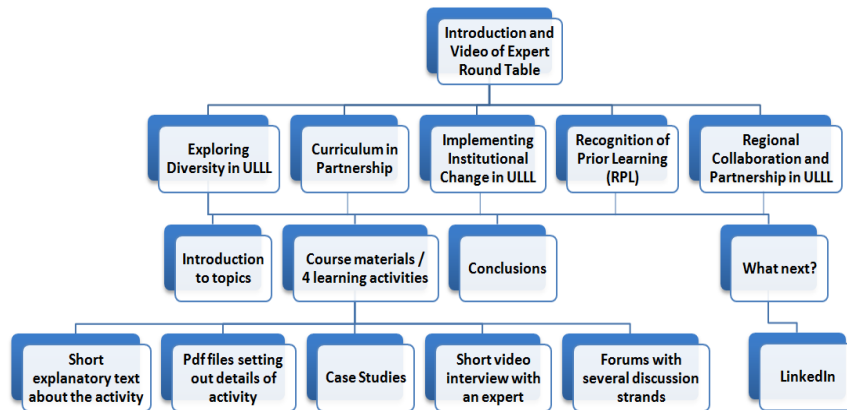
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## Course structure



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## A trainers guide - including advice on:

- Adapting the courses to different contexts and purposes
- Using the courses in different ways: *Blended format; On-line - synchronous – same time; On-line - asynchronous – over short or long periods; Other possibilities*
- Using moodle
- Writing and using case studies
- Summary of tips for using on-line courses in staff development



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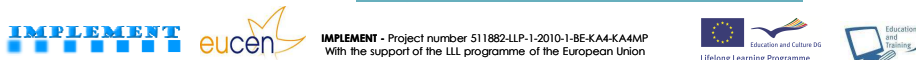
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## Concrete examples in annexes

1. Example of a blended workshop using the Implement course on Regional collaboration and partnership in university lifelong learning
2. Example of a study guide for on-line real time session using the Implement course on Exploring Diversity
3. Summary of case studies by topic

**Trainers' guide available on the project website: <http://implement.eucen.eu/>**



## A final note

Some final editing following feedback and expert input here at the event in Malta  
On-line courses fully available in the public domain from next week – access via the website  
Website up to date now: <http://implement.eucen.eu/>  
Contact us for further information:  
[implement@eucen.eu](mailto:implement@eucen.eu)

