Overview

• Use Cases for Lifelong learning
• Learning Networks for Lifelong Learning
• Design for Learning Networks
Use Case 1a

A multinational wants to do away with its travelling road show of trainers and stimulate its employees to study online, at the place, pace and time of their liking. While at it, they also want to stimulate the build-up of a collective *knowledge base*.
Use Case 1b

The association of public libraries wants to rethink its role in society and retrain its personnel in the process. **Collaborative open innovation** and creativity as well as *joint sense making* are key.
Use Case 2a

James is a chemical engineer working for an SME. He wants to pursue a career as a water manager with the local water board. He therefore needs to *update* and *upgrade* his skills.
Use Case 2b

Jean, a lawyer working for a pharmaceutical company, finds out she needs to expand her knowledge in order to get a more thorough understanding of the science part of the company, in particular about biotechnology.
<table>
<thead>
<tr>
<th></th>
<th>formal learning</th>
<th>non-formal learning</th>
<th>informal learning</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>initial education</strong></td>
<td>‘ordinary’ education</td>
<td>rare occasion</td>
<td>out of scope</td>
</tr>
<tr>
<td><strong>post-initial education</strong></td>
<td>continuous’ education</td>
<td>lifelong learning</td>
<td>out of scope</td>
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</tbody>
</table>
Thesis I

- Do not model post-initial education after initial, mandatory education, as we have been in the habit of doing (‘continuous education).

- That model is ineffective as it cannot meet the demands for logistic, pedagogical and subject-matter flexibility; it ignores self-determination and self-directedness.
Thesis 2

• Post-initial education is best practiced in the context of Learning Networks

• A Learning Network is an online, social network designed to support and facilitate lifelong learning (a learning ‘ecosystem’)
• Parenthetically, initial education should smoothly transition into post-initial education, otherwise lifelong learning has no chance to thrive

• This sets demands to initial education, which have mostly gone unnoticed
Design: Made to measure

- The Learning Network should help learners to decide on
  - an appropriate learning goal
  - the learning activities suited to reach it
  - the best string of activities given their current capabilities
Design: self-organisation

- Social help by mobilising the weak ties in the network and turning them into strong ones (Granovetter)

- Ad hoc transient communities form an emerging patchwork of partially overlapping communities
Design: peer recommendations

• on knowledgeable experts
• on content suited to learning goals
• on collaboration opportunities
• on study progress (coaching)
• (a thoroughly human touch)
Design: architecture focus on organisation

• use existing company ‘network’ and let it acquire learning network characteristics through tooling and guidelines

• use dedicated, ‘closed’ infrastructures

• use CMS like Drupal or portlet system like Liferay, iGoogle
Design: architecture focus on individual

• use group functionalities of existing social networking sites, LinkedIn, FaceBook, Hyves and expand

• use ensemble existing social networking sites, provide site-specific services through their APIs (open social!)
Questions?

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