

Name SURNAME	Lucie te Lintelo
Institution	Hogeschool van Amsterdam Centre of Recognition of Prior Learning
Telephone	0032 20 5952428
Fax	
Email	l.te.lintelo@planet.nl

Please select the type of contribution, only one choice :

- * Workshop [X]
- * Plenary Speech []

Title of your workshop presentation/plenary speech:

Developing partnerships between universities and external stakeholders in creating flexible learning routes: presentation and discussion based on some Beflex Plus case studies

Objectives of your presentation:

To share the findings on some Beflex Plus case studies -about partnerships between higher education institutes and enterprise on flexible learning routes to stimulate lifelong learning- with representatives of enterprises, unions and other educational providers; to compare these findings with the experiences of the participants; to discuss what is needed to create (better) flexible learning routes and real partnerships.

Summary of content (max 600 words):

The relationship between universities, enterprises and other stakeholders can be considered as interesting, but often also as very complex. Especially when organizations and enterprises want to upgrade their employees and expect a tailor made programme for each individual employee, leading to a bachelor or master degree. This raises educational, legal, financial and organizational questions. In this presentation two specific Beflex Plus casestudies of two universities of applied sciences in the Netherlands – Hogeschool van Amsterdam (HvA) en Hogeschool Windesheim - are the starting point to illustrate some of these questions. The case studies are about developing a partnership – instead of a more traditional client-supplier relationship- in creating interesting learning pathways. What are the expectations of external stakeholders and of the university, what are dilemma's, opportunities and challenges? What does a partnership mean and why is it important?

The Beflex Plus case studies of the Hogeschool van Amsterdam and Windesheim are both about flexible learning routes in higher education involving Recognition of Prior Learning procedures. All stakeholders and their goals and needs are identified and discussed: the individual worker/learner, his/her manager, the human resource department of the organization involved, the university educational departments, other educational providers. It is important to be aware that they all have different ambitions and interests.

The presented case studies will show that being successful in creating learning routes for individuals it is important:

1. *to explore organizational educational needs and the human resource problems an organization is facing;*
2. *to explore the needs and goals of individual employees;*
3. *to match the educational needs with the possibilities of the university: does it match with the educational programmes and provisions the university already has, or is it necessary to develop new learning routes?*
4. *in creating new learning routes it is helpful to think in a full pathway from the perspective of the individual learners themselves (and not only consider the part the university has to do). What is the best route for the individual? Where, when and with what does it start? What are all the learning and counseling activities that have to be taken into account? Are other provisions needed to support the individual learner? Which parties can play a role in this and what can they do best? This eventually leads to agreements when and how the university plays a role, what the organization will do themselves, what other educational providers are involved and how, and what to expect from the individuals themselves.*
5. *to be aware of conflicts of interests, between partners but also between individual employees and their organization. Focus on a win-win situation.*
6. *all partners should be open minded and have a learning attitude themselves. This requires a lot of communication.*

In discussing what external stakeholders want when it comes to creating and executing individual learning routes for their

employees the Hogeschool van Amsterdam developed two models that have proven to be helpful in this. These two models will be presented and discussed.

Participants are invited to comment on these findings in reference to their own experiences.

Questions for discussion/workshop activity:

1. *What is needed to put the individual learner more in the centre? And to be more precise: what do universities, enterprises and unions have to do to support the individual learner?*
2. *What is needed to develop long lasting partnerships between higher education and enterprises or other organizations*
3. *What kind of flexible learning pathways do learners, and their organizations, want?*