

# LLL

## Lifelong learning

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... is the continuous building of skills and knowledge throughout the life of an individual. It occurs through experiences encountered in the course of a lifetime.

# Lifelong learning

- These experiences could be formal (training, counseling, tutoring, mentorship, apprenticeship, higher education, etc.) or informal (experiences, situations, etc.)
- Lifelong learning, also known as **LLL**, is the "lifelong, voluntary, and self-motivated" pursuit of knowledge for either personal or professional reasons. As such, it not only enhances social inclusion, active citizenship and personal development, but also competitiveness and employability.

# Definition

- From Harper Collins Dictionary: (Social Science / Education) Lifelong Learning is the provision or use of both formal and informal learning opportunities throughout people's lives in order to foster the continuous development and improvement of the knowledge and skills needed for employment and personal fulfillment.
- It shares mixed connotations with other educational concepts such as [Adult Education](#), [Training](#), [Continuing Education](#), [Permanent Education](#) and other terms that relate to learning beyond the formal educational system.
- Lifelong Learning may refer to an individual's continuous acquisition of knowledge and skills over time and the ability to pass them on to others in a manner that is understood. The ability to pass this knowledge and skills on from one person to another is very important, as it keeps the learning cycle in motion and makes it 'lifelong'.

# Stages of Lifelong Learning

- Lifelong education means education resulting from integration of formal, non-formal, and informal education so as to create ability for continuous lifelong development of quality of life. Learning is therefore part of life which takes place at all times and in all places.
- It is a continuous lifelong process, going on from birth to the end of our life, beginning with learning from families, communities, schools, religious institutions, workplaces, etc. The African traditional society envisioned lifelong learning by the roles one was expected to play in society from child, youth (boy or girl), young adult, junior elder to senior elder.

# Age 0-5 years

- In this age group, a lot of learning takes place, providing a foundation for future learning habits and resourcefulness. This is probably the age group where the greatest amount of informal learning occurs, as children imitate almost everything from parents, peers and their environment.
- Psychologists such as Sigmund Freud and other behavioral psychologists emphasize the importance of childhood learning. Learning in this stage affects the development of all other learning abilities later in life.

# Learning in the 6-24 age group

- Learning in the 6 – 24 age group primarily takes place in educational institutions, from primary and secondary to tertiary levels. Family life, social organizations, religious institutions, and mass media can also play a role in non-formal and informal learning during this time.
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- The objective of learning in this period is the holistic development of learners in four aspects, namely: physical, intellectual, social capacity, emotional and mental development.

# Learning in the 25-60 age group

- Individuals in the 25 – 60 age group can learn informally during their working lives through the use of instructional media, mostly from their occupations, work-places, colleagues, touring, mass media, information technologies, environment and nature.
- Adults learn from experiences and problem solving. They therefore need continuous development of intellect, capability and integrity.

# Learning in the 60+ age group

- In their senior years people may seek new knowledge for their own sake. This could be termed andragogy, from [pedagogy](#), an adult who tutors him/herself.
- The challenge of seeking new knowledge and teaching themselves may result in a sense of pride of accomplishment and help maintain self-esteem. This may be further enhanced by offering their new knowledge in service to their local community, thus continuing to make valued contributions to society.



# Lifelong Learning in a learning society

learning that is pursued throughout life: learning that is flexible, diverse and available at different times and in different places

Jacques Delors's four 'pillars' of education for the future.

1. Learning to know - mastering learning tools rather than acquisition of structured knowledge.
2. Learning to do – equipping people for the types of work needed now and in the future including innovation and adaptation of learning to future work environments.
3. Learning to live together, and with others – peacefully resolving conflict, discovering other people and their cultures, fostering community capability, individual competence and capacity, economic resilience, and social inclusion.
4. Learning to be – education contributing to a person's complete development: mind and body, intelligence, sensitivity, aesthetic appreciation and spirituality.

# Lifelong Learning in a learning society

- Learning to be is the hallmark of Peter Vail. Permanent white water means "permanent life outside one's comfort zone". Vail argues that the only way today's managerial leader can cope, survive, and be successful in this white water world is to become a continual learner. The central question is, "What would learning be like in permanent white water?"

# Lifelong Learning in a learning society

Lifelong learning can instill creativity, initiative and responsiveness in people thereby enabling them to show adaptability in post-industrial society through enhancing skills to:

- i. Manage uncertainty,
- ii. Communicate across and within cultures, sub-cultures, families and communities,
- iii. Negotiate conflicts.
- iv. The emphasis is on learning to learn and the ability to keep learning for a lifetime.

# Characteristics of Lifelong Learning

## 1. Informal learning

- The first characteristic of lifelong learning is that it encompasses both formal and non-formal/informal types of education and training. Formal learning includes the hierarchically structured school system that runs from primary school through the university and organized school-like programs created in business for technical and professional training.
- Whereas informal learning describes a lifelong process whereby individuals acquire attitudes, values, skills and knowledge from daily experience and the educational influences and resources in his or her environment, from family and neighbors, from work and play, from the market place, the library and the mass media.

# Characteristics of Lifelong Learning

## 2. Self-motivated learning

- There is a heavy emphasis on the need for individuals to take responsibility for their own [learning](#). Lifelong learners are, therefore, not defined by the type of education or training in which they are involved, but by the personal characteristics that lead to such involvement
- . [Cassandra B. Whyte](#)
- Personal characteristics of individuals who are most likely to participate in learning, either formally or informally throughout their lives, have acquired:
  - The necessary skills and attitudes for learning, especially literacy and numeracy skills;
  - The confidence to learn, including a sense of engagement with the education and training system; and
  - Willingness and motivation to learn.

# Characteristics of Lifelong Learning

## 3. Self-funded learning

- The concept of self-funded learning is linked to the characteristic of self motivated learning.
- The West report defines a lifelong learner as a person who takes responsibility for their own learning and who is prepared to invest time, money and effort in education or training on a continuous basis

# Characteristics of Lifelong Learning

## 3. Universal participation

- In advocating 'lifelong learning for all', the [Organisation for Economic Co-operation and Development](#) (OECD) argues that universal participation is necessary for meeting the economic demands of the 21st century. The concept of universal participation includes both informal and formal learning for all purposes - social, economic and personal. In arguing that universal participation in lifelong learning is necessary for social cohesion in a time of rapid economic and social change,

# "Traditional vs. Lifelong Learning"

- **Traditional learning**
- The teacher is the source of knowledge
- Learners receive knowledge from the teacher
- Learners work by themselves
- Tests are given to prevent progress until students have completely mastered a set of skills and to ration access to further learning
- All learners to the same thing
- Teachers receive initial training plus ad hoc in-service training.
- “Good” learners are identified and permitted to continue later education



# "Traditional vs. Lifelong Learning"

- **Lifelong learning**
- Educators are guides to sources of knowledge
- Educators serve as facilitators for the student's acquisition of knowledge
- People learn by doing, or [Action Learning](#)
- People learn in groups and from each other
- Assessment is used to guide learning strategies and to identify pathways for future learning.
- Educators develop individualized learning plans
- Educators are lifelong learners. Initial training and ongoing professional development are linked
- People have access to learning opportunities over a lifetime.
- Learning is put into practice.
- Learners reflect upon learning and analyze their personal developmen

# Benefits of lifelong learning

- The increased pace of [globalization](#) and [technological](#) change, the changing nature of work and the labour market, and the ageing of populations are among the forces emphasising the need for continuing upgrading of work and life skills throughout life.
- *Lifelong learning's core values of learning, exploring, and serving, coupled with benefits for the mind, body and spirit make it an incredibly powerful tool for personal transformation and enhancement.*

# Benefits of lifelong learning

- Nancy Merz Nordstrom, lists the top 10 benefits of LLL as such: [\[35\]](#)
- 10) Lifelong learning helps fully develop natural abilities.
- 9) Lifelong learning opens the mind.
- 8) Lifelong learning creates a curious, hungry mind.
- 7) Lifelong learning increases our wisdom.
- 6) Lifelong learning makes the world a better place.
- 5) Lifelong learning helps us to adapt to change.
- 4) Lifelong learning helps us find meaning in our lives.
- 3) Lifelong learning keeps us involved as active contributors to society.
- 2) Lifelong learning helps us make new friends and establish valuable relationships.
- 1) Lifelong learning leads to an enriching life of self-fulfillment.