

## **ACCESS TO LIFELONG LEARNING AND EDUCATION RESOURCES POLICY**

### **1. Policy Title - Access to Lifelong Learning and Educational Resources Policy**

### **2. Policy Number - DU-AC-13 - V1**

### **3. Effective Date - September 2022**

### **4. Next Review Date - Spring 2026-2027**

### **5. Purpose and Need**

In today's dynamic world keeping pace with the new advancement in knowledge and upskilling oneself is a big challenge. Lifelong learning is purportedly designed to facilitate individuals in enhancing their knowledge and abilities, to remain abreast with the advancement in Knowledge and maintain their relevance.

According to UNESCO (2022) 'lifelong learning refers to the comprehensive range of learning activities pursued throughout an individual's lifetime, with the objective of enhancing knowledge, skills and competencies in various domain, including personal, civic, social, and employment related aspects'.

University are expected to play a pivotal role in providing lifelong learning opportunities, regardless of ethnicity, religion, disability, immigration status or gender.

### **6. Scope of Application**

This policy applies to all DU stakeholders viz: students, alumni, employees, and the community in general and all DU Colleges, Departments and Centres providing access to lifelong learning and educational resources.

### **7. Policy Statement**

Outline the opportunities, facilities, organizations, system and procedural guidelines, with well-defined criteria for providing access to lifelong learning opportunities, regardless of ethnicity, religion, disability, immigration status or gender and thereby uphold and support the United Nations SDG-4 (Quality Education), SDG-5 (Gender Equality) and SDG 10 (Reduce Inequalities).

### **8. Objective**

The objectives of the policy, which are envisioned to realise the University's Vision, Mission, and Core Values encompass the following:

- 1) Enhancing accessibility to quality educational and training opportunities for students, alumni, employees, and members of the community, with the aim of upskilling them to actively contribute to the process of nation's development.

- 2) Continuous revision of all academic programs to meet and match with the labor market needs and ensure employability in alignment with national vision.
- 3) Establishing an environment that is conducive to effective teaching and learning, promoting a sense equity and inclusivity for all stakeholders.
- 4) Acknowledging exceptional achievements in the acquisition and generation of knowledge, pedagogy, and the process of learning.
- 5) Supporting students facing learning difficulties to enhance their learning skills
- 6) Catering to student with disabilities in pursuit of inclusive education goal.
- 7) Fostering the development of entrepreneurial talents and supporting them with incubation process.
- 8) Investing in modernizing physical and ICT infrastructure to meet international standards in advancement of knowledge and its utilization for lifelong learning.
- 9) Continually supporting Alumni and members of the community through vocational training, short courses and executive educational opportunities
- 10) Organising Educational Outreach activities and programs for the benefit of local schools and community at large
- 11) Facilitating and supporting DU employees in upgrading their skills and knowledge
- 12) Leveraging the access to learning resources in DU library for the community
- 13) Providing opportunities to individual from the community to train in research under the DU Research Center.
- 14) Championing the advancement of gender equality.
- 15) Outreaching with the community to identify and support their learning needs and goals throughout life.

## **9. Role and Responsibilities of DU Centers and Academic units**

DU's academic units, departments and centers have a great responsibility to ensure access to lifelong learning for all DU stakeholders.

- 1) **Colleges:** Colleges are required to ensure effective teaching and learning to all DU students without any discrimination on the basis of gender, ethnicity, religion or disabilities. All academic program offered should be periodically revised and the process of Assurance of learning principle be followed in letter and spirit and ensure employability of their graduates in alignment with national vision.
- 2) **Foundation Program (FP):** FP in general is expected to ensure that students enrolling in DU academic programs do possess the required linguistic skills, studies

skills, numeracy and IT skills before entering the academic programs. The objective of the FP is to upskill the students to meet the entry requirement as well as the expectation of various academic programs.

In particular FP, in coordination with the Department of Admission and Registration (DAR), is responsible for measuring and tracking women's application rate and acceptance rate every year in line with the university's policy of non-discrimination on the basis of gender and encouraging and supporting women in higher education. It is expected to carry out a trend analysis to assess the progress and suggest measures for further improvement.

Moreover, FP and DAR has to play a major role in encouraging women in those specialisation where they are unrepresented through career guidance, university outreach programs and collaboration with community groups, governmental organisations or non-governmental organisations.

- 3) **Center for Teaching and Learning (CTL):** In order to ensure excellence in teaching and learning practices the center shall provide year-round workshops, talks, short training programs to all academic to ensure effective teaching and learning practices. Academic shall have access to such trainings on various aspect of teaching methodology, pedagogy, curriculum design, and active learning strategies to ensure assurance of learning among students.
- 4) **Department of Research (DR):** The DR shall support all activities to sharpen the research skills of the DU employees by providing them financial support to attend conferences and workshops, organizing workshops and talks by researchers in the field, thereby ensuring access to lifelong learning opportunities in the field of research.
- 5) **Community Service and Continuing Education Center (CSCEC):** The center shall be responsible to provide lifelong learning opportunities to the community by offering short term courses, vocational programs, online courses, skills-based courses, executive educational opportunities and educational outreach programs for the local schools and Social Organizations.
- 6) **Center for Career Services and Alumni (CCSA):** It shall be responsible to provide career counselling to students at all levels, alumni, and members of the community and organize talks from industry experts on the scope of various professions and the future of the jobs. It is responsible to organize in collaboration with CSCEC short courses for upskilling and reskilling of the alumni of DU on a continuous basis to ensure access to lifelong learning. The workshop could also be available to the members of the community through the CSCEC.
- 7) **Department of Human Resources (HRD):** The department shall support any employee who wish to pursue higher education either enrolling in DU academic

programs or abroad. To encourage employee to sustain lifelong learning practice DU shall provide fee concessions in DU academic programs as per DU bylaws and policies and shall facilitate the employee in terms of study leaves and time release. In order to encourage employees who, wish to study abroad adequate support shall be provided by the department both in terms of time release and financial support.

- 8) **Center for Training and development of Human Resources (CTDHR):** The center shall be responsible to provide access to lifelong learning practice in the form of year-round training program as per needs to all DU employees with the objective of upskilling and honing their skills levels.
- 9) **Center for Entrepreneurship (CEN):** The center shall be responsible for fostering the entrepreneurial spirits among DU students, alumni and local community and support them in converting ideas to ventures by the process of incubation. Students, Alumni and members of the community shall have free access to expertise of the center through training programs, workshops and awareness programs about various governmental schemes for the start-ups. The CEN shall also provide guidance in arranging finances for the start-ups.
- 10) **Sheik Mustahil Al Mashani Library (SMML):** The DU SMML library shall facilitate access to its learning resources both physical and online to all DU internal stakeholders. The library shall also be open to the members of the community during all working hours and access shall be provided to them to ensure support for the practice of lifelong learning.
- 11) **Deanship for Admission, Registration and Student Affairs (DARSA):** The DARSA shall be responsible for upholding the university's policy and commitment for anti-poverty program especially concerning (a) admitting students from low-income families, (b) providing them financial backing, (c) supporting them in successfully completing their studies through various support centers at DU, (d) tracking their graduation rate and (e) implementing schemes to support students from low-income countries.

DARSA shall also set specific targets for admitting students from low-income families, which shall be reviewed and revised every year.

## **10. Guidelines**

- 1) University Academic Colleges, FP, CSCEC, CCSA, ICO, HRD, CTDHR, CTL, LSC, CEN, DURC, SMML are responsible to facilitate and offer lifelong learning opportunities to all DU stakeholders on a continuous basis to ensure capacity building.
- 2) Career development courses, professional counselling, job placement, skill

enhancement training for employees & community, and other community services shall be offered through these units.

- 3) Through continuing education, professional training, and community services individuals are expected to improve their skills and knowledge for professional careers and release their potential to accomplish their goals.

#### **10. Custodian**

Department of Quality Assurance

#### **11. Responsibility for implementation**

College Deans and Directors of FP, CSCEC, CCSA, ICO, DHR, CTDHR, CTL, LSC, CEN, DR, DURC, SMML

#### **12. Contact Person for Answering Queries**

Director QAD

#### **13. Key Stakeholders consulted**

DVC, College Deans, Director FP, Dean DARSA, Directors of CSCEC, CCSA, CTL, LSC, CTDHR, CEN, DR, DURC and SMML

#### **14. Approval details**

##### **14.1. Approval by University Council**

UC Meeting number: 2022-2023/1

Meeting date: 27/09/2022

##### **14.2. Approval by Board of Directors**

Not Required