ETF Working together Learning for life

European Training Foundation



THE EU AGENCY SUPPORTING COUNTRIES TO DEVELOP THROUGH LEARNING

HOW AI IS CHANGE ADULT LEARNING (AND US)

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Why Adult Learning is increasingly important

- **It makes lifelong learning possible** for professional, personal and civic purposes
- **Longer and less linear working lives**
- **Digital and green transitions** are reshaping jobs, occupations and everyday life.
- **Demographic change and migration dynamics**
- **Social inclusion and democratic participation**
- **Faster innovation cycles**

A definition of Adult Learning: in EU policy and statistics**, adult learning refers to formal and non-formal education and training undertaken by adults aged 25–64, after initial education, looking at the last 12 months**

Every adult has a different story and journey



! Personalisation of content, adaptation of learning to the abilities and needs of individual adults is a critical success factor

Key priorities of Adult Learning

01

INCLUSION

Priority for **vulnerable people,** e.g., adults with low skills, unemployed people and migrants

02

TRANSITION

Skills to support the **digital and green transitions**

03

FLEXIBILITY

Individual learning pathways based on personalisation and adaptation

04

RECOGNITION

Validation of formal, non-formal and informal learning, and **recognition of skills**.

How could AI change adult learning systems (and us)?

Three questions for educators and learners

01 **ADULT LEARNING**

What happens to adult learning when AI gives us answers in seconds, while learning remains demanding and requires effort (getting answer is not learning)?

02 **TEACHER**

How could AI change **teachers' tasks and their role** in supporting adult learners? If AI can explain, translate, generate materials... **can teachers focus on designing the learning experience?**

03 **ADULT LEARNER**

How could AI change **adult learners' role** in shaping their **self-directed learning?**

Example #1 – AI could support skills validation and recognition

To develop an individual learning pathway

OBJECTIVE

Analyse and validate formal, non-formal and informal competences acquired in the country of origin, at work or in other life contexts

AI could make the process more "objective"

HOW AI CAN SUPPORT

01 Qualifications and work experience

Collect, organise and analyse documents in foreign languages

02 Connecting evidence

Link learner's documentation to ESCO profiles and national labour and qualifications catalogues

! Be careful entering data on your adult learners, preserve their privacy

Source: CIMEA, Artificial Intelligence and Recognition of Qualifications, 2023

Example #2 | AI could support the development of Individual Learning Plans

PERSONALISING CONTENT

A tailored learning experience based on the needs, goals and interests of each learner.
AI can generate texts, audio, video and images.

ADAPTIVE LEARNING

Adjusting the pace and level of difficulty to meet the needs of each learner.

> **AI could foster more personalised and adaptive learning, while strengthening coherence across the different dimensions of the curriculum**

CURRICULUM DIMENSIONS



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Example #3 | AI could support Distance Learning

Adult self-directed learning

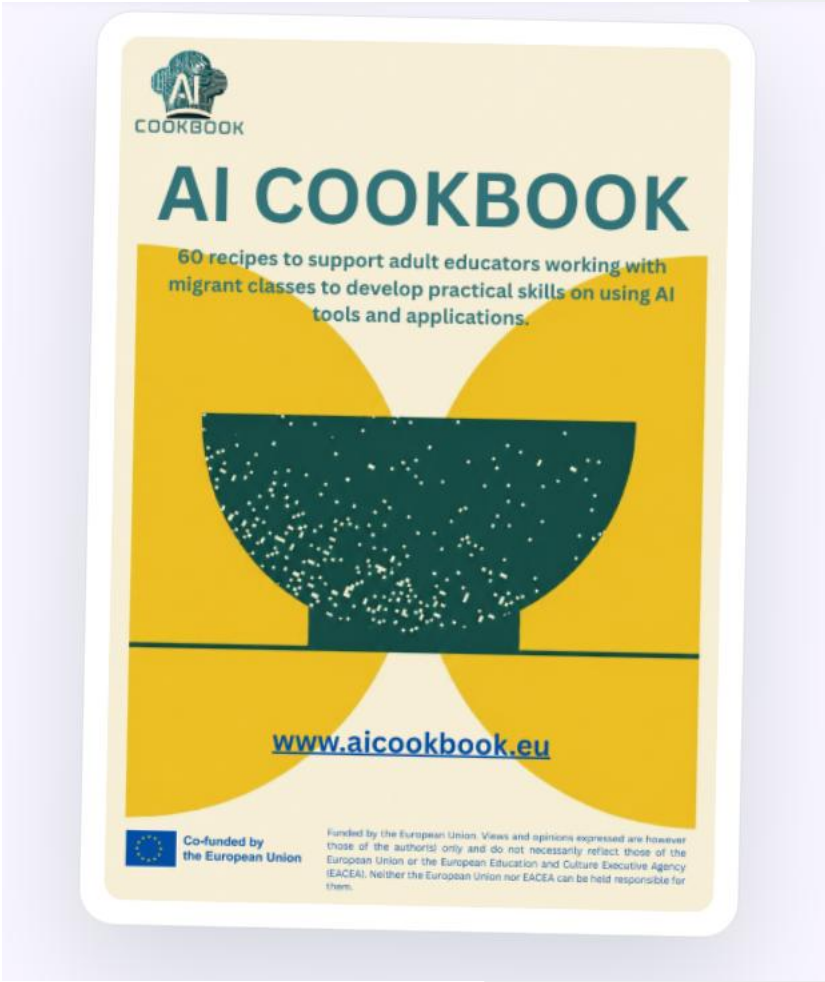
AI can help explain and rephrase content, unpack and structure step-by-step learning pathways, and generate tests to regularly assess progress

Yet, what do we really know about how students are using AI?

Practical AI recipes for adult educators

Discover classroom-ready activities that help educators use AI confidently, responsibly and inclusively with migrant learners.

[AI Cookbook recipes | aicookbook.eu]



Adult education has its own specificities

Initial Education (pedagogy)	Adult Education (andragogy)
Teacher directs the learning	**Learner is more self-directed**
National Curriculum	**Learning starts more from needs and goals**
Learner’s prior experience may be limited	**Life and work experience is a key learning resource**
Often subject/content-oriented	**More problem- and application-oriented**
Motivation is often externally structured	**Internal motivation**

AI could strengthen adult learning

The question is not what AI can do. It is what adults can do with it.

If and only if...

01	**OPENS DOORS**	**Access expands participation** without reinforcing exclusion or bias
02	**STARTS WITH THE PERSON**	**Adult Learner's experiences, needs and goals**
03	**DEVELOPS JUDGEMENT**	**Educators and learners strengthen AI literacy**
04	**KEEPS PEOPLE IN CHARGE**	**Human oversight, accountability** and **academic integrity**

The measure of AI success in AL: better skilled and larger participation of adult learners

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ETF recent publications on adult learning systems

- Albania
- Bosnia and Herzegovina
- Kosovo
- Moldova
- Montenegro
- North Macedonia
- Serbia
- Ukraine

Analytical Framework

AL Strategies & Policies (Dimension 1)

AL Institutional Arrangements & Governance (Dimension 2)

AL Provision (Dimension 3)

Thank you

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