Learning vs Education
Revisiting Delors

Kai-ming Cheng
The University of Hong Kong
ERI-Net UNESCO Bangkok
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The Context:

Society has Changed
The ultimate aim of formal education is to prepare young people for their Future!

The core business of education is Learning!

Delors’ foresight!
However, ...

Learning to Know
- Is leaning really taking place?

Learning to Do
- How is learning related to work?

Learning to Live Together
- How do students learn to lead a social life?

Learning to Be
- How do students construct their meaning of life?
I

Learning to Do
It used to be …

An industrial discourse:

Education is about:

Training
Job-market
Manpower
Human Resources
Industrial Institutions

- Engineers
- Technicians
- Craftsmen
- Operatives

- Degrees
- Diplomas
- Vocational Training
- Basic Education
On the job, in the workplace ...

Structures

- Procedures

- Rule & Regulations

People are protected!
Education in Industrial Society

Students are processed by schools!

It is a manufacturing model!

It is an economic discourse!
But now, ...
## Individual Lives

### Industrial
- Lifelong career
- Long-term loyalty
- Occupational identity
- Work-study consistency
- Org membership
- Stable employment
- Escalating salaries
- Upward mobility
- Foreseeable retirement
- Constant networks
- Stable relations
- Security, certainty

### Post-industrial
- Multiple careers
- Multiple jobs
- Blurred identity
- Work-study mismatch
- Possible free-lancing
- Frequent off-jobs
- Precarious incomes
- Fluctuating status
- Unpredictable future
- Varying networks
- Changing partners
- Insecurity, uncertainty
It used to be ... Slow change, little impact on individuals

Cycle of societal changes

Career Life
Now ... Frequent change of tasks/jobs/careers!
Income over Lifetime

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**Then**

**Now**

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**Income over Lifetime**
Manpower matching?

- Individuals face multiple jobs/occupations!
- Individuals do not do what they study!
- Qualifications do not guarantee income!
- Qualifications do not last long!
- Many do not engage in economic “production”!
- Many work outside organizations!
- Individuals expected to possess more powerful generic capacities!

Leaning beyond Credentials!
Expectations on individuals ...

- Team Work
- Human Interactions
- Integrated Expertise
- Self-Management
- Personal Responsibility
- Innovations & Design
- Risk Taking
- Moral Temptations
- Ethical Dilemmas
- Commitment
- Passion
- Enthusiasm
- Self-Consciousness
- Lifelong Learning
- Communications
- Presentations
- Brainstorming
- Negotiation
- Persuasion
- Debates
- Networking
New expectations I: Affective Domain

Even in the workplace, ....

- **Beyond knowledge and skills!**
  - Moral judgments, ethical dilemmas, indecent temptations; ...
  - Emotional challenges, personality and traits, human-human relations; ...
  - Self-esteem, self-reflection, self-management, self-renewal; ...
  - Human-nature relations;
  - ......
New expectations II: Growing occupations

Even in workplace, growing occupations, ...

- **Beyond direct economic output:**
  - NGOs
  - Artists and related
  - Consultancy
  - Counseling
  - Spiritual work
  - Learning facilitators
  - ....
New expectations III: Work Format

Even in workplace, beyond “employment”, ...

- Beyond organizational commitment and occupational identity:
  - Self-employed
  - Simultaneous multiple engagements
  - Free-lancing
  - Multiple Portfolios
  - Job-pause
  - Early retirement
  - ......
New expectations IV: Human Life

Beyond the workplace, beyond “work”, ...

- Beyond economic lives:
  - Health life
  - Family life
  - Cultural life
  - Spiritual life
  - Political life
  - Leisure life
  - Retirement life
  - ......
Beyond the expected, stable and secure, ...

- Beyond “normal” lives:
  - Unpredictable natural disasters
  - Man-made accidents
  - Emerging diseases and recurring epidemics
  - Precarious economic crises
  - Unexpected political turbulences
  - Irresponsible politicking
  - Occurrence and potentials of wars
  - Intolerable social inequality
  - Unnecessary social conflicts
Too heavy for Education!?

But that is what Education is about!!!

Back to Basics!
Back to Learning!
Learning to Know

(Learning to Learn)
Renewed understanding of Learning!

Redefining education with a Learning lens!

Students’ learning lives should be different!
What is Learning?
Learning as knowledge construction

- Learning is a process of the learners’ active construction of knowledge and NOT a transmission of knowledge.

Learning as experience

- Learning is based on individuals’ experience and prior knowledge; understanding and application are intertwined.

Learning as individual undertaking

- Different people learn differently
Learning as understanding
- Deep learning is achieved only through the learner’s meaning-making efforts during which the learner constructs his/her own understanding.

Learning as social cognition
- Human knowledge is socially constructed. It is continuously improvable through collective intentional efforts in the relevant communities.
Hence, rethink about Learning

- Study = Learning for life?
- Scores = Learning outcomes?
- Teaching = Learning?
- Curriculum = Learning Experiences?
- Pedagogies = Learning Theories?
- Teacher = Learning Professionals?
- School Management = Learning Leadership?
- Resources = Learning Environments?
- Assessments = Facilitating Learning?
New Questions

- How do we know if students are indeed learning (even in the formal curriculum)?
- How and where do students learn **generic skills**?
- How do people learn in the affective domain?
New Questions

- What kinds of learning experiences do students deserve?
- What kind of learning experiences do we offer to students?
- What kind of learning experiences do students miss?
Learning & Policies

Example: Early Childhood
Human Brain Development

Synapse formation is dependent on early experiences

- Sensory Pathways (vision & hearing)
- Language
- Higher Cognitive Functions

<table>
<thead>
<tr>
<th>Conception to Birth</th>
<th>Age in Months</th>
<th>Age in Years</th>
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<tbody>
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<td>-8 -7 -6 -5 -4 -3 -2 -1 0 1 2 3 4 5 6 7 8 9 10 11</td>
<td>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19</td>
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</tbody>
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- Sensory Pathways (vision & hearing)
- Language
- Higher Cognitive Functions
Early learning

- Neurons fullest developed: 3 years old
- Language best learnt: 3-6
- Multilingual capacities

Memory as storage:
- Recitation: multiplication tables, poems
- Musical instruments: muscular memory
Learning & Curriculum Reform:

Example: Hong Kong, since 1999
Curriculum as Subjects
Curriculum as Key Learning Areas
Lives in Education

International Exchange

Visits to Rural, Deprived Communities

Community Services/NGO

Design, Music, Drama, Sports

Internship, Placement, Mentorship

Student Organisations

Student Activities

Study
Reform: 8 Key Learning Areas

- Chinese Languages
- English Language
- Mathematics
- Humanities
- Science
- Technology
- Arts
- Physical Education.
Reform: 5 learning experiences

- Moral and civic education
- Intellectual development
- Community services
- Physical and aesthetetical development
- Workplace experience
Reform: The Cultural Heritage

The Five Dimensions of Education

Moral
Intellectual
Physical
Social
Aesthetic
Learning & Pedagogy

Example: Chinese Language
Creative Chinese learning

- Creative reading
- Creative writing
- Creative dictation
Write as many as possible

Minimum 6

3 marks for each correct

No deduction for mistakes

Spring
三、心理詞彙

看到「春天」這個詞語，你會想到甚麼？請把你想到的詞語寫下來，寫得越多越好，但最少要寫下6個。(每個正確詞語得3分)
Significance

Chinese Language Learning

- PIRLS 2001: 14th
- PIRLS 2006: 2nd

Explanation

“Creative Learning” introduced
Significance

Chinese Language Learning

- Before end of Grade 2: 2,500 characters
- Grade 4-5: Reading classical novels
Other examples of learning and pedagogy

- Pedagogical Content Knowledge
- Problem-based Learning
- CDIO in Engineering
Learning & Training

Examples: Motor Learning
Motor Learning:
- Explicit versus implicit learning

- Speech Science
- Sports Science
- Medical Rehabilitation
- Dance
Scale Practice
Translation
Dissemination
Basic Research
Cross-disciplinary Strategic Research Theme (HKU)

- Neuroscience: language learning, mindfulness
- Psychology: experiments, interventions, reading, ...
- Pedagogy: PCK, Curriculum, ...
- T&L units: PBL, CDIO, ...
- Motor Learning
- Non-cognitive learning: forgiveness, emotions, ...
- Spirituality learning: meditation, enlightenment, ...
- Arts learning: music, dance, drama, ...
- Learning and social context: Policy, dissemination
It’s all about learning:

- Learning leadership vs school management
- Learning resources vs education funding
- Community of learning professionals vs teaching force
- Assessment for learning vs assessment of learning, for classification and sifting
- Technology for liberation of learners vs replacement of teachers
Back to basics:
Learning!
Thank you!

kmcheng@hku.hk