



WELCOME!
**ASSOCIATE DEGREE
ACADEMY**

**Sharing our
secret recipe for
our green
cocktail!**



START PRESENTATIE



CHECK IN

Which cocktail are you? What do you want to gain from today's workshop?



OUR GOAL FOR THIS WORKSHOP

"Using all the ingredients necessary to create a delicious mocktail together!"

- By the end of this session, we hope you will be inspired!

- **Interactive workshop:**
 sharing all our do's and don'ts when it comes to flexibility, feasibility and beneficial educational programs in higher education.

"Let's start mixing together!"



Image:(29 Secrets, 2024)

NATIONAL TRENDS

- Digitalization
- Flexibilization
- Sustainability
- Social responsibility
- Student well-being
- More collaboration with the work field
- Internationalisation



Image: Free World Maps. 2024

WHY DO WE WANT FLEXIBLE EDUCATION?


Self Determination Theory (Ryan & Deci, 2000): greater feeling of autonomy, more motivation to work and study

National Student Union (LSVb): "The new learning is flexible studying"

Research Avans (2021): 76% of our students say that more opportunities for a flexible study path increases motivation

ADA: flexible curricula, an offer of generalist and specialist courses, etc.

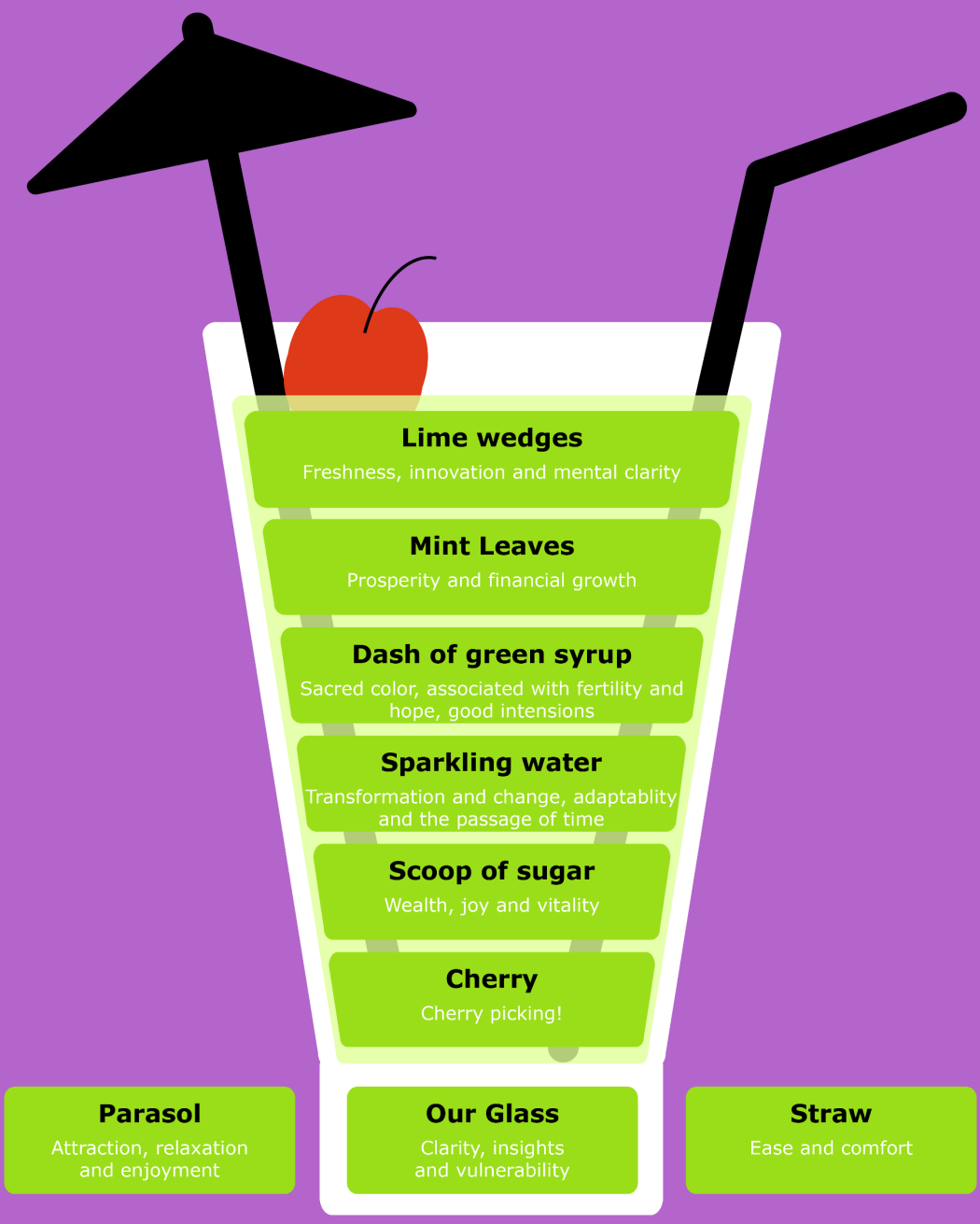
OUR ASSIGNMENT AND CHALLENGE

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- A goldfish is captured mid-jump, leaping from a smaller, partially filled glass fishbowl on the left into a larger, fuller glass fishbowl on the right. The background is a light, neutral color, and the water in the bowls is clear. The fish is orange and white, and its body is arched as it moves through the air, leaving a trail of water droplets behind it.
- **Enhancing flexibility:** Adapting our programs to meet the growing trend of flexible learning
 - **Improving accessibility:** Making programs more affordable and easier to organize
 - **Addressing enrolment decline:** Implementing strategies to boost student numbers
 - **Gen Z:** Meeting the needs of the Gen Z generation of students

THE CHALLENGE WITH GEN Z



HOW DID WE CREATE OUR CURRICULUM?



THE FOUNDATION: OUR GLASS

"clarity, insights and vulnerability"

Back to the drawing board: develop a new blueprint for the Social Work course. Why?

Develop an educational program that is clear for everyone: clarity for all of our students, teachers and the working field.

Backwards design: One set of learning outcomes, based on the National Education Profile (2024), with an offer of different programs within the Social Work study



Image: (Landsmeer International, 2024)

TRACKS

Context-bound directions, thus offering students the opportunity to focus more closely on the sector/context in which they want to work.

- Various advantages:
 - No burdens such as applying for macro-efficiency examination, accreditation and visitation
 - Practical, efficient and inexpensive
 - Contributes to greater flexibility for our students
 - Enables small-scale settings within larger programs
 - Teachers are connected within various tracks and the core program
 - A consistent set of core competences from a shared CROHO, but recognizable routes for both student and the working field.



Image: (Adobe Stock, 2024)

A LITTLE BIT SOUR? THE LIME JUICE

"freshness, innovation and mental clarity"

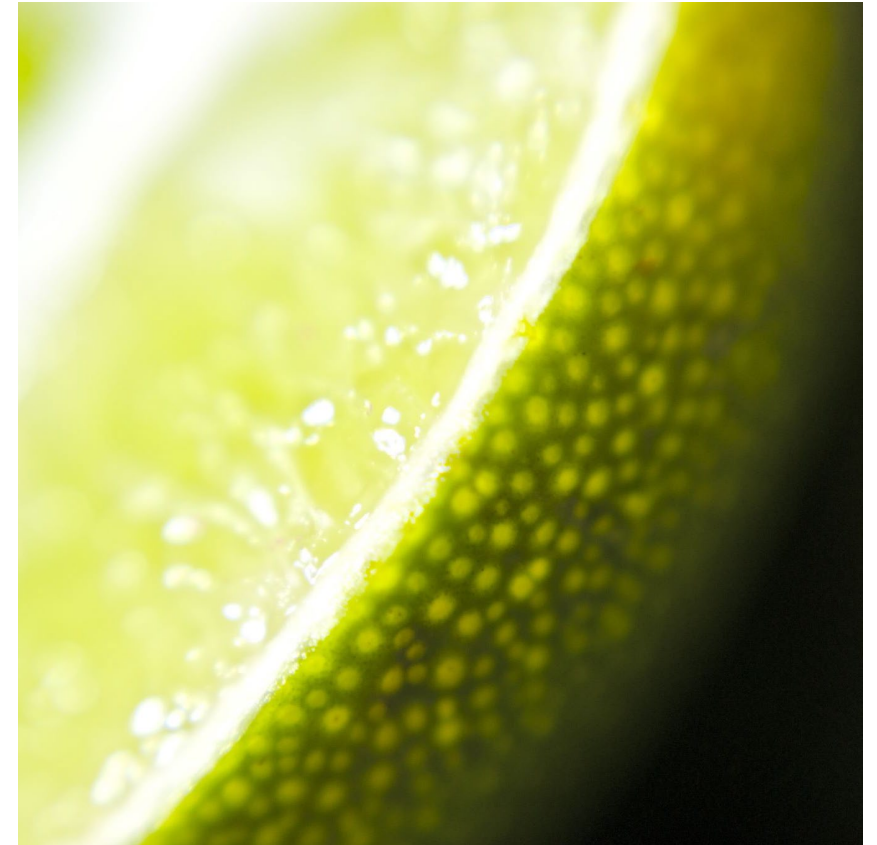
Three lime wedges:

Full-time: the generalist social worker

Dual: the working student with the ambition
to further their education

Safety & Care: the specialist in social work

- The sourness? Cultural differences between the full-time, dual and specialist track Safety and Care. Bridge our differences and expectations, learning to speak the same language!



A LITTLE BIT OF EXTRA FRESHNESS? MINT LEAVES!

"prosperity and financial growth"

- National trend of decline in student numbers
- Affordable and organizable education programs
- Wide range of education, adjusted and connected to the needs of the profession and the students.

How?

- One team of teachers: generalists
- Mixing our student populations
- Organize academy-wide assessments
- Guest lectures and general skills and knowledge organized academy wide



THE COLOR GREEN

"Sacred color, associated with fertility and hope, good intentions"

- Prioritizing student mental health and well-being
- Addressing GenZ and its challenges: knowledge of the 'what to do', but less on the 'how to do it'.
- Create a feeling of meaning in order to motivate
- Create a feeling of flexibility and autonomy
- Meet the need for manageable and clear steps
- Embedding human skills throughout the full program
- Focus on sustainable employability and mental resilience



NEED SOME SPARK? SPARKLING WATER!

"Transformation and change, adaptability and the passage of time"

Change of vision: emphasizing both generalist skills and specialized expertise across programs

Cultural shift: many different contexts, differentiation in the classroom

Room for flexibility and customization. Offering choices both as parallel and intersecting learning paths

Align with needs of students and the labor market



SOME EXTRA SWEETS? SUGAR!

"Wealth, joy and vitality"

- Importance of the *feedback culture*. Frequent formative assessments
- Learning in practice: collaboration with the working field, adapting teaching methods: saying goodbye to traditional teaching methods.
- Meeting GenZ's needs: providing quick and concise feedback (too, formative assessments).



MAKE IT EASY? USE A STRAW!

"Ease and comfort"

- Organizability for the organization, the education and the students
- Consistent use of study materials and assessments, making use of academy-wide materials: study guides, schedules and guest lectures.
- Alignment with the student's level and background. Prioritizing comfort, guidance and coaching, with a focus on independence and autonomy.



MAKE IT EXTRA FESTIVE!

"Attraction, relaxation and enjoyment"

Making our education more attractive for students (genZ).

6 Z Tips From:

- Explain what, where, and how.
- Invest time in onboarding: go step-by-step, "easy to learn, hard to master."
- New style of coaching: keep it short; frequent feedback is preferred.
- Align with communication preferences.
- Manage expectations; not everything can be available 24/7.
- Communicate visually.

(Diversions Dialogue, personal communication, October 31, 2024)



WHAT HAVE WE LEARNED?

- Flexibility has its limits: negative side effects of flexibilization
- Total integration of different student groups has its challenges
- Target groups (the students we serve) change over time
- Evaluation is of great importance: experiences of students differ from our own aims
- Dare to say no to modulare and flexible education programs as a whole: **cherry picking!**



ENJOY OUR MOCKTAIL! LET'S CHAT!

Divide into three groups. Discuss the following themes with fellow professionals.

- **The glass:** designing the program, trends in higher education (flexibility etc.) and consequences for our work.
- **The straws:** convenience and organisability for organisation, teacher and student
- **The syrup:** Human skills, GenZ, sustainable employability, resilience of our professionals

Conclude with do's and don'ts and ambitions for the future!



Image: OpenAI, DALL-E. 2024

EVALUATION

🍹 Workshop Evaluation Form 🍹

- 🍹 Margarita (Excellent)
- 🍹 Piña Colada (Good)
- 🍷 Sangria (Average)
- 🍺 Beer (Needs Improvement)

“Thank you for your participation and inspiration. Good luck with shaking your one cocktail”



A good game is easy to
learn but hard to master.

Nolan Bushnell



THANK YOU!

