

Characteristics of a Modern Adult Learning Organisation	
A	Activates a lifelong learning organisation strategy, developed with the help and input of students and staff, and concentrating on giving ownership of learning to the learner where possible
D	Develops its contribution to the growth of a learning city through a variety of innovative initiatives by staff and students
U	Uses external quality assessment procedures frequently to maintain effectiveness and success
L	Lays out a plan for the introduction and educational use of new technologies, including distance learning, multimedia and the use of the internet as a learning resource
T	Transforms working practices and morale through internal quality guidelines signed by all staff,
L	Leverage advantage through a proactive marketing strategy which stresses both the pleasure and the importance of learning to potential students
E	Effects plans to provide learning wherever, whenever and however the potential learners want it
A	Administers learning support and counselling services able to implement lifelong learning tools and techniques such as learning audits, personal learning plans, mentoring programmes etc for both students and staff
R	Requires every staff member to have a personal continuous development programme which includes new knowledge about how people learn, and the development of leadership, counselling, networking , resource management and other personal skills
N	Networks in partnerships with other local organisations which optimise resources, activities and courses and with other national and international organisations which enhance learning and teaching
I	Initiates participation in local and regional projects to improve employment and employability, new skills training and wealth creation
N	Notifies its students and staff on the key aspects of its policy on learning and the feedback opportunities and grievance channels open to them through a Learning Charter made available to all
G	Grows its relationship with the whole community and frequently celebrates and rewards learning by both students and staff

