Lifelong Learning Policy

Title of the Policy	**Lifelong Learning Policy**
Created on	**01-Oct-2024**
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1. Purpose

Masters' Union believes that learning does not end with a degree. This policy sets out Masters' Union's commitment to lifelong learning for students, alumni, faculty, staff and the wider community, and how it makes learning opportunities accessible to all.

2. Objectives

- cultivate in every learner the mindset, habits and skills required to learn continuously, beyond the classroom and beyond graduation
- embed opportunities for self-directed, experiential and industry-linked learning throughout the student lifecycle
- extend structured learning opportunities to alumni, faculty, staff, industry partners and the wider community through continuing education, executive programmes, certifications and upskilling initiatives
- encourage learners to take ownership of their academic and professional journeys through flexible, choice-based and outcome-linked learning pathways
- build institutional mechanisms – technological, pedagogical and administrative – that make lifelong learning accessible, trackable and continuously improved
- align lifelong learning practices with the National Education Policy (NEP) 2020 and applicable regulatory and accreditation requirements

3. Scope

This policy applies to all constituents of the Masters' Union ecosystem:

- **Current students** across all undergraduate, postgraduate and executive programmes
- **Alumni**, through continuing education, refresher modules and re-skilling opportunities
- **Faculty and staff**, through professional development, research engagement and pedagogical training
- **Industry partners and mentors**, through co-created learning and knowledge-exchange initiatives
- **The wider community**, including people who are not studying at Masters' Union, through open lectures, public events, outreach programmes and freely available learning resources

4. Guiding Principles

Learner-directed pathways. Consistent with Masters' Union's practitioner-led model, learners shape part of their own learning path through electives, independent projects, startup incubation and founder mentorship.

Learning beyond the classroom. A significant share of learning is structured around live projects, internships, founder interactions and applied assignments, so that learning is distributed across the classroom, industry and real-world venture building.

Continuous and recurrent learning. Masters' Union makes short-format certifications, refresher modules and executive programmes available so that alumni and professionals can re-engage with the institution at multiple career stages.

Outcome-based progress. Learning progress may be recognised through badges, milestones, portfolios and demonstrated outcomes, such as ventures built, projects delivered and certifications earned, in addition to conventional grading.

5. Inclusive and Accessible Learning

Lifelong learning opportunities, including those open to members of the public who are not studying at Masters' Union, are accessible to all, regardless of ethnicity, religion, caste, disability, immigration status, gender, sexual orientation, age, socio-economic background or geography.

Digital and hybrid delivery is used to widen access, and support is provided on request for participants with disabilities.

6. Institutional Mechanisms

- **Founder and industry mentorship** – direct engagement with founders, CXOs and industry leaders as co-instructors and mentors (students, alumni)
- **Live projects and practicums** – credit-bearing assignments executed with real companies and ventures (students)
- **Elective and specialisation choice** – flexible selection of tracks, minors and specialisations (students)
- **Continuing education programmes** – short courses, certifications and executive modules for working professionals (alumni, industry)
- **Alumni re-engagement** – access to select course content, workshops and networking beyond graduation (alumni)
- **Faculty development programmes** – periodic training, research engagement and industry immersion (faculty)
- **Digital and open learning resources** – e-libraries and self-paced content accessible to the wider community (all stakeholders)
- **Entrepreneurship and incubation support** – continued mentorship and resources for student and alumni ventures after coursework ends (students, alumni)

7. Roles and Responsibilities

- **Office of Academic Affairs:** owns this policy, coordinates curriculum design for learner-directed pathways and ensures alignment with regulatory and accreditation requirements.

- **Programme Leads and School Heads:** embed experiential and industry-linked components within their programmes and identify opportunities for continuing education offerings.
- **Alumni Relations and Continuing Education Cell:** designs and delivers post-graduation learning opportunities and tracks alumni engagement with lifelong learning initiatives.
- **Faculty:** integrate real-world, project-based and self-directed learning into coursework and take part in their own continuous professional development.
- **Students and Alumni:** actively take part in the learning opportunities made available to them and take ownership of their personal and professional development.

8. Recognition and Assessment

Participation in lifelong learning initiatives, such as certifications, workshops, ventures and live projects, may be recorded on official transcripts, co-curricular records or digital badges and portfolios. Outcome-based evidence is considered alongside conventional academic assessment where the programme structure permits. Masters' Union periodically benchmarks its lifelong learning outcomes against comparable institutions and industry expectations.

9. Monitoring and Review

An annual report on lifelong learning participation and outcomes is presented to the Academic Council. Feedback from students, alumni, faculty and industry partners is sought and incorporated into revisions of this policy.

This policy is reviewed by the Office of Academic Affairs at least once every two years, or sooner if required by regulatory changes.