

Continuing Education, Training and Rehabilitation Strategy

Introduction

Continuing education means to continue post-education in acquiring education and training for all members of a society, employees and graduates. Such a process ensures raising the individual's educational and professional competence, enhances his experience in life, and increases his knowledge of developments in his major, especially in light of the technological revolution and the rapid and changing knowledge explosion in all fields. Continuous education further helps the individual to achieve himself through self-learning, which makes be an effective element in society. Thus, continuing education contributes to achieving sustainable human development. The center has an effective role in keeping pace with state institutions and the public and private sectors with respect to scientific and knowledge developments in various disciplines through training and teaching its members (workshops, seminars, lectures) as well as implanting entrepreneurial ideas in the minds of graduates to establish projects that benefit the individual and society.

Empowerment

The Continuing Education Unit aims to achieve the following aims:

1. Contributing to the dissemination of culture and scientific and technical awareness of the various sectors of society through using various comprehensive methods of seminars, and conferences to advance society in all its aspects, meet its various needs and requirements, and to preserve and develop scientific knowledge.
2. interacting between the Ministry of Higher Education and various institutions to exchange scientific experiences, acquire modern and correct skills and practices, follow up on everything new in the field of specialization to ensure rapid and continuous development, provide qualified trainers, and provide advanced consulting solutions.
3. Providing professional assistance and scientific support.
4. Contributing to the development of educational methods used in education, and to community service, bring it to the ranks of developed societies, interact with society, and meet the needs of individuals.

Characteristics of Enabling Continuing Education

1. Continuing education does not end with the end of formal or school studies; it is a lifelong process that includes all periods of an individual's life.
2. Continuing education is forever. It is a process of development, the subject of which is the human personality in its various aspects, from mental and cognitive to physical, emotional and aesthetic.
3. Continuing Education is in exchange for formal education. It helps individuals remove the erosion of their competencies caused by professional and cultural obsolescence in later life, and assist them with modern necessities in their field of work or profession to be able to be adapted with their culture, civilizational and artistic changes.
4. Formal education is only a part of continuing education, and is therefore more comprehensive and general.
5. Continuing education is more relevant to life than traditional education and provides flexibility and diversity in its materials, methods and time.
6. Continuing education is not only theoretical, but practical and professional. The profession is constantly changing in relation to the latest developments in the scientific and technological fields. New sciences and new knowledge must be mastered to maintain personal professional effectiveness.
7. Continuing education is in line with the ideal human role in society and is more successful in achieving this compatibility than traditional education. This is because traditional education, due to stagnation, fails to meet the requirements of adaptation during the different stages of an

individual's life. It will further fail to bring about changes in the curricula, and to plan to follow-up on developments in a timely manner.

8. While traditional education depends only on teachers and books, the inputs of continuing education flow to the beneficiaries through countless means, such as families, communities, media and various institutions to achieve this, as they will play an important role in achieving this.
9. Thus, continuing education contributes to bridging the gaps created by traditional education, and addresses the imbalance inherent in its failure to keep pace with the rapid practical and technical developments.

Policies

Continuous education has become a necessity of life in the current era, and one of the requirements of the twenty-first century, which is characterized by rapid, increasing and continuous changes in all fields. It is the formula that experts and specialists agree that it is capable of preparing a person for a changing world. Thus, the issue of establishing continuing education centers is one of issues that universities care about, and is one of the important matters. Accordingly, attention should be paid to establishing and modernizing continuing education centers in universities similar to the centers spread in many developed countries in the light of the needs of individuals, institutions, and agencies through the following:

1. Setting goals for the Center of Continuing Education in line with the university's vision regarding achieving the goals of sustainable human development. Such a step can be met through the formation of a higher central body at the university level that includes specialists in the field of strategy from the university's colleges and officials of continuing education units in the colleges.
2. Forming a specialized committee at the Continuing Education Center to conduct a survey on the labor market on a regular basis to follow-up the developments and market needs to be included in education and training programs.
3. Forming a committee from the Center for Continuing Education that is composed of representatives of the ministries and the public and private sectors. The role of such a committee is to achieve cooperation in setting up mechanisms for continuous education and training, developing skilled manpower, and neutralizing the areas of expertise required in light of changes in the external environment due to technological, economic, social, political and other factors that Determine needs.
4. Ensuring the availability of the necessary capabilities for continuous education, including the human resources and the competencies necessary to complete education, training programs and modern technical methods.
5. Linking the faculty members and employees' (of various institutions and bodies in the university) promotions with passing one-week programs and training courses aimed at updating their information and skills related to their major.
6. Holding one-month training courses for new employees at the beginning of their appointment to acquire appropriate skills for the tasks entrusted to them, and continuously updating training programs to meet the requirements of the changing work environment.
7. Enhancing the efficiency and expertise of those involved in continuing education and training by holding courses outside Iraq to enhance their ability to learn international experience in training and learning that does not exceed two weeks according to certain criteria.
8. Emphasizing the process of holding workshops and lectures by promoting digital culture as a proactive means to embrace new global trends, and building cities of learning and knowledge, given that investing in continuous education has become the foundation upon which developed societies are built.
9. Conducting feedback to know the extent to which the goals of the center have been achieved and to evaluate programs, workshops and lectures every three months.

10. Organizing workshops for graduates related to pioneering projects by experts in the field to provide graduates with skills that enable them to improve their living standards, integrate into society, and be creative and innovative.
11. Establishing a scientific association dedicated to continuing education, including faculty members from all disciplines, as well as representatives from various ministries and institutions.
12. Holding periodic meetings at the Center of Continuing Education, including the Dean of the College and the Vice President of the University, to develop the Center's policy and legislation to respond to the developments, challenges and requirements of local educational institutions, and to keep up with local and international educational institutions.
13. Making the Continuing Education Center affiliated with the Research and Development Department in the Ministry only, instead of being linked to the Studies Department and the Research and Development Department.

Proposals that Help Develop Training and Rehabilitation

1. In order to prevent the practical training from becoming a mere financial return for the trainers, the contents must be prepared appropriately to be presented to the trainees in order to achieve experience and knowledge for the trainees.
2. Working on benefiting from a set of programs that have been successfully implemented by other countries, or adapting them to suit the surrounding social environment.
3. The training program prepared for training must be available and compatible with the professional principles, values and directives established for future practice.
4. Providing the financial capacity so that this funding can be employed in holding workshops, seminars and lectures with advanced technology. This ensures that field training is informative, productive and serves the purpose for which it was created.
5. The need to commit to linking field training with skills and attitudes in the field of work.
6. In order to make the training more efficient and useful, and not a useless theoretical lesson in the training, the training site must be fully equipped with all machines and means of demonstration so that the purpose of the training is practical, and the training is not limited to theoretical contents.
7. The civil society organizations' cooperation, solidarity, and participation in training is one of the effective suggestions. This is because it helps in having a correct transfer of knowledge and skills, in a way that guarantees the provision of job opportunities for graduates and serves the community. This step further involves providing the trainers with all the material and moral capabilities to make the training more efficient, and not just a social phenomenon.