



**Public interest Group for** 

Lifelong learning of Academy of Besançon

Lifelong learning and adult training - a case of GenAl in Public Administration

Presented at GenAl4PublicAdmin May 22nd 2025 , Brussels





Fraternité



# Agenda:

- 1. Who we are
- 2. Education and training: A vital component
- 3. Our areas of expertise
- 4. Strategic position: Opportunities for Public Administrations
- 5. Work with us







#### Who we are

#### **Public Entities:**

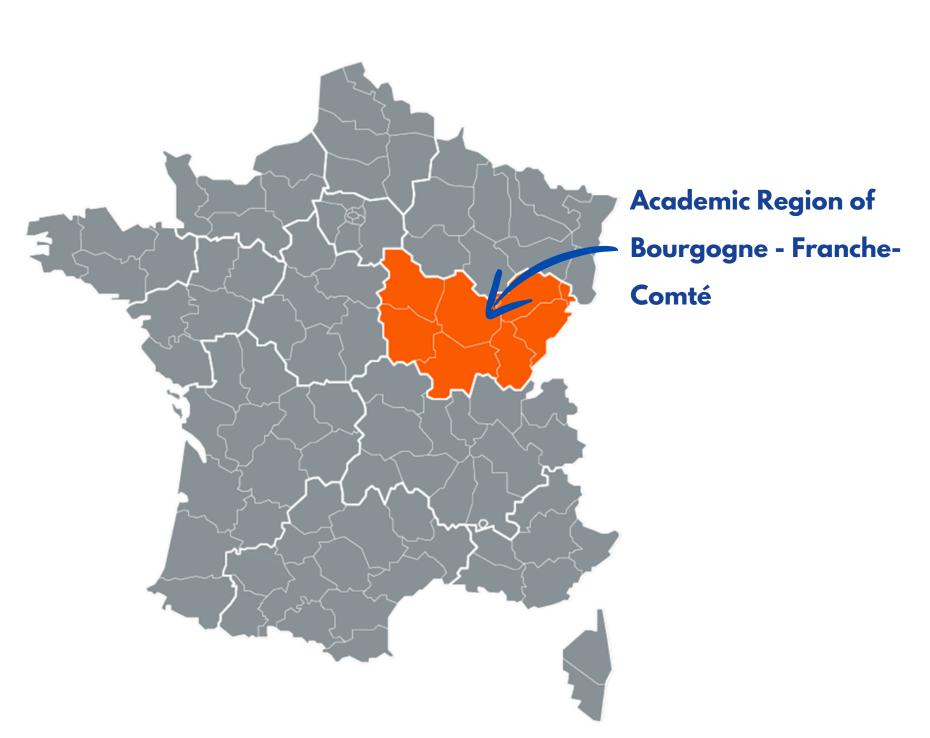
 GIP FTLV de Bourgogne and GIP FTLV de Besançon are public inter-institutional structures operating under the French Ministry of National Education.

#### Mission:

 Drive lifelong learning, upskilling, and digital transformation for civil servants, teachers, and adult learners.

#### Role:

 As trusted actors of public policy, we implement national and European training strategies on the ground.







# Education: The missing link in AI adoption for Public Administration

# A gap in many projects and consortia

In most AI and digital transformation initiatives for public administration:

 The education and adult learning dimension is either underrepresented or absent

Focus is placed on infrastructure, data, and tools
— but not on equipping people to use them wisely

#### Why adult training matters

- Al changes workflows, roles, and decision-making — staff need upskilling, reskilling, and critical Al literacy
- Public servants must be trained to understand, evaluate, and responsibly interact with AI tools
- Citizens' trust depends on ethical and competent Al implementation, which starts with education

#### Education as an enabler

Training is not a support function. It's a strategic driver for the responsible and effective deployment of AI in public services.

Acculturation and outcome sustainability





# Our argument:



# WITHOUT PROPER TRAINING, THERE IS NO RESPONSIBLE AI DEPLOYMENT.

Tailored pedagogical support is needed

MAJ avril 2024 - Service communication





# Our approach: pedagogical innovation backed by public trust

Both GIP-FTLV's of the Academic Region Bourgogne-Franche-Comté integrate specialized structures dedicated to thorough pedagogical engineering with the aim of assuring a scientific based implementation of the pedagogical tools produced.

With this posture, the GIP is strategically positioned to supply the pedagogical content and coengineering and also technical support. This is achieved through:

- Deployment of various web-apps via strategic partnerships
- Training and professional development of staff, either independently or in collaboration with other national GIPs, for internal personnel within the National Education system or, via agreements, for external professionals.
- Adult learning engineering, including consulting, instructional design, and applied R&D in training.
- Support for academic initiatives and projects, contributing to the evolution of regional and national training strategies.





# Rethinking Access to AI Training – The Case for Flexibility & Individualization

# The Challenge of Access

Learners face temporal, spatial, and contextual constraints that hinder access to training. Traditional, scheduled in-person formats often fail to meet these realities.

# The Shift to Multimodality

Flexible, responsive learning models (e.g., blended, online, asynchronous) prevent exclusion but require thoughtful reengineering. Otherwise, they risk:

- Misalignment with learner needs
- Reduced pedagogical effectiveness
- Lowered learning performance





# **GIP FTLV – Innovation & Research**

#### **Ontology driven Our vision** Key pillars of the model personalization • Respect for learner uniqueness A model that is: (idiosyncrasy) Differentiated • Adaptive instructional design suited to from • Map learning signals to factors and digital transformation Characteristics competitors remediation • Three-dimensional training • Assemble modular, standardized • Ethically and effectively architecture: learning components (LOs) leveraging Al • Curated learning resources • Create personalized "recipes" from • Individualized support • Rooted in adult learning shared educational ingredients • Collective engagement & facilitation principles • Attention to learning conditions: • Personal/internal factors (motivation, availability) • Contextual/external factors (environment, access)

Evaluation and certification at an EU level





# **Experience in European & International Projects**

## **EU Project Leadership:**

 Coordination and participation in ESF+, Erasmus+ KA2, Horizon Europe, Interreg, Digital Europe calls.

### Partnership Experience:

 Collaborations with ministries, universities, VET providers, and NGOs across Europe.

## **Key Strengths:**

- Dissemination and exploitation
- EduForm and Qualiopi labels
- Training module design
- Pilot deployment and evaluation
- Capacity building for public administration staff
- Delivery of GenAl OpenBadges







# GIP FTLV Bourgogne & Besançon: Strategic Partners for Al-Enhanced Training in Public Administration

- **Upskilling and reskilling:** Preparing civil servants for the age of AI and digital transformation.
- Customized Solutions: Co-design of training paths integrating generative Al tools and immersive learning.
- Partnerships: Invitation to public administrations to co-develop future-ready solutions.





# Work with us:

### **Unique Positioning:**

• As national actors of education and local implementers, we bridge policy and practice.

## Capacity to Scale:

• We can ensure proper staff assimilation of Al tools, with real-time support, feedback loops, and institutional embedding.

### **European Values:**

 We promote inclusion, digital competence, and pedagogical innovation aligned with EU priorities.



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