

**MUSEM TRAINING INSTITUTE
- ITS CURRENT STATUS
Chris Newbery**

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BD1 5PS

Britain's system of vocational training and qualifications has been undergoing a fundamental revolution in recent years. The single most important feature of this revolution is the concept of *competence* - the ability to perform to the standards required in employment. It is in recognition of this ability that National and Scottish Vocational Qualifications are awarded.

The key point about these Vocational Qualifications are as follows:

1. They are modular in structure, with each module known as a Unit of Competence.
2. You can work towards the Units which make up a Vocational Qualification in any order and at a pace to suit your needs.
3. The Units of Competence comprise a number of Elements of Competence, each of which contains precise descriptions of what you should achieve to be called competent.
4. Assessment is both practical and theoretical, through observation of performance, products of performance and supplementary assessment via oral or written questioning.
5. Assessment of your competence is not tied to attendance on any particular training programs - it can occur when sufficient evidence has been gathered (through current employment, for

example) against the standards, whether that be for one or more units.

6. Assessments should be open to all, including those who are not in employment, and will be carried out by people who are themselves competent in the field being assessed.

For each industry there is a lead body made up of practitioners, professionals, employers and employee representatives, which sets the standards upon which Vocational Qualifications are based. For the museum and heritage industry the lead body is the Museum Training Institute. The Institute is also the body which can award qualifications at up to five different levels. Its standards have recently been approved by the Government's National Council for Vocational Qualifications at levels 2, 3, 4, and 5. The Qualification Structure for levels 3, 4, and 5 is at Annex A, and this serves to illustrate the relationship between the Units and Elements of Competence which I have already mentioned.

The level 2 Warding and Visitor Services Qualification is already available. Other qualifications will be available after 1 April 1995 when the assessment criteria have been agreed with the National Council for Vocational Qualifications. Good progress is now being made in establishing assessment centers. The first center is an independent museum and the second a local government museum. These assessment centers have to be approved by the Museum Training Institute and it is the responsibility of the Institute to ensure that candidates are being assessed fairly and equally across all centers.

The Museum Training Institute is also involved in accrediting museum-related courses by universities and other colleges of higher education. Criteria for accreditation have been published. Students graduating from university museology programs will probably work towards achieving a Vocational Qualification at level 3 or 4.

Finally, I should say a few words about the funding of museum training in the United Kingdom. The Museum Training Institute receives funds towards its running costs from the Government's Department of National Heritage. It also receives some money from the Government's Department of Employment and from the European Community towards specific projects. The Museum Training Institute's work is supported in the regions by a network of Area Museum Council Training Officers which is funded by the government through the Museums & Galleries Commission.

However, while the Government helps to fund the organizational infrastructure the cost of training and obtaining qualifications falls mainly on employers and individuals. One of the big challenges for the Museum Training Institute will be to market the new system of vocational qualifications effectively. The Institute's newsletter "More than Courses" is part of this effort.

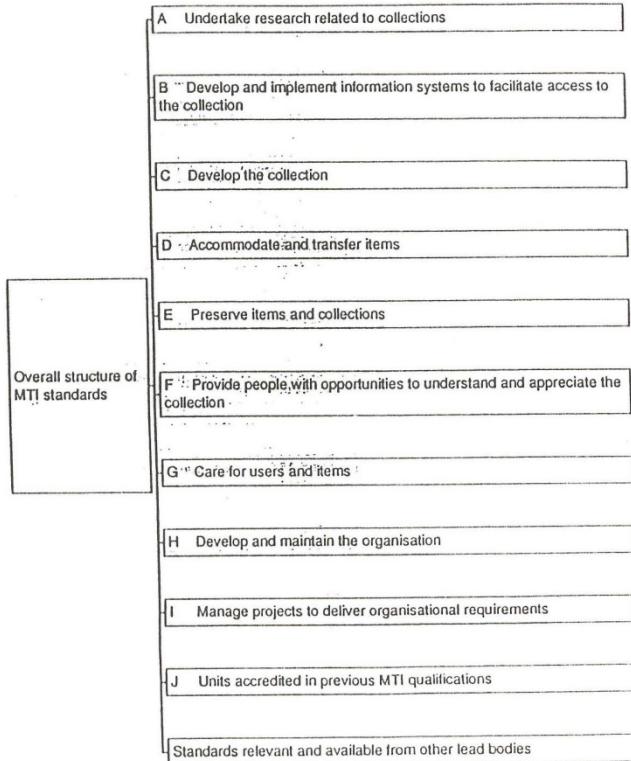
Museum Training Institute Standards and Qualifications for Submission to NCVQ

Qualification Structure

Museum Training Institute		Qualification Structure		Unit number and title		Collection care and visitor services (Level 3)		Collection management and interpretation (Level 4)		Collection management and interpretation (Level 5)		Museums, Galleries, and Heritage:			
Unit A1	Propose and plan research projects	Unit A2	Collect and analyse information to achieve research objectives	Unit A3	Obtain and assess information	Unit A4	Identify and describe items presenting complex problems	Unit A5	Identify and describe items	Unit B1	Develop information systems to meet the needs of users	Unit B2	Develop procedures for the use of information systems	Unit B3	Document items
Unit C1	Levelling strategies to maintain a collection	Unit C2	Acquire and dispose of items and collections	Unit C3	Lend and borrow items	Unit C4	Prepare the accommodation of items	Unit D1	Provide technical support for the accommodation of items	Unit D2	Provide technical support for the accommodation of items	Unit D3	Provide technical support for the accommodation of items	Unit D4	Provide technical support for the accommodation of items
Unit E1	Core MANDATORY UNITS	Unit E2	Core MANDATORY UNITS	Unit E3	Core MANDATORY UNITS	Unit E4	Core MANDATORY UNITS	Unit E5	Core MANDATORY UNITS	Unit F1	Core MANDATORY UNITS	Unit F2	Core MANDATORY UNITS	Unit F3	Core MANDATORY UNITS
Unit G1	Options	Unit G2	Options	Unit G3	Options	Unit G4	Options	Unit G5	Options	Unit H1	Options	Unit H2	Options	Unit H3	Options

Unit U3	Organise the transfer of items								
Unit D4	Establish handling guidelines for an item								
Unit D5	Transport items to new locations								
Unit E1	Assess items	CORE							
Unit E2	Determine conservation plans for items	CORE							
Unit E3	Apply remedial conservation procedures to items	CORE							
Unit E4	Apply preventive conservation procedures to items	CORE							
Unit E5	Develop strategies for the conservation of collections	CORE	O						
Unit E6	Evaluate items presenting complex problems	CORE	CORE						
Unit E7	Develop conservation plans for items presenting complex problems	CORE	CORE						
Unit E8	Develop and implement remedial conservation procedures for items presenting complex problems	CORE	CORE						
Unit E9	Develop and implement preventive conservation procedures for items presenting complex problems	CORE	O						
Unit F-1	Devise a strategy for the interpretation of items and collections	CORE							
Unit F2	Identify and evaluate the requirements of users of exhibitions or interpretive activities	O	O						
Unit F3	Develop concepts for complex exhibitions or interpretive activities	O	O						
Unit F4	Develop concepts for exhibitions or interpretive activities	O	O						
Unit F5	Implement designs for complex exhibitions	O	O						
Unit F6	Implement designs for exhibitions	O	O						
Unit F7	Plan and deliver complex interpretive activities	O	O						
Unit F8	Plan and deliver interpretive activities	O	O						
Unit G1	Provide information and advice	O	O						
Unit G2	Promote the development of the museums, galleries and heritage sector	CORE	CORE						
Unit G3	Contribute to the development of the museums, galleries and heritage sector	CORE	CORE						
Unit G4	Contribute to the work of the museums, galleries and heritage sector	CORE	CORE						
Unit H1	Develop a strategy for development of the organisation	CORE	CORE						
Unit H2	Represent the interests of the organisation	CORE	CORE						
Unit H3	Devise and implement methods to resource the organisation	CORE	O						
Unit I1	Identity and select people to deliver project objectives	CORE	CORE						
Unit A3.17	Plan and monitor projects to deliver organisational requirements	CORE	CORE						
Unit A3.15	Protect the collection	CORE	O						
Unit A3.09	Secure the safety of an item in an emergency	CORE	CORE						
Unit A3.09	Contribute to the preservation of items	CORE	CORE						
Unit B2.3	Contribute to visitor satisfaction	O	O						
MCI: SMI	Maintain services and operations to meet quality standards	O	O						
MCI: SMS	Contribute to the planning, organisation and evaluation of work	O	O						
MCI: SMA	Create, maintain and enhance productive working relationships	O	O						
MCI: SMA	Provide information and advice for action towards meeting organisational objectives	O	O						
MCI2.2	Monitor, maintain and improve service and product delivery	O	O						
MCI2.5	Recruit and select personnel	O	O						
MCI1.5	Develop teams, individuals and self to enhance performance	CORE	CORE						
MCI2.6	Develop teams, individuals and self to enhance performance	O	O						
MCI2.7	Plan, allocate and evaluate work carried out by teams, individuals and self	CORE	CORE						
MCI2.8	Create, maintain and enhance effective working relationships	O	O						

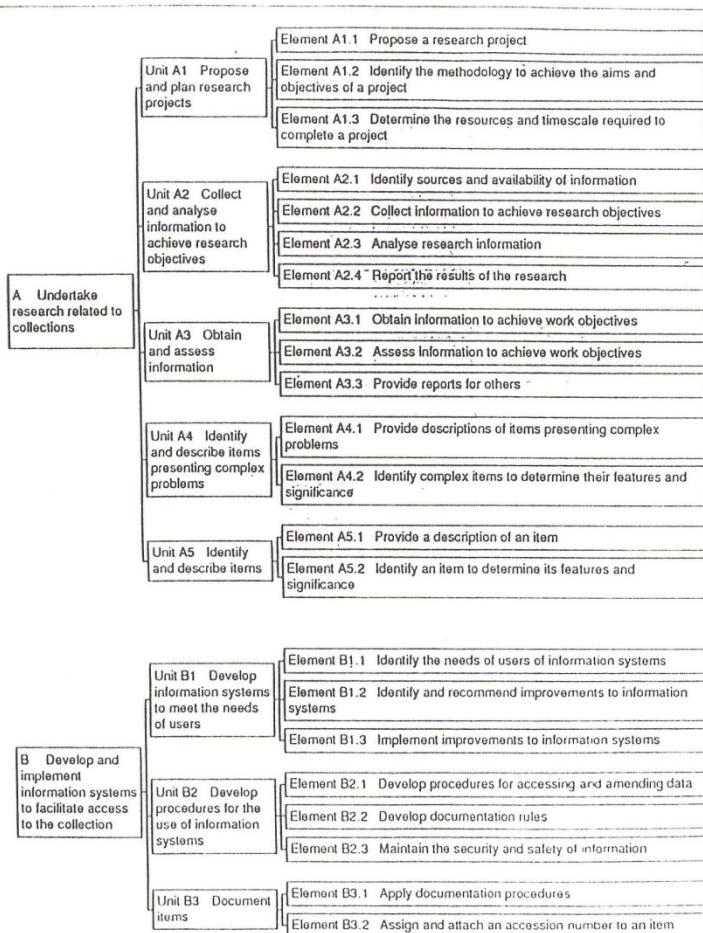
Functional Map: Main Areas



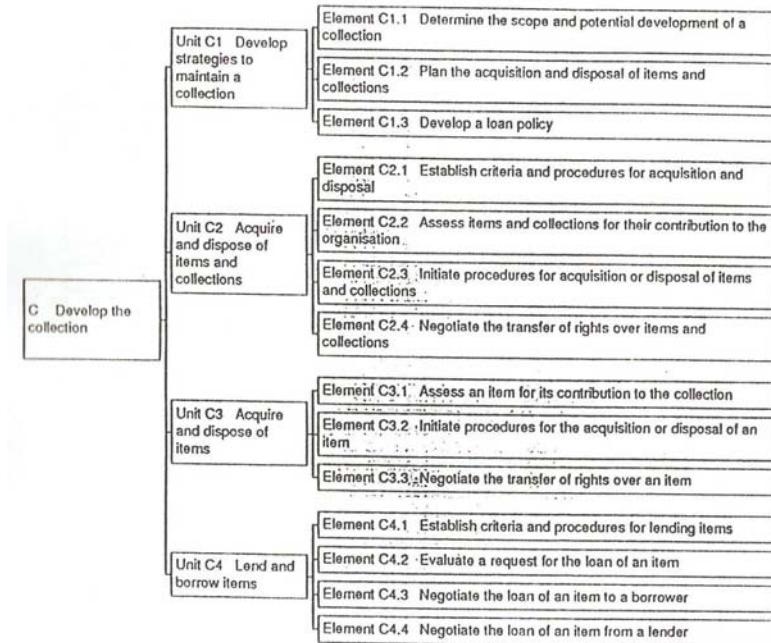
Functional areas in the museums, galleries and heritage sector served by other lead bodies

Standards relevant and available from other lead bodies	<table border="1"><tr><td>M Manage the organisation (MCI)</td></tr><tr><td>N Design exhibitions (Design Lead Body)</td></tr><tr><td>O Sell goods and services to visitors (Retail Lead Body standards)</td></tr><tr><td>P Provide personnel services to the institution (Personnel Standards Lead Body standards)</td></tr><tr><td>Q Purchase goods and services for the institution (Purchasing and Supply Lead Body standards)</td></tr><tr><td>R Control the finances of the institution (Financial Services Lead Body/Accountancy Technicians etc)</td></tr><tr><td>S Train and develop members of the institution (Training & Development Lead Body standards)</td></tr><tr><td>T Manage events (Tourism and Leisure Lead Body)</td></tr><tr><td>U Administer the functions of the organisation (Administration Lead Body)</td></tr><tr><td>V Provide refreshments and meals to visitors (Hotel & Catering Lead Body standards)</td></tr><tr><td>W Market exhibitions and activities [From AETC]</td></tr></table>	M Manage the organisation (MCI)	N Design exhibitions (Design Lead Body)	O Sell goods and services to visitors (Retail Lead Body standards)	P Provide personnel services to the institution (Personnel Standards Lead Body standards)	Q Purchase goods and services for the institution (Purchasing and Supply Lead Body standards)	R Control the finances of the institution (Financial Services Lead Body/Accountancy Technicians etc)	S Train and develop members of the institution (Training & Development Lead Body standards)	T Manage events (Tourism and Leisure Lead Body)	U Administer the functions of the organisation (Administration Lead Body)	V Provide refreshments and meals to visitors (Hotel & Catering Lead Body standards)	W Market exhibitions and activities [From AETC]
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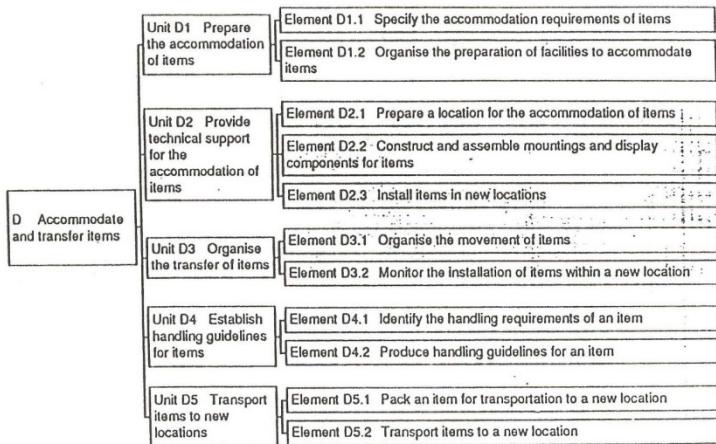
Functional Map of the Units and Elements of Competence



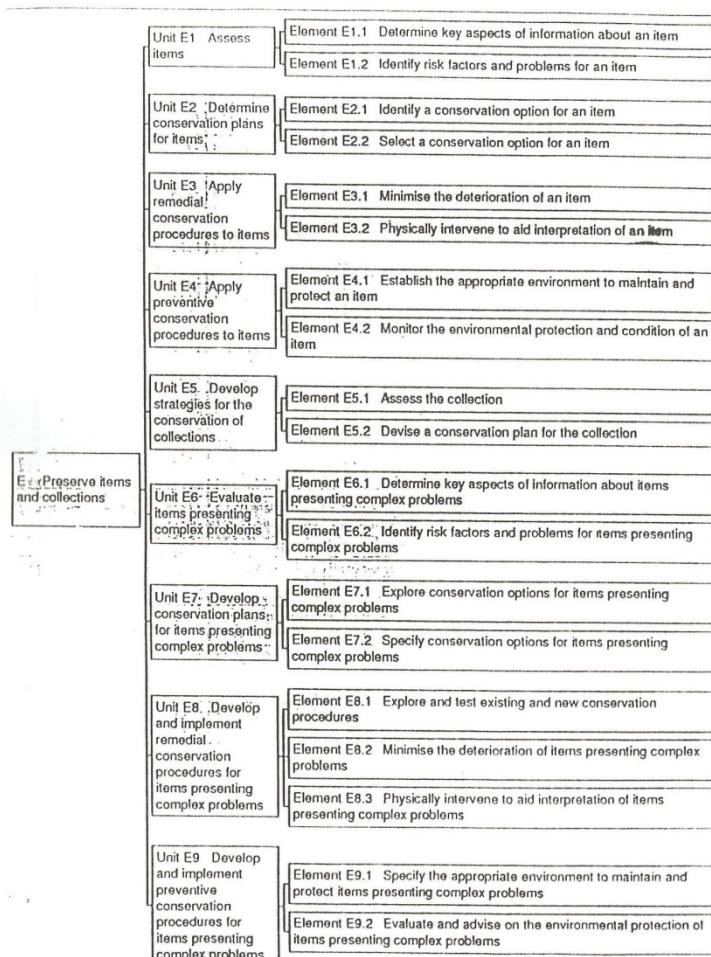
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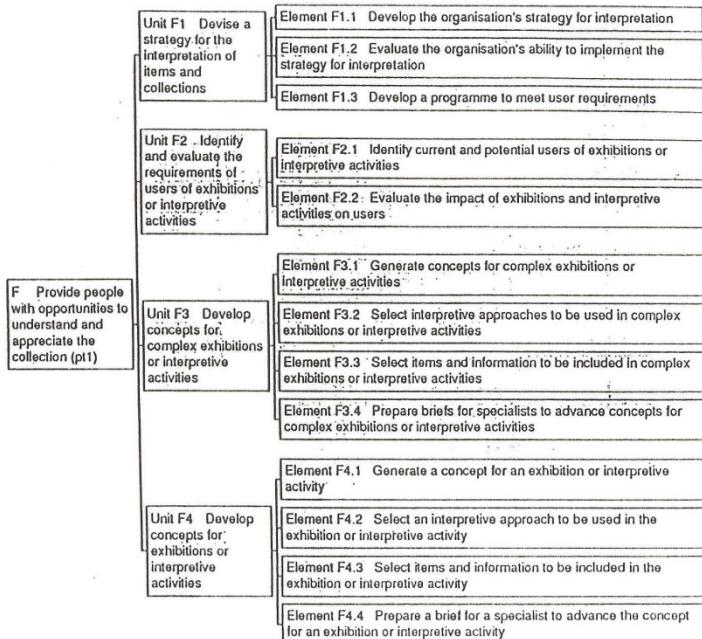
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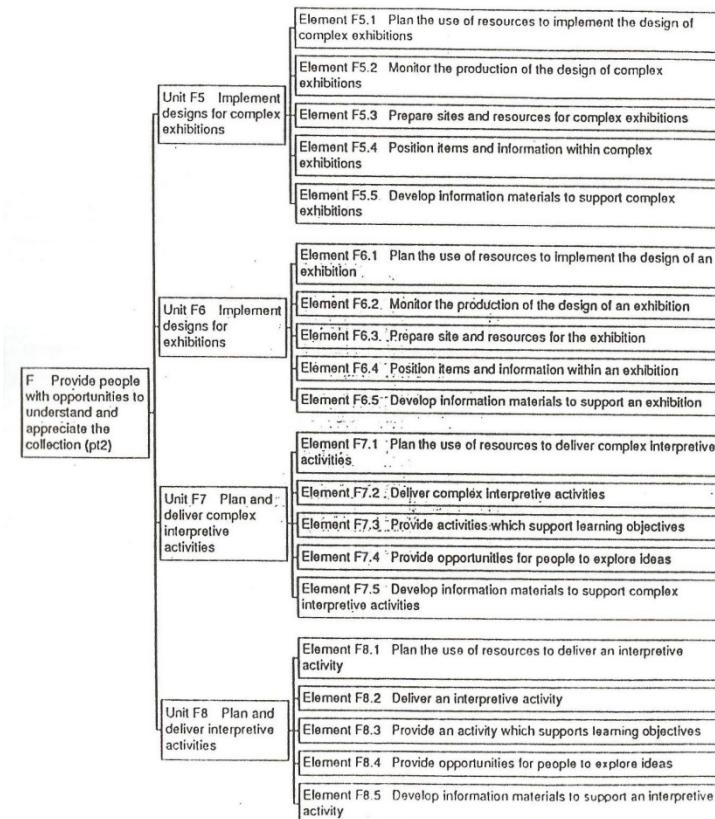
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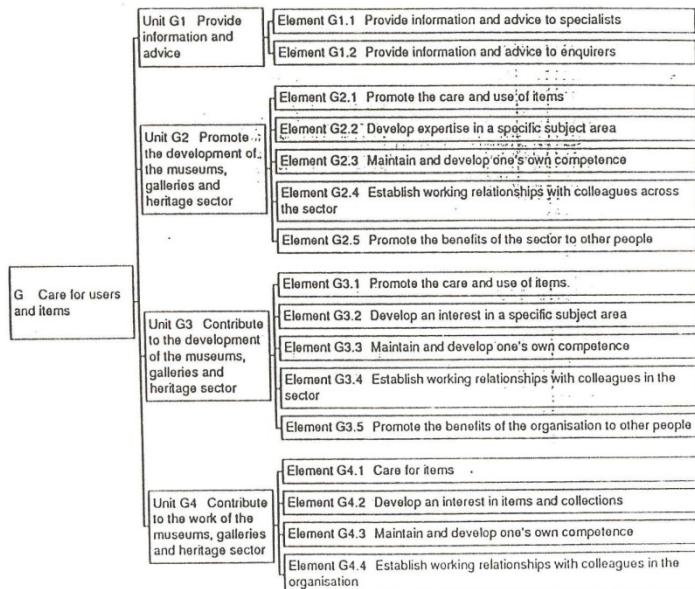
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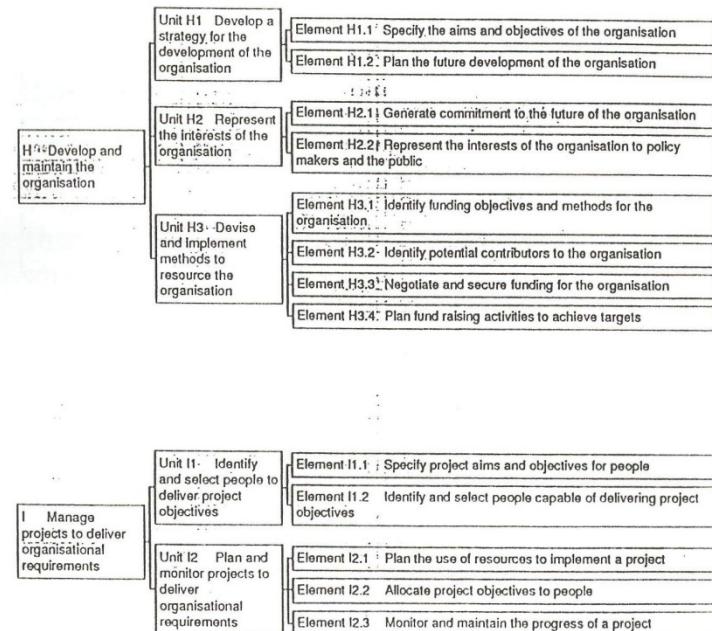
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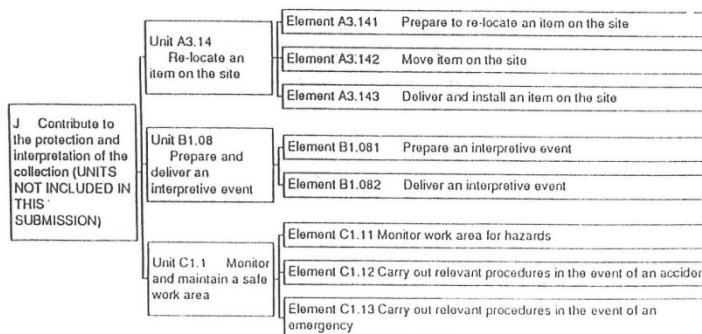
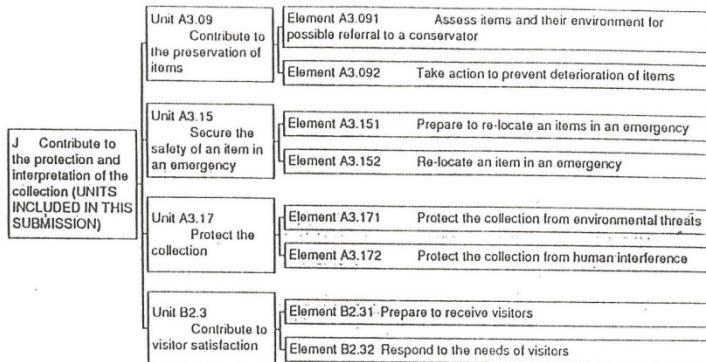
Functional Map of the Units and Elements of Competence



Functional Map of the Units and Elements of Competence



Functional Map of the Units and Elements of Competence



INTEGRATED EDUCATIONAL OPPORTUNITIES IN THE UNIVERSAL MUSEUM: FIVE WAYS FORWARD

Hazel Moffat

Whatever the other characteristics of the universal museum, education must be one of its core functions. That is, education both of regular visitors and those who are not but who are members of the local, regional or national communities served by the museum. In this sense, universal refers to making the museum accessible to all: accessible physically and intellectually. This relates to what I mean by education. It is far broader than what takes place between teachers and pupils in a formal setting. Education is also about providing environments where people will be inspired or provoked to know, to question. To reflect about themselves and the wider human and natural world. A universal museum should be a great facilitator of these learning processes.

In this paper I shall focus on five ways in which there can be integration of educational opportunities in the universal museum. For examples to illustrate these themes I shall draw on practices in a small sample of museums in Europe and the USA

1. INTEGRATING WITH NEEDS OF THE ADULT POPULATION

These needs may be identified by adult education bodies, by adults individually, by museums or by these groups working in partnership. Two examples show joint enterprises in action. An art museum in Wausau, Wisconsin, USA, arranged an exhibition of needlework by recent settlers in their community, the Hmong people from Laos. Following this successful introduction to the museum, community leaders helping the Hmong to learn English discussed with the museum how it could become involved in this work, it was decided that images of birds, relatively culture-free, could provide a stimulus for learning English and the museum thus

extended its education programs in a way the curators responsible for the exhibitions could not have originally anticipated. In the UK a national body concerned with developing adults basic skills (the Adult literacy Basic Skills Unit) has funded various partnership schemes. A school and a museum in Wales developed a project to help parents who could not read. Some 50 women joined the project. They visited an 'open air' museum showing aspects of C19th life, to learn about life then and contribute their own family memories. On a second visit the women brought their children, having been empowered to talk about the exhibits and having gained confidence in these new surroundings. This confidence and pleasure in learning is seen as an important element in learning basic skills such as reading.

The Nordiska Museum in Stockholm has helped parents to introduce their children to social history by creating the 'play house' - a space which is in great contrast to the formality of the rest of the museum. In the 'play house' stories and household activities are based on life in the last century. Another Swedish museum has been pro-active in responding to the educational needs of unemployed people. Young and older unemployed adults can spend several weeks in the museum demonstrating their former work and learning to develop communication skills. In 1994 this related to recycling, the theme of the main exhibition.

A final illustration is the well-established link which many museums have with more traditional Adult Education courses, such as hosting an art class making use of the museum's environment. Regrettably in England, too often classes for adults which are held in museum's lecture rooms, ignore the collections.

2. INTEGRATING THE PROVISION FOR ALL AGE GROUPS

In England It has been more common for children to have opportunities for learning in museums which are not available to adults. One example is learning through handling artefacts. However, these activities are becoming more common for adults as they already are in other countries. One example includes installing 'touch panels' or having docents with bags containing samples of fabrics to show visitors brocade, linen and velvet for example, which is featured in furnishings or costumes in the displays. Areas have been built into some displays at the American History Museum in Washington D.C. specifically to give adults as well as children the option of handling objects and trying to assemble replica/sections of objects such as a piggin, a small barrel.

On some occasions when specialists such as artists or story-tellers visit museums only pre-booked school groups may enjoy their skills. Sunderland Museum in the north of England has several times employed artists during the summer holidays to work with visitors of all ages and create a communal picture. All involved learned about design and the techniques of producing a fabric collage. The result was put on display to delight all visitors.

Loan services in England were once supplied only to schools, but increasingly these resources are now available to a wide range of community groups, such as community homes for elderly people, hospitals and prisons. The loan kits contain original and replica material, sometimes intended to generate reminiscences at other times to relate to a temporary exhibition. A kit about the work of J M W Turner was created initially for the latter purpose. An outreach loan kit commissioned by Stockholm's Medieval Museum has been designed with the needs of blind as well as sighted people in mind. The loan case itself has raised pictures related to the medieval topic.

3. INTEGRATING EDUCATIONAL OPPORTUNITIES WITH THE WHOLE WORK OR THE MUSEUM

One aspect of this integration is to inform visitors what the staff's responsibilities are. A small museum in the south of England placed photographs of the staff with brief explanations about their work at the entrance to the museum. Some of the museums' functions such as conservation and accessioning should be included in the museums' remit to educate the public about their work. Allowing the public access to museum colleagues while they are at work could be distracting, but there are times when conservation work can be done in sight of the public. Labels too could explain the conservation needs of different materials.

Increasingly museums in the U.K. are recording their accessions on computer databases. Selections from this information can be made available to the public in various ways: in the museum's library or on CD-ROM which is becoming more widely available (for example the National Gallery in London now sells a CD-ROM of its collection). Finally in this section, museums could also link their marketing strategies with their educational objectives. Selling monographs and other books about the collections is common place but less usual is to see material linked with the theme of an exhibition. The children's Museum In Boston USA sells material for recycling after arranging a display which stresses the need for recycling.

4. INTEGRATING EDUCATIONAL OPPORTUNITIES WITH CURRENT ISSUES IN THE LOCAL AND NATIONAL COMMUNITY:

Museums' exhibition and collections policies need to be responsive to this as do the educational programs. Without necessarily providing new displays, activities can from time to time focus on for example, ecological issues. As part of Earth Day celebrations at a museum of building, visitors could

choose to take part in a game which involved designing a city center along ecologically sound lines.

Museums have also developed improving links with groups in their communities so that new exhibitions can reflect their needs and interests. Visitors with vision and hearing impairments have been given more appropriate access to the collections in some museums. Visitors who are deaf and hearing visitors were given a new perspective on art when the 'Deaf Way' highlighted artists who were deaf. The pictures were not brought together into one exhibition. Participating galleries in Washington D.C. simply put an additional label alongside selected pictures to explain that they were part of the 'Deaf Way' theme.

In an attempt to bring people into the museum who were not regular visitors Stockholm's City Museum liaised with community groups to select people who would be interested in showing what their homes were like. The resulting displays were an honest presentation of aspirations, pride and messy reality.

5. EDUCATIONAL OPPORTUNITIES WHICH INTEGRATE WITH SCHOOLS

This is by no means a new partnership, but some of the characteristics of this integration are new in England. Here, museums have responded magnificently to the great challenge of the country's first National Curriculum. Museum education staff and their colleagues have contributed to the debate on draft curricular documents, have introduced new programmes for schools and have published many booklets to show how their collections relate to the topics which schools now have to study. One innovative booklet explains how science can be studied during a visit to a fine and decorative arts collection in a university museum.

Schools in some countries have linked with museums to help pupils to become familiar with the 'world of work'. Teenagers (14-16) have spent one or two weeks at a museum for work experience. Another museum has encouraged

children to express their aspirations and future ambitions for a display.

One of my favourite museum labels expresses the museum's expectations of its visitors in a simple way: it invites visitors to 'muse, converse, and learn'. Underlying this are all the possibilities I have outlined for museums to make education one of their core functions, integrated into their own and their communities' lives. Training museum personnel, especially those already in post, is needed if this is to be a reality in many museums. It is also essential if museums are to fulfil one of the criteria of being universal.

**POUR UNE FORMATION MUSÉOLOGIQUE
CONTEXTUALISÉE À RÉINVENTER EN
PERMANENCE**

Pierre Mayrand (AMIS) ICTOP

N'ayant pas tout à fait saisi la portée et le sens du thème proposé pour la conférence "Une formation pour un musée universel", dois-je comprendre qu'il devrait y avoir un seul modèle de formation pour l'ensemble des musées dans le monde ou bien que ceux-ci devraient refléter en premier lieu des préoccupations dites universelles?

Partisan initiateur, militant et formateur de la nouvelle muséologie dans ses composantes sociales et de développement régional, s'appuyant sur les pratiques les plus évoluées de l'écomuséologie et de la démocratie culturelle, héritières de décennies d'action-recherche populaire autonome dans plusieurs régions du monde, je ne crois pas, si telle était la proposition, qu'il puisse y avoir un modèle universel de musée, ni une formation universelle desservant celui-ci.

Il est vrai que la tendance est à l'homogénéisation de l'organisation et des thèmes traités par les musées institutionnels, dont les normes sont le plus souvent édictées par l'État, par les lois du marché, ou par la mode de consommation des loisirs culturels. Même là, il n'est pas possible de généraliser, car comment peut-on comparer les approches des parcs thématiques, musées de loisirs éducatifs, des musées de civilisation dans leurs formes extrêmement variées, des centres d'interprétation de la nature et de l'environnement, des musées des beaux-arts omniprésents, des positions radicales adoptées par la muséologie indienne, des besoins inhérents aux maisons de la transmission de la culture, qui tous relèvent en quelque sorte d'approches dictées par de larges groupes d'intérêt nationaux, professionnels, scientifiques, ethniques? Ces musées qui s'inscrivent dans la trajectoire du renouvellement muséologique et d'une évolution liée aux contextes sociétaux principalement du monde occidental ou occidentalisé, ont néanmoins comme pendants une majorité de musées qui demeurent inchangés, fidèles aux

principes qui sont à leur origine: spécialisation par champs disciplinaires, conservation, auxquels répondent la plupart des programmes de formation actuels. N'y a-t-il pas enfin les musées à caractère alternatif, utilisant des méthodes totalement différentes et poursuivant des objectifs qui exigent l'apport de formations et de compétences hors champ de la muséologie proprement dite. Ce sont les démarches qui prennent en compte la muséologie comme l'un des éléments de processus globaux visant au plein développement et épanouissement de régions et de groupes sociaux. Celles-ci ont pour nom la muséologie communautaire populaire, de développement, d'écomusée, ayant adopté récemment au terme de l'évolution de la branche militante de la nouvelle muséologie (comme mouvement) le dénominateur commun de *muséologie sociale*, ayant leurs propres lieux de formation, au Portugal, au Brésil, en Espagne et au Québec, par exemple.

Les caractéristiques principales de cette formation ne peuvent être détachées des options idéologiques sous-jacentes démontrées dans le tableau suivant.

Cette muséologie se caractériserait avant tout par la réponse qu'elle entend donner aux processus globaux de développement, aux projets de communautés spécifiques, intervenant à plusieurs étapes du projet afin de le soutenir et d'en alimenter la dynamique socioculturelle. Étant profondément liée à une réalité territoriale, elle prendra plusieurs formes selon le degré de volonté d'implication du milieu et des professionnels qui l'assistent comme l'illustre le tableau suivant, extrait d'une typologie différenciée de l'écomusée, chaque segment pouvant être perçu dans la perspective d'une évolution ou celle d'un choix politique spécifique.

La grille générale d'analyse et de différenciation des muséologies de développement, englobant certains éléments de la muséologie actuelle, nous permet de constater qu'il n'y a rien de très simple et, qu'en réalité, le processus de mise en place et de réalisation d'une muséologie de développement

communautaire nécessite des choix et des adaptations constantes aux besoins exprimés par une population en collaboration avec ses partenaires du développement.

Ce qui est mis en cause au niveau d'une formation universelle, sont ses objectifs universellement humains de démocratisation de la démarche, de respect mutuel, de coopération.

En d'autres termes, toute formation s'adressant aux praticiens et aux théoriciens de la muséologie communautaire-sociale de développement devra mettre l'accent en premier lieu sur la:

- la compréhension d'un milieu social donné;
- le cadre politique et social du projet impliquant une population;
- des méthodologies s'inspirant des acquis de l'éducation populaire de la formation autonome et de l'action-recherche;
- la capacité d'appréhender des codes de langage multiples et d'adapter l'outil muséologie (l'exposition en particulier) aux savoir-percevoir d'une communauté territoriale;
- la capacité, enfin, pour "ce" muséologue d'adapter son savoir-faire et éventuellement d'élargir son éventail d'interventions à de nouvelles fonctions, autres que celles de sa profession, en tant que libre penseur, créateur et stimulateur d'une dynamique.

Aucun système rigide de formation préalable ne pourra lui donner de telles bases sinon la conviction acquise d'une mission dont les paramètres se précisent quotidiennement au contact d'une réalité changeante.

Mais peut-être est-ce là précisément l'essence d'une universalité devant apparaître préalablement et en permanence, soit celle d'une foi en l'autre et d'un désir de partage désintéressé fondé sur la pensée critique, sur le refus des barrières et des normes.

Ce dernier schéma illustrera ces principes appliqués à la formation de jeunes interprètes dans le contexte d'un musée communautaire attaché aux principes de formation-action de la nouvelle muséologie s'inspirant de la pédagogie populaire autonome.

Comme on le voit, la formation muséologique est fortement incorporée au milieu qu'elle entend desservir, dans un contexte précis de stratégies de développement et de recherche de solutions, la muséologie (action muséologique) apparaissant comme un moyen privilégié d'analyse contextuelle, de prise en charge collective, ainsi que de coopération.

ESSAI D'UNE GRILLE D'ANALYSE DES NOUVELLES MUSÉOLOGIES*
Par Pierre Mayrand

DE CONNAISSANCE + D'IDENTITÉ	DE CRÉATION	DE MASSE	DE DÉVELOPPEMENT	DE COMBAT
(PRE-MUSÉOLOGIE)	> (MUSÉOLOGIE)	> (PARA-MUSÉOLOGIE)	> (POST-MUSÉOLOGIE)	> (TRANS-MUSÉOLOGIE)
DÉVELOPPEMENT	+ PERSONNEL		DÉVELOPPEMENT	+ COLLECTIF
FONCTIONS	+ SEDUCTRICES		FONCTIONS	- CRITIQUES
(CONVENTIONNELLE)				(RADICAL)
MUSÉOGRAPHIES CONVENTIONNELLES	MUSÉOGRAPHIES CRÉATIVES	MUSÉOGRAPHIES INTÉGRÉES		
PARTICIPATION VS RÉSISTANCE	PROVOCATION VS RÉACTION	SENSIBILISATION VS BANALISATION	RESPONSABILISATION VS AFFAIREISME	ACTION À RISQUE VS ABANDON
ETHNOLOGIE HISTOIRE ÉDUCATION	ARTS SCÉNOGRAPHIE	COMMUNICATION SCIENCES DE L'ENVIRONNEMENT	ÉCONOMIE SCIENCES DE GESTION	ANTHROPOLOGIE SOCIOLOGIE ANIMATION
L'ÉCOMUSÉE DANS SA VERSION TRADITIONNELLE LE MUSÉE COMMUNAUTAIRE	APPROCHES HAINARD, LAURENT INSTALLATIONS ARTISTIQUES ET ENVIRONNEMENTALES	MUSÉE THÉMATIQUE DE CIVILISATION, DES SCIENCES ET TECHNIQUES, DES ÉCOSYSTÈMES, DE PARCS ET DE SITES	L'ÉCOMUSÉE DE DÉVELOPPEMENT L'ÉCOMUSÉE	L'ÉCOMUSÉE MILITANT MUSÉE DE VOISINAGE, EXPOS A RISQUES

* Comme toute catégorisation, cette grille de lecture permet néanmoins plusieurs recompositions. Elle peut être lue à l'horizontale ou à la verticale, y intégrer plusieurs fonctions et plusieurs orientations à la fois. Ainsi, par exemple, le musée communautaire tel que défini par le Muséique, se situe parfois aux deux extrêmes de notre grille, associant les fonctions d'identité et de combat. On pourrait également considérer le musée communautaire dans une perspective évolutive (théorie des stades). La grille fait également apparaître des distinctions importantes à l'intérieur de même familles, comme l'écomusée, trop souvent perçu comme unitaire. Elle renforce l'idée d'une opposition irréconciliable entre la vocation évolutive du musée communautaire et le caractère statique institutionnel des autres catégories. Selon moi, le propre de la nouvelle muséologie dans le mouvement, sa préoccupation de l'être humain en fonction de l'environnement, le processus idéal serait celui qui mène de la connaissance au combat, celui qui permettrait de franchir toutes les étapes du processus de conscientisation, sans en exclure aucune, ce qui n'est pas évident dans la muséologie de masse, par exemple, compte tenu de son ensoin séductrice, de sa volonté d'universalité, du manque de constance dans une action précise? Cette grille d'analyse prenant en ligne de compte les constantes observées dans les expériences connues, vérifiables, pourrait être réinterprétée à la lumière de nouvelles expériences concrètes.

Musée coffre-fort	Muséologie sociale
Thésaurisation Sacralisation Usurpation Sélection/Ségrégation Imposition Isolement Déshumanisation/Aseptisation Calustrophobie + Valeur artificielle Instrument du capital Territoire de l'édifice Éducation préjugée	Partage Utilisation Coopération Économie domestique Socialisation Intégration Échelle humaine Environnement social + Value naturelle Investissement social Territoire de la communauté Éducation populaire autonome

CURSO DE CONSERVADOR / MUSEÓLOGO

A carreira de **conservador de museus ou museólogo** é a primeira entre as profissões museais que pressupõe uma formação especializada dirigida à especificidade diferencial da instituição museu. Consideram-se candidatos à carreira de **conservador de museus / museólogo** todos os que, após uma formação universitária a nível da licenciatura, tenham cumprido dois anos de formação especializada pós-graduada na área da museologia, incluindo as seguintes valências:

- a) **técnicas de incorporação, registo e gestão do património museológico;**
- b) **conservação preventiva;**
- c) **museografia;**
- d) **organização e gestão de museus;**
- e) **acção cultural, pedagógica e científica dos museus;**

A esta formação acresce um período de estágio numa instituição museal, que poderá ser suprido se o candidato exercer essas funções há mais de um ano.

Documento preparatório para uma Lei de Bases do Sistema Museológico Português-APOM / ICOM 1996

PLANO DE ESTUDOS

1º ANO	
Museologia Geral	Guilherme Machado
A Função Social do Museu	Mário Moutinho
Museologia e Memória	Mário Chagas
História da Museologia e Novas Museologias	Maria Mota Almeida
Documentação e Inventariação	Rosana Nascimento
<i>Variante Museologia e Educação</i>	
Escola e Património Local	Alfredo D. Tinoco
Pedagogia e Museologia	Ana Maria Lousada
Museologia e Práticas Didácticas	Maria M. Almeida
<i>Variante Museologia e Marketing</i>	
Psicologia do Consumidor	Irene Ferreira
Museologia e Marketing	Leiza Pereira
Investigação em Marketing e Público	Maria João Aleluia
Seminários	
Promoção das Instituições Culturais	Ana Oliveira
Museologia e Comunicação	Cristina Bruno
Museologia e Ciências Exactas	Márcio D'Olne Campos
Ecomuseologia na América do Norte	Pierre Mayrand
2º ANO	
Museologia e Pensamento Contemporâneo	Alfredo Margarido
Acção Cultural dos Museus	Ana Duarte
Museologia e Meio Ambiente	César Lino Lopes
Museologia e Património Artístico Português	Fernando Antº B. Pereira
Planeamento Estratégico e Gestão	Fernando João Moreira
Conservação Preventiva	Luís Elias Casanova
Museografia e Arquitectura de Museus	Mário Moutinho
Património Industrial e Museologia	Jorge Custódio
Seminários	

Museologia Contemporânea em Portugal	Madalena Braz Teixeira
Museologia e Cidadania	Maria Célia Santos
Semiotica, Comunicação e Museologia	Maria de Lourdes Horta
Museologia, e Reabilitação Urbana	Maria João Laginha

Estágio: Museu Nacional de História Natural de Lisboa, Museu do Traje de Lisboa, Museu de Lamego, Ecomuseu de Haute Beauce Québec Canadá, Museu de Antropologia e Etnologia da Universidade de São Paulo, Museu Antropológico da Universidade Federal de Goiás, Museu Histórico Nacional Rio de Janeiro, Museu Didático-Comunitário de Itapuã-Bhaia. (*Os estágios são organizados pelo Centro de Estudos de Socio-Museologia da ULHT*)

ÓRGÃO CIENTÍFICO -PEDAGÓGICO

Director - Mário C. Moutinho

Subdirectora variante Museologia e Educação - Maria Mota Almeida

Subdirectora variante Museologia e Marketing - Leiza Pereira

Professores Doutorados

Alfredo Margarido-*ULHT* ; Cristina Bruno -*Universidade São Paulo* ; Maria Célia Santos - *Universidade Federal da Bhaia* ; Márcio D'Olne Campos -*Universidade Campinas* ; Maria de Lourdes Horta -*Presidente ICOM-Brasil* ; Maria João Laginha -*ULHT* ; Mário C. Moutinho -*ULHT* ;

Pierre Mayrand -*Universidade do Quebec em Montreal*

Professores Mestres / Conservadores

Fernando Antº B. Pereira - *Presidente APOM*; Fernando João Moreira - *Universidade de Clássica de Lisboa*; Guilherme Machado - *Universidade do Rio de Janeiro UNIRIO*; Madalena Braz Teixeira - *Directora Museu do Traje*; Mário Chagas - *Universidade do Rio de Janeiro UNIRIO*; Rosana Nascimento - *Universidade Federal da Bhaia*

Professores Pós-graduados / Especialistas

Ana Duarte - *Museologia*; Alfredo D. Tinoco - *Estudos Portugueses*; Ana Cristina de Oliveira-*Psicologia/Marketing*; Ana Maria Lousada-*Museologia*; Irene Ferreira - *Psicologia* ;César Lino Lopes - *Museu Nacional de História Natural*; Jorge Custódio- *IPPAR* ; Leiza Pereira - *Psicologia* /

Marketing; Luís Casanova - Conservação; Maria J. Aleluia - Psicologia; Maria M. Almeida -Museologia

INFORMAÇÕES/CANDIDATURAS: ULHT- GABINETE
DE PÓS-GRADUAÇÕES E MESTRADOS
Av. do Campo Grande, 376 - 1700 LISBOA

CURSO DE ESPECIALIZAÇÃO

Pós-graduação

MUSEOLOGIA E EDUCAÇÃO

CURSO DE ESPECIALIZAÇÃO: MUSEOLOGIA E EDUCAÇÃO

Na tentativa de ultrapassar o monólogo a que temos vindo a assistir, entre Museus e Escolas (independentemente do nível de ensino a que nos situemos) propomos a criação de uma especialização em Museologia e Educação vocacionada particularmente para professores e profissionais de Museus. Pensamos que é no exercício da função educativa que o Museu exerce mais profundamente o papel de instituição ao serviço da comunidade. Educação e pedagogia convidam à adaptação, à evolução, à defesa dos percursos individuais, ao respeito pelas dinâmicas de grupo, à capacidade de divulgar os conhecimentos e desenvolver uma variedade de meios didácticos para favorecer o percurso cognitivo.

Respeitando as diferenças individuais, acompanhados de técnicas pedagógicas específicas, Museus e Escolas deverão contribuir para o desenvolvimento integral do aluno.

Ao estruturarmos este curso, tivemos sempre presente a trilogia: museologia/ comunicação/ pedagogia, no sentido, de rentabilizar o potencial Escola e o potencial Museu fazendo com que sejam um todo ao serviço da comunidade.

Foi nossa preocupação dotar esta especialização de uma vocação interdisciplinar no contexto das ciências sociais e humanas, privilegiando vários items:

- a)- Explorar as contribuições da museologia para o enriquecimento do trabalho pedagógico como processo gerador de mudança.
- b)- Rentabilizar o intercâmbio de recursos entre instituições museais e escolares.
- c)- Desenvolver projectos de Museus Escolares ao serviço da comunidade com vista à transformação.
- d)- Construir uma linha de acção museológica voltada para a dinamização de espaços culturais.
- e)- Construir uma museologia activa e interactiva capaz de fazer do Museu um instrumento de desenvolvimento.
- f)- Apetrechar os formandos de instrumentos teórico-práticos eficazes sobre os vários discursos museológicos e suas diferentes áreas de intervenção e aplicação.

Pretende-se que no final das sessões, os formandos possam em qualquer contexto escolar ou museológico produzir uma análise ampla da realidade em questão. Consigam adequar as suas técnicas à especificidade da sua realidade num diálogo e permanente avaliação, conduzindo-nos a uma museologia educacional que se efectivará na acção e na reflexão.

Para além de serem ministrados seminários onde se procura o contacto directo com práticas museológicas e educativas inovadoras, será também facultada a possibilidade dos formandos realizarem estágios nos sectores educativos de algumas instituições museológicas nacionais e estrangeiras. Estes estágios proporcionarão a oportunidade de vivênciar a prática museológica realizada entre Escola/Museu, Museu/Escola e ainda tentar minorar o fosso existente entre a teoria e a prática.

PLANO DE ESTUDOS

Disciplinas	T	T/p	S	UC
História da Museologia e Novas Museologias Maria Mota Almeida	30			2
Pedagogia e Museologia Ana Lousada	30			2
Seviços Educativos dos Museus Ana Lousada		44		2
Escola e Património Local Alfredo Tinoco	30			2
Museologia e Pensamento Contemporâneo Alfredo Margarido	30			2
Formas e Meios de Comunicação Mário Moutinho	30			2
Seminários				
Educação e Cidadania Maria Célia Santos			20.	1
Museologia, Educação e Desenvolvimento Mario Chagas			20	1
Museologia e Marketing Leiza Pereira			20	1

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