



PROVIDE

Pilot training course

Deliverable 22

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1 1. Introduction to the PROVIDE Course Concept

PROVIDE is seeking to implement “new”, competence oriented and “open” ways of learning, teaching and the identification of competence developments in the European educational sector. PROVIDE offers a professional training (qualification) for educational professionals in this field which is based on a blended learning approach consisting of:

- A preliminary e-learning and distant learning part (starting from Feb 1st 2015),
- A f2f course held in Alden Biesen, Belgium Feb. 24th/25th
- A follow up phase with collaborative group works on the my-VITA e-Portfolio, synchronous online workshops and a webinar to support the individual learning projects at the workplace
- A concluding workshop conference in September 2015.

The work was organised in a modular and constructive way that enables all participants:

- To learn from and together with each other
- To form groups with similar challenges and/or contexts in professional teaching and learning situations
- To apply the new and adapted methodologies directly at their workplace

The PROVIDE concept is based on the combination of the following elements:

- **Competence oriented learning** approach heading for activating, collaborative and experiential learning, in realistic settings in a learner centred approach
- **State of the art Didactics** (the Art of Teaching): Promoting innovative and variable didactics and methods fitting to purpose, context and target group including Open Learning Spaces (with concrete experience on open IT based systems)
- **Applied Mathetics** (the Art of Learning): Promoting learning to learn competences (Key competence 5¹) both of educational professionals and their learners
- The **LEVEL5 approach to validate competence developments** and the connection to the European Qualification Framework (EQF) and the respective vocational instruments (ECVET)

¹ *Key Competences for Lifelong Learning – A European Framework* (Recommendation of the European Parliament and of the Council, 2006)

2 PROVIDE Course Programme Summary

The PROVIDE course is a qualification and continuing professional development offer for educational professionals, like trainers and teachers and those who develop IT based learning environments, do career counselling or work in rather informal learning settings, especially multipliers in VET-organisations, but also professionals from other educational fields. By multipliers we mean teachers, trainers and HRM-managers who can inspire and teach other trainers to do pilots and to validate their competences and the learning processes they go through.

2.1 Structure

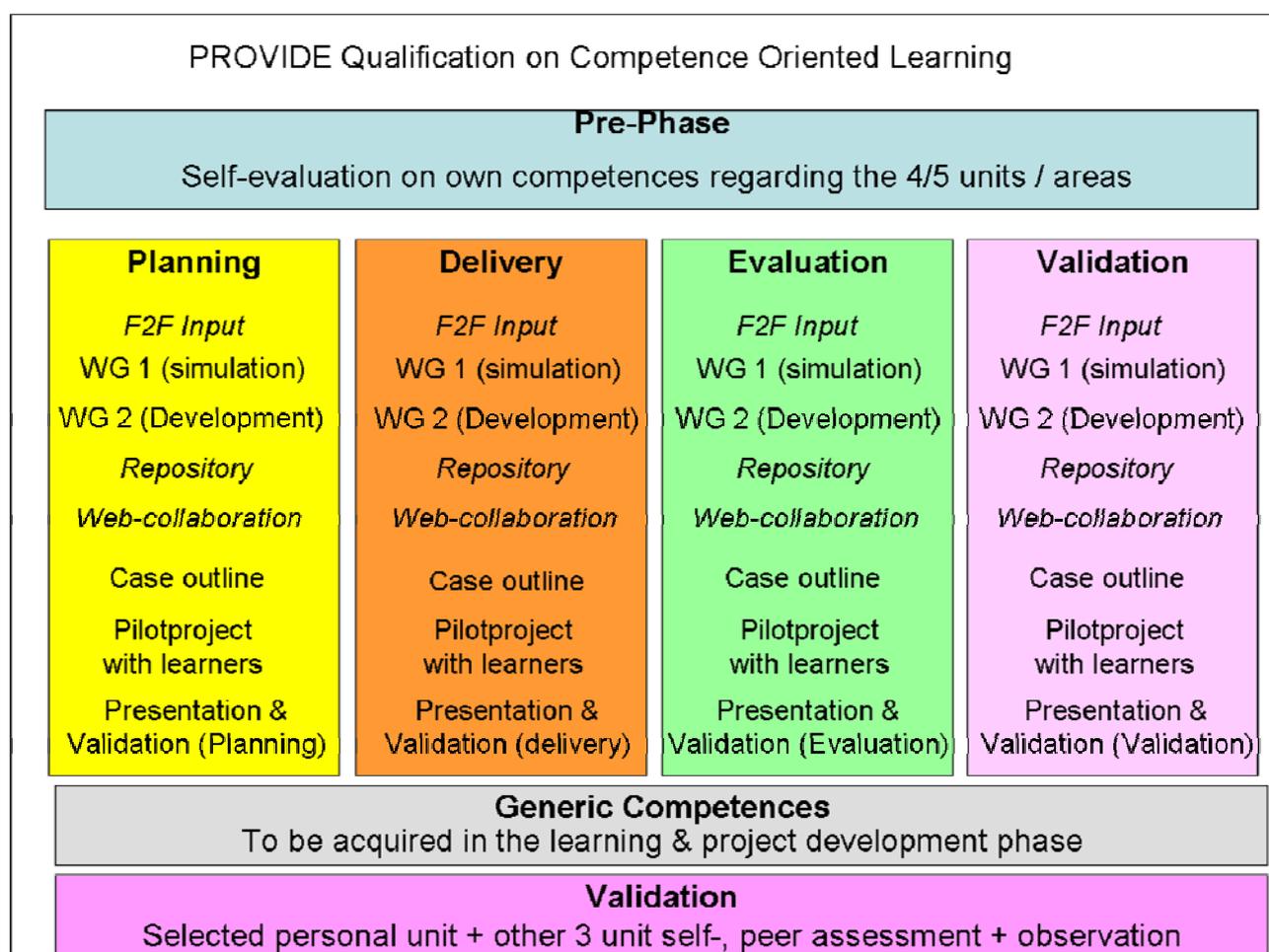


Chart 1: Structure of the PROVIDE qualification

It is a blended learning system consisting of four learning units related to the competence areas of

1. Planning,
2. Delivering,
3. Evaluating innovative, competence oriented learning and
4. Validation of learners' competence developments.

In the first parts of the training – the preliminary e-learning and the f2f phase, the professionals get to know the basic PROVIDE approach and collaborate on:

- Competence oriented learning and didactics
- How to develop learning-to-learn (L2L) competences
- Key competences for educational professionals and the related reference systems
- Validation of learning outcomes and competence developments

In the next phase the professionals develop and deliver a pilot learning project in their organisations on one of the competence areas mentioned above. In line with the concept of competence oriented learning, the projects address actual topics of interest or new demands in the working environment of the participants and involve colleagues who are motivated to contribute. These learning projects not only focus on tangible results, but provide a frame for developing and reflecting the individual's competence development against the PROVIDE competence framework and to validate these processes with the LEVEL5 method.

2.2 Sequencing

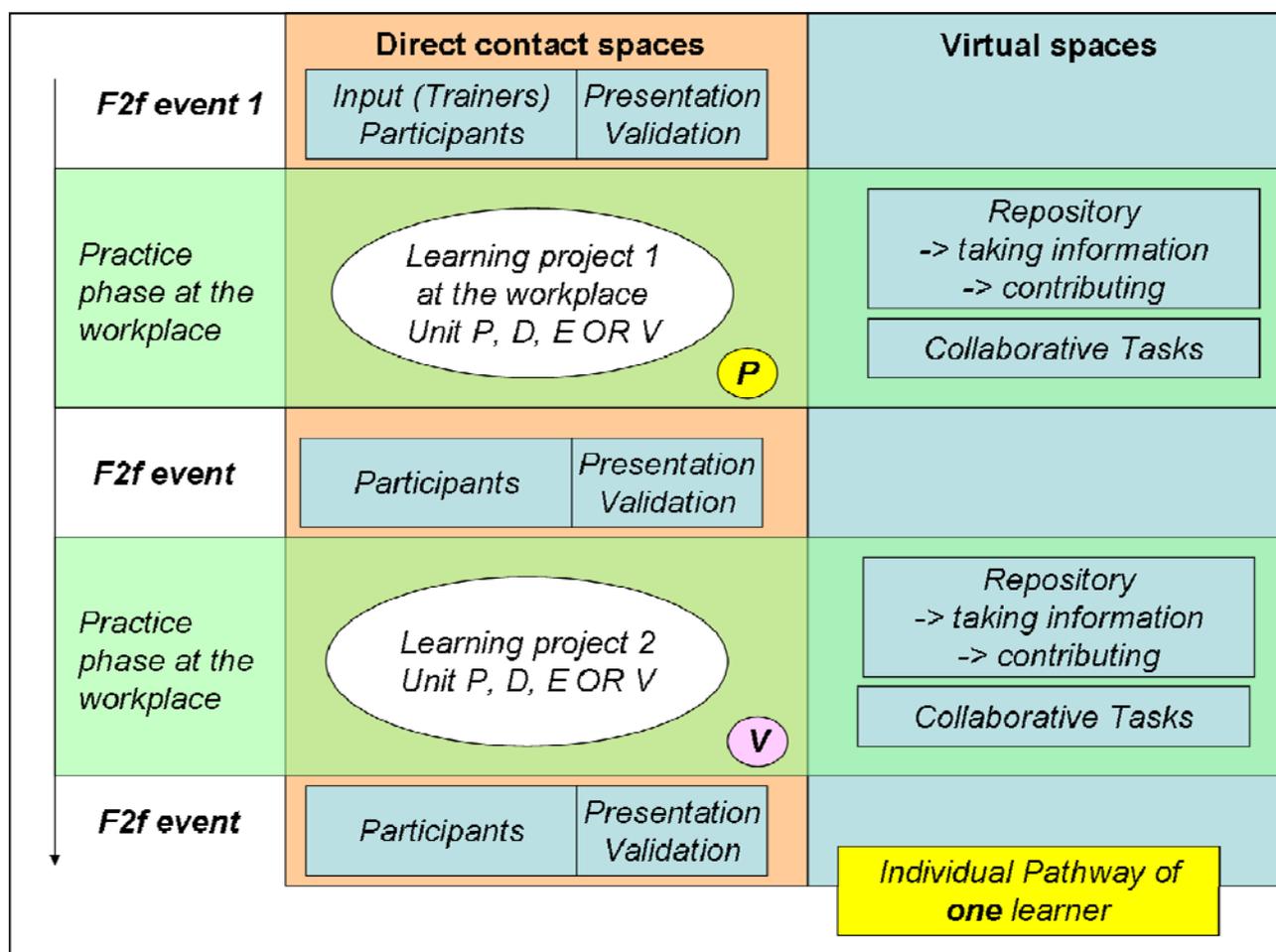


Chart 2: Sequencing of units and learning modalities

This implementation phase, which has a duration of several months, is accompanied by monthly online workshops and a webinar with further theoretical input on evaluation.

The PROVIDE course is finalised by a “workshop conference” where learners come together again to present and discuss the results of their individual learning projects and learning processes.

The overall goal of the course concept is exceeding this course with the “vision” to set up a revolving series of self organised F2F events and a growing open learning space for educational professionals.

2.3 Goals

After the preliminary (e-Learning) and the face to face phase participants are able to...

- describe what competence based learning is
- describe what competences VET- and educational professionals need in order to plan, deliver, evaluate and validate a learning processes
- describe validation systems for competences (in particular LEVEL 5)
- reflect on the practices in their organisation (“How do we use this now and how could we use it in the future?”)
- develop an idea for an open learning environment for VET-professionals in order to gain the competences they need (“How do I tell it to my colleagues?”)
- develop a pilot on validating competences in their organisations

2.4 Content

- Input (theory and practical examples) on competence based learning, open learning environments and validation systems (mainly LEVEL5)
- Working with the PROVIDE framework on competences for VET-professionals in the fields of planning, delivering, evaluating and validating
- Developing a plan for a pilot learning project at the workplace and implementing it
- Assessing and validating own competence developments as result of the learning project

3 Preparation phase

In preparation we asked participants to provide us information on:

- Their personal profile (incl. professional background and experiences)
- Experience with CBL and validation
- Expectations, to the course but also in regard to competences they aim to develop
- A brief idea on the possible learning project that shall be planned and delivered at the workplace.

To gather ideas and to create first opportunities to connect with the other learners, the profiles and ideas were uploaded to the my-VITA platform where a PROVIDE course group was established, providing a networking area and information on the course concept and learning units, the learners, the PROVIDE competence framework and a repository of learning materials for the PROVIDE competence areas described above.

Time/Modality	Topic:	Aim:	Method
E-Mail and my-VITA platform Feb. 1 st	Welcoming email with presentation of course concept and steps up to the f2f course. Task: Assess what kind of learner you are	First taste on learning styles (and in the latter with experiential learning (learning loop by Kolb)	Online test embedded in my-VITA PROVIDE course platform with automatic display of test results.
my-VITA flexible timing	Getting familiar with the PROVIDE concept and materials: # general concept # all competence descriptions (framework) # competence frameworks and learning units	Getting acquainted with the project and the concept, (didactics and mathematics, "new ways of learning". First contact with the repository	Downloading and reading
my-VITA Feb. 7 th	Task: Establish your profile on the my-VITA platform, optionally create your own EUROPASS CV on my-VITA	Getting acquainted with the e-Portfolio functionality Getting to know the profile and CV functionality	Provision of a Word-file to establish it and copy and paste in my-VITA incl. expectations and experiences by Feb. 7 th
Zoom online conference, 2 dates offered: Feb. 18 th and/or 19 th 1,5 hrs	Self-presentation of the learners along selected questions, Excuse to the basic PROVIDE principles and a reprise of learning styles and experiential learning (D. Kolb)	Getting to know the other participants, introduction to learner and competence oriented learning	Two identical synchronous online meetings
my-VITA	Task: Read and share expertise on learning to	Understanding L2L competences,	Downloading and uploading materials on the

flexible timing	learn (L2L) competences in the specific my-VITA PROVIDE course repository	collecting explanatory approaches and supporting materials on my-VITA	my-VITA platform
my-VITA Feb. 20 th	Task: Brainstorm your learning project and create a project outline	Reflecting the pilot project to be carried out at your workplace between March and June 2015.	Filling a short project pattern in catch words
Lime survey, my-VITA flexible timing	Task: Rate the competences for educational professionals according to their relevance for you	Reflecting on the framework of the 25 competences of PROVIDE	Tick box task as preparation for the face to face (F2F) meeting in Alden Biesen

4 Face to Face course programme

The first training took place on 24 and 25 February 2015 in Alden Biesen, Belgium. The detailed schedule describes the content and activities of the two days.

Day 1 - morning

Time	Topic	Aim	Method
9.00 h – 9.30h	<ul style="list-style-type: none"> Get together and get to know each other Introduction on PROVIDE and the F2F-meeting 	Getting to know each other Over all explanation of the project	Speed dating Presentation, Discussion
9.30 h – 10.30	<ul style="list-style-type: none"> Elevator pitch: 1 min presentation of each participant: 1-2 min. Presentation of each participant's experiences with competence oriented teaching and learning and with validation Participants to put their project ideas (pilot) and their most important topics (clustering for cases) on cards on a board (throughout the whole day) 	Understanding the potentials of the group Learning from practical examples Giving trainers the floor to speak and to be heard -> shared view on their level of experience Prepare pilots and cases (day 2)	Elevator pitch 1 min presentation by each participant # professional background # what do I want to learn Moderation cards for exposition of ideas
10:30 – 11:00 Break			People bring along a ranking of competences most important for them

Time	Topic	Aim	Method
			regarding the PROVIDE themes in which they would make a project.
11.00 – 11.30	<ul style="list-style-type: none"> Input on Competence Oriented Learning 	Exchange the experiences participants have and the expertise they have in the area of competence development and validation	Presentation by Jaap van Lakerveld
11.30 – 12.30	<ul style="list-style-type: none"> Workshop: discussing and contributing to achieve a common understanding on the PROVIDE topics; e.g. CBL, L2L, didactics and mathematics, planning, delivery, validation and evaluation. 	Understanding the individual involvement and the tasks in the PROVIDE group and volunteering for an interesting and relevant theme in the PROVIDE repository (collection of materials in an open catalogue)	Collecting contributions for the repository. In order to create a "joint virtual book" together. Group work: each responsible for certain content fields. Participants collect materials that they can/will use in their own practice.

Day 1 – afternoon

Time	Topic	Aim	Method
13.30 h – 14.30 h	<ul style="list-style-type: none"> Competences for educational professionals and LEVEL5 Short presentation of LEVEL5, validation and the PROVIDE competence framework 	Getting (more) familiar with the competence framework	Presentation by Tim Scholze Competence frameworks online. Presenting the ratings of each participant
14.30 h – 15:30 h	<ul style="list-style-type: none"> LEVEL 5 hands on session self and tandem validation on a given competence Discussion and reflection 	Practical exercise with the LEVEL 5 validation system Cross check one's understanding of the concepts and their applicability	Questionnaire on L2L competences Description and Reflection on Ref-Sys on L2L competence with examples as indicators
16.00 h – 15:30 h	Break		
16.00 h – 17.30h	<ul style="list-style-type: none"> Towards PROVIDE pilots: Development of individual projects with concrete actions. 	Outlining the issues that might be done as pilots in the home institutions of the participants. First clustering of related learning	Short instruction Individual or group work filling project planning patterns Working groups on related topics

	<ul style="list-style-type: none"> • Substantiating to own pilot project with the help of standardised planning patterns based on the project outline created in the pre-phase • Presentations of the project drafts and exchange among participants 	project ideas around round tables and further elaboration.	
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Day 1 – evening

Time	Topic	Aim	Method
19.30 h- 21.00 h	Joint activity -like listening to storytelling or a visit to Tongeren	Relaxing after a very full first day and open space for further getting to know and informal exchange among participants	Culture related leisure activity

Day 2 – morning

Time	Topic	Aim	Method
9.00 h – 9.30 h	<ul style="list-style-type: none"> Open questions from day 1 – spotlight 	Clarify questions and wrap up day 1	Spotlight – reflection round
9.30 h – 10.00 h	<ul style="list-style-type: none"> Exchange of envisaged pilots – continuation of day 1. Going more into depth and detail 	Exchange ideas in order to enrich the individual pilot plans of the participants, research for suitable learning material, discussing implementation strategies and needs.	Working groups on related topics
10.00 h-10.30 h Break	<ul style="list-style-type: none"> 		
10.30h – 12. 30 h	<ul style="list-style-type: none"> Assigning participant pilot projects to groups with similar: context, needs, competences. Filling out a piloting format including :Context; Target group; Starting situation; Aims and objective (competences);Realisation (What, with whom, and how);Evaluation Individual or joint work on the pilot projects 	Forming “joint cases” that could be further developed in the virtual project lab on my-VITA (after the F2F). Further substantiating the pilot projects. Systematic action planning of the pilots in the home institutions individually or in tandems.	Plenary discussion Individual or group work filling project planning patterns

Day 2 – afternoon

Time	Topic	Aim	Method
13.30 h - 14.15 h	<ul style="list-style-type: none"> Presentation of the individual projects and deriving of an exemplary case in each group. Mutual exchange of piloting plans and planning of the next steps of the case. 	Commitment, clarity, inspiration and perspective	Plenary discussion
14.30 h – 15.15h	<ul style="list-style-type: none"> Group work on the content areas of the repositories 	Commitment, clarity, inspiration and perspective	Group work and internet research
15.30 h – 16.15 h	<ul style="list-style-type: none"> Planning PROVIDE team support to the pilots Defining the working steps for the cases and the exchange of the experiences. 	To reach agreements on how the pilots may be supported in the individual learning project period	Presentation of supporting framework
16.30 h – 17.00 h	<ul style="list-style-type: none"> Evaluation and reflection 	Rounding things up, reflection of	Bulls eye, reflective questions,

	<ul style="list-style-type: none">• Outlook up to learning project end• Farewell	course and feedback, answering open questions, giving an overview of next steps ahead	evaluation form Presentation of steps ahead
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5 Follow up

5.1 Individual learning projects

The individual learning projects have been carried out by the participants of the PROVIDE course between February and September 2015.

They were carried in a large variety of learning settings and covered different competence areas.

The results of the pilot projects can be found in the pilot report.

The piloting participants received guidance both via the asynchronous open learning space and during two webinars carried out during the phase between the f2f meetings.

5.2 Finalisation

The PROVIDE course was closed with an evaluation workshop in which the first target group (the piloting partners) exchange their experiences, report on their projects and lessons learnt and contribute to the further development of the PROVIDE system.



6 Annexes: Learning Materials:

The presentations and learning materials used in the PROVIDE training course are available for download on the PROVIDE course my-VITA platform and are part of the PROVIDE binder and deliverable R31 – Training material compilation.