# CEDEFOP'S VET TOOLKIT FOR TACKLING EARLY LEAVING 20 KEY INTERVENTION APPROACHES

IRENE PSIFIDOU
TOOLKIT AND TEAM COORDINATOR

ANTHIE KYRIAKOPOULOU TOOLKIT ADMINISTRATOR

ARIELA TREVES
TRAINEE





European Centre for the Development of Vocational Training



# 1. IDENTIFICATION OF LEARNERS AT RISK



EARLY WARNING SYSTEM

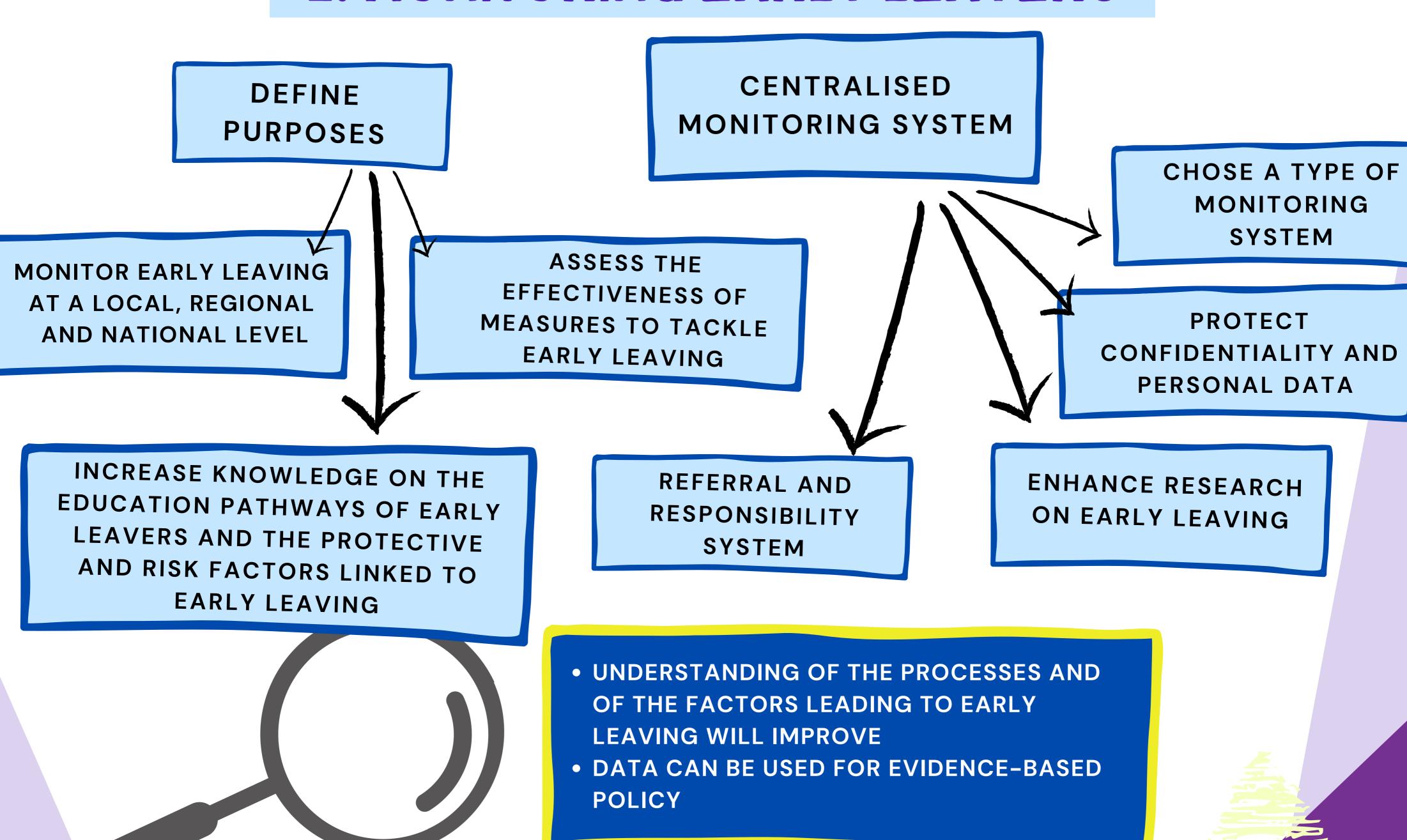
CHOOSE RELEVANT
INDICATORS (FAMILY
BACKGROUND, SOCIAL
BEHAVIOUR, HEALTH ISSUES)

PROTECT
CONFIDENTIALITY
AND PERSONAL DATA

- SYSTEMATIC INFORMATION SHARING AND INCREASED COOPERATION BETWEEN VET PRACTITIONERS
- TIMELY AND TAILORED INTERVENTIONS

INVOLVE PRACTITIONERS AND PROVIDE INCENTIVES FOR VET PROVIDERS WHO MONITOR AT-RISK LEARNERS

# 2. MONITORING EARLY LEAVERS



# 3. BUILDING MOTIVATION TO LEARN

BUILD TRUSTFUL
RELATIONSHIPS AMONG
STAFF AND LEARNERS

- STRENGTHENED SELF-ESTEEM AND SELF-CONFIDENCE AND DEVELOPMENT OF SOCIAL SKILLS
- DISCIPLINE AND ABILITY TO COPE WITH CHALLENGES WILL INCREASE

RE-ENGAGE LEARNERS

> THROUGH MOTIVATIONAL ACTIVITIES

ART, SPORT AND NATURE RELATED ACTIVITIES

**GROUP ACTIVITIES** 

INTERACTION WITH
PEERS AND TEACHERS IN
NON-FORMAL
ENVIRONMENTS

# 4. COMMUNITY INVOLVEMENT



WHOLE SCHOOL APPROACH

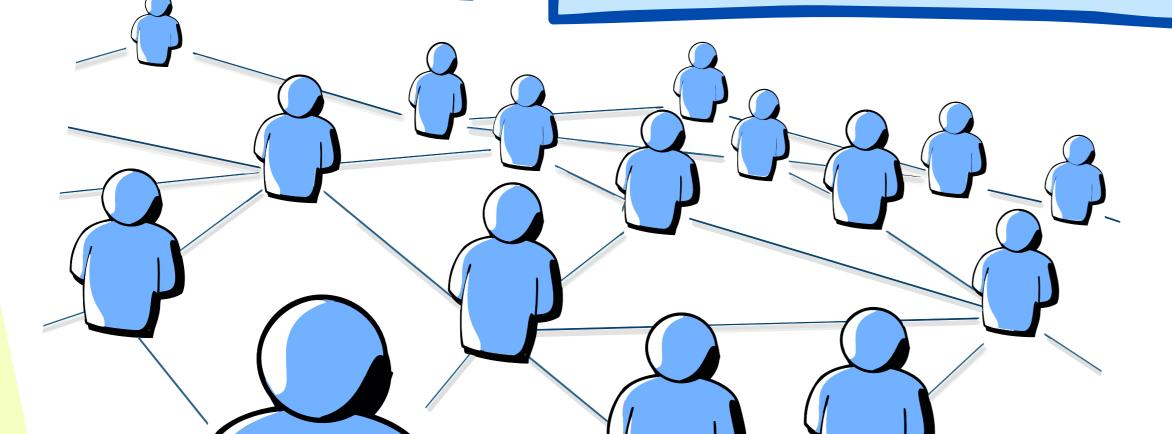
COMPREHENSIVE RESPONSE INVOLVING THE ENTIRE VET ENVIRONMENT

MULTI-DISCIPLINARY
APPROACH TO SUPPORT ALL
LEARNER NEEDS

LISTEN TO STUDENT'S VOICE CREATE AN INCLUSIVE LEARNING ENVIRONMENT

PROMOTE SCHOOL-FAMILY PARTNERSHIPS

ESTABLISH LINKS WITH THE WIDER COMMUNITY (NGOS, EMPLOYERS)



- VET COMMUNITY SHARES AN INCLUSIVE, LEARNER-CENTRED VISION OF EDUCATION FOR ALL
- COMMON APPROACH TO TACKLING EARLY LEAVING FROM EDUCATION AND TRAINING

# 5. COMPREHENSIVE SUPPORT TO TACKLE COMPLEX NEEDS

PROVIDE TAILOR-MADE AND COMPREHENSIVE RESPONSE TO YOUNG PEOPLE WITH COMPLEX NEEDS

BUILD A TRUSTING
RELATIONSHIP BETWEEN THE
YOUNG PERSON AND THE
KEYWORKER

ESTABLISH AN
EFFICIENT REFERRAL
SYSTEM

SUPPORT PROVIDED BY
'CASE MANAGERS' WHO ACT
AS INTERMEDIARIES AND LIAISE
WITH OTHER SERVICES

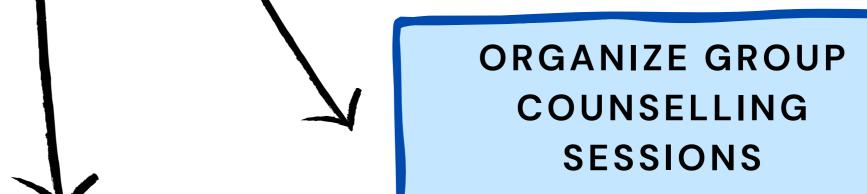
ESTABLISH COOPERATION CHANNELS WITH OTHER RELEVANT SERVICES AND MEASURES (HEALTH SERVICES, SOCIAL SERVICES, LEGAL ADVISERS, YOUTH SERVICES, PUBLIC EMPLOYMENT SERVICES, EDUCATION AND TRAINING PROVIDERS)

- SOCIAL, HEALTH, PSYCHOLOGICAL AND ECONOMIC CHALLENGES TACKLED BY MULTIFACETED SUPPORT
- IMPROVEMENT IN WELLBEING AND LEARNER'S SELF-ESTEEM AND CONFIDENCE
- POSITIVE ATTITUDE TOWARDS LEARNING AND DEVELOPMENT OF TRUSTING RELATIONSHIP

#### 6. COUNSELLING TO ADDRESS BARRIERS TO LEARNING

OFFER PROFESSIONAL
COUNSELLING THROUGH
TRAINED COUNSELLORS AND
PSYCHOLOGISTS

ESTABLISH CLEAR REFERRAL
MECHANISMS AND PROMOTE
AWARENESS OF COUNSELLING
SERVICES



PROVIDE TAILORED
AND LONG-TERM
SUPPORT



- IMPROVEMENT IN EMOTIONAL PSYCHOLOGICAL SUPPORT CAN BE A MEANS OF BUILDING SELF-CONFIDENCE, TRUST AND MOTIVATION TOWARDS LEARNING
- UNDERSTAND AND OVERCOME COMPLEX NEEDS AND CIRCUMSTANCES CAN REMOVE BARRIERS TO PARTICIPATION

# 7. DEVELOPING EMPLOYABILITY SKILLS

SUPPORT LEARNERS'
TRANSITION FROM
EDUCATION TO
EMPLOYMENT

INTRODUCE
BUSINESS/ENTERPRISE
STUDIES INTO THE
CURRICULUM

PRACTICAL TRAINING/WORK
PLACEMENTS WITH EMPLOYERS
TO EXPERIENCE THE WORLD OF
WORK

PROVIDE MEASURES TO SUPPORT YOUNG PEOPLE DEVELOP THEIR EMPLOYABILITY SKILLS

JOB SEARCH, CV
PREPARATION,
INTERVIEW TECHNIQUES

CONFLICT RESOLUTION,
LEADERSHIP SKILLS,
COMMUNICATION SKILLS,
PROBLEM SOLVING

TASTER SESSIONS
(OPPORTUNITIES TO TRY
DIFFERENT ORIENTATIONS BASED
ON LEARNERS' INTERESTS AND
CAPACITIES)

- LEARNERS WILL DEVELOP POSITIVE
  ATTITUDES AND BEHAVIOURS TOWARDS
  THE WORLD OF WORK AND IMPROVE
  THEIR SENSE OF ATTACHMENT TO AN
  ORGANISATION
  - LEARNERS WILL BE ABLE TO MAKE INFORMED DECISIONS ABOUT THEIR FUTURE CAREER PROSPECTS

#### 8. GUIDANCE: SUPPORTING YOUTH TO MANAGE THEIR CAREERS

WHAT IS IT?

IT IS A RANGE OF ACTIVITIES AIMING AT SUPPORTING INDIVIDUALS TO MANAGE THEIR CAREERS AND MAKE EDUCATIONAL, TRAINING AND OCCUPATIONAL CHOICES MATCH THEIR PERSONAL CHARACTERISTICS

IT INCLUDES: EDUCATION,
TRAINING AND WORK
OPPORTUNITIES; CAREER
COUNSELLING

- EARLY AND PERSISTENT CAREER GUIDANCE IS IMPORTANT TO SUPPORT YOUNG PEOPLE IN CHOOSING VET AS A POSITIVE OPTION
- YOUNG PEOPLE WILL HAVE A MORE ACTIVE AND ENGAGED ATTITUDE TO EDUCATION AND LEARNING IN GENERAL
- STUDENTS WILL BE SUPPORTED AT TRANSITION POINTS TO OTHER LEVELS AND PATHWAYS OF EDUCATION AND TRAINING, TO WORK, OR TO A RELATED OCCUPATION

WHY IS IT USEFUL?

TO PUT THE FOCUS ON PERSONAL SKILLS, STRENGTH AND INTERESTS AND AVOID USUAL BIASES ABOUT LEARNING PATHWAYS

TO HELP STUDENTS NAVIGATE
THROUGH MANY VET OPTIONS
AND UNDERSTAND APPLICATION
PROCEDURES

TO HELP STUDENTS
UNDERSTAND THEIR LEARNING
NEEDS AND CAREER
PREFERENCES

HOW TO PROVIDE IT?

GUIDANCE ACTIVITIES CAN BE DELIVERED BY PROFESSIONAL AND ENGAGED CAREER GUIDANCE PRACTITIONERS

ENSURE COORDINATION
BETWEEN GUIDANCE
PROVIDERS

OFFER A VARIETY OF GUIDANCE ACTIVITIES (WORK SIMULATIONS OR 'DISCOVERY WORKSHOPS')

INTEGRATE LABOUR
MARKET INFORMATION
INTO GUIDANCE

SUPPORT SHOULD BE OFFERED
BEFORE AND DURING EDUCATION
AND TRAINING AND IN
TRANSITION PHASES

# 9. PROFESSIONAL DEVELOPMENT FOR INCLUSIVE TEACHING AND TRAINING

#### COOPERATION

AMONG TEACHERS AND TRAINERS, VET INSTITUTIONS AND COMPANIES

#### **INCENTIVES**

FACILITATE ACCESS TO LEARNING (E.G. FINANCIAL SUPPORT, CAREER PROGRESSION)

#### **NEEDS ANALYSIS**

DESIGNED AND CUSTOMISED ON TEACHERS' AND TRAINERS' NEEDS

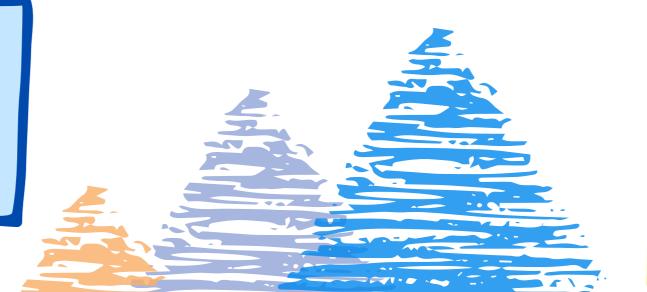
FOCUS ON INCLUSIVE
PEDAGOGIES AND
LEARNER-CENTRED
APPROACHES

PROMOTE TEACHERS' SELF-EVALUATION AND REFLECTION TO ENHANCE PROFESSIONAL DEVELOPMENT

PROMOTE INCLUSION
THROUGH PROFESSIONAL
DEVELOPMENT

CREATE AN INCLUSIVE LEARNING ENVIRONMENT

PROVIDE PROFESSIONAL DEVELOPMENT ON PSYCHOSOCIAL SUPPORT



- QUALITY OF VET PROGRAMMES WILL IMPROVE
- TEACHERS' AND TRAINERS' JOB SATISFACTION WILL INCREASE
- VET PROVIDERS WILL GAIN SKILLS AND KNOWLEDGE

### 10. IMPROVING VET IMAGE AND ATTRACTIVENESS

problem

OFTEN VET IS UNDERESTIMATED AND SEEN AS A "SECOND CHOICE". STUDENTS FOLLOWING VET LEARNING ROUTES MAY FEEL DEVALUED AND DISENGAGED FROM EDUCATION

action

STRUCTURAL
REFORMS TO IMPROVE
VET QUALITY

AND

TARGETED MEASURES TO IMPROVE VET IMAGE

- IMPROVE VET CURRICULA
- USE INNOVATIVE METHODS AND MODERN TECHNOLOGIES
- ALIGN VET PROGRAMMES WITH THE SKILLS REQUIRED IN THE LABOUR MARKET
- OFFER NEW RELEVANT VET OR APPRENTICESHIP SCHEMES

- PROVIDE MORE AND BETTER QUALITY
   INFORMATION ABOUT VET PROGRAMMES
- PROMOTE VET THROUGH MARKETING AND PROMOTIONAL CAMPAIGNS
- PROVIDE ROLE MODELS TO SHOW YOUNG PEOPLE WHAT THEY CAN ACHIEVE THROUGH VET
- OFFER REMUNERATION OF APPRENTICESHIPS AND INCENTIVES FOR EMPLOYERS
- VET WILL BE SEEN AS A POSITIVE CHOICE BY YOUNG PEOPLE BUT ALSO BY FAMILIES, EMPLOYERS AND THE WIDER PUBLIC
- LEARNERS WILL BE SUPPORTED TO MAKE THE RIGHT CHOICE ACCORDING TO THEIR ABILITIES AND INTERESTS AND THUS THE RISK OF DROP OUT WILL BE REDUCED

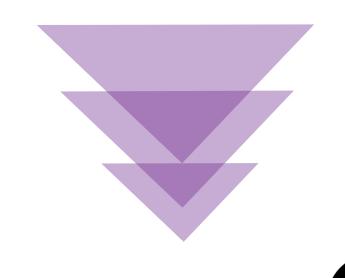




#### 11. INCLUSIVE WORK-BASED LEARNING ENVIRONMENTS

problem

LEARNERS MAY STRUGGLE
IN THEIR WORKPLACE
BECAUSE OF:



action



ENSURE A COMMON
UNDERSTANDING OF THE
ROLES, RESPONSIBILITIES AND
RIGHTS OF THE LEARNER



- DIFFICULT WORKING CONDITIONS (LONG WORKING HOURS, HIGH STRESS)
- LOW MOTIVATING TASKS
- CONFLICTUAL RELATIONSHIP WITH TRAINERS OR WORKERS
- BEING VICTIM OF DISCRIMINATION AND BULLYING

outcomes

• POSITIVE RELATIONSHIPS AT THE WORKPLACE WILL HELP STUDENTS DEVELOP A PROFESSIONAL IDENTITY AND GOOD WORK HABITS AS WELL AS SOCIAL SKILLS

ESTABLISH QUALITY
ASSURANCE MECHANISMS,
FEEDBACK MECHANISMS
AND TUTORING ACTIVITY





AVOID DISCRIMINATION AND PROMOTE INCLUSIVE LEARNING ENVIRONMENTS FOR MEDIATING
CONFLICTS



FACILITATE FLEXIBLE
ARRANGEMENTS TO COMBINE
SCHOOL-BASED AND WORKBASED TRAINING



PROVIDE PROFESSIONAL
DEVELOPMENT OPPORTUNITIES
AND SUPPORT TO IN-COMPANY
TRAINERS

#### 12. ONE-TO-ONE SUPPORT THROUGH COACHING OR MENTORING

ONE-TO-ONE SUPPORT IS PARTICULARLY USEFUL DURING THE FIRST YEAR OF A NEW PROGRAMME, AT TRANSITION POINTS OR FOR REINTEGRATION FROM DROP-OUT STATUS TO VET

#### MENTORING

DEALS WITH EVOLVING
GOALS/OBJECTIVES AND CAN HELP
EMPOWER STUDENTS TO IMPROVE THEIR
LEARNING HABITS AND FORMULATE
GOALS FOR THE FUTURE.

COACHING

HAS CLEARLY DEFINED GOALS AND
OBJECTIVES. ONCE THESE ARE ACHIEVED,
IT COMES TO AN END. COACHING CAN
LEAD TO THE DEVELOPMENT OF A
PROJECT OR PLAN FOR THE FUTURE

BUILD A
RELATIONSHIP
BASED ON TRUST

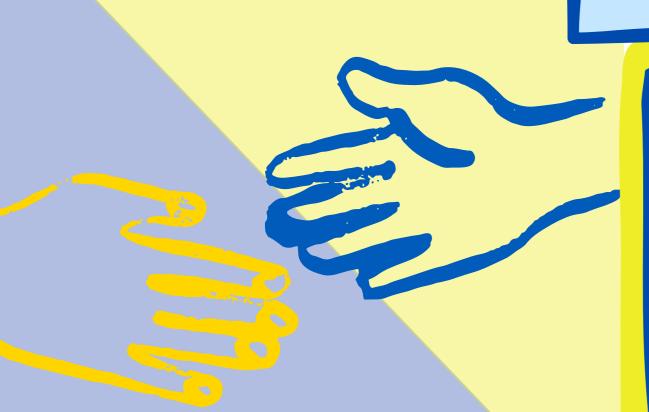
CHOOSE THE RIGHT COACH/MENTOR:

- PROFESSIONALS
- VOLUNTEERS
- STUDENTS OR PEERS

OFFER LONG-TERM
SUPPORT

TRAIN THE
MENTORS AND
COACHES

- LEARNERS WILL BE PROVIDED WITH POSITIVE ROLE MODELS AND WILL BE SUPPORTED IN THEIR LEARNING, THROUGH ONE-TO-ONE DISCUSSIONS AND INDIVIDUALISED RESPONSE TO MEET THEIR NEEDS
- MENTORING AND COACHING MAY INCREASE THE YOUNG PERSON'S CHANCES OF CONTINUING AND COMPLETING THEIR EDUCATION



# 13. DIGITAL INCLUSION

RISKS

CONDITIONS

**ACKNOWLEDGE TECHNOLOGY'S RISKS AND** ADDRESS THEM (E.G. COST OF EQUIPMENT, OVERUSE OF ICT, DIGITAL GAP AMONG LEARNERS, SAFE NAVIGATION, LEARNERS WITH SPECIAL EDUCATIONAL NEEDS)

**SCHOOLS NEED TO BE** PROVIDED WITH ADEQUATE EQUIPMENT A DIGITAL STRATEGY SHOULD BE PROMOTED AT NATIONAL AND LOCAL LEVEL

TRAINING ON DIGITAL SKILLS SHOULD

BE MADE AVAILABLE FOR TEACHERS

AND LEARNERS MUST BE EDUCATED

ON HOW TO USE DIGITAL TOOLS IN A

SAFE AND PROACTIVE WAY

HOW TO BE IMPLEMENTED?

**DEVELOP A MONITORING** AND EVALUATION SYSTEM CONCERNING THE USE OF **DIGITAL TOOLS** 

**PROVIDE EQUAL ACCESSIBILITY TO DIGITAL** TOOLS TO ALL TEACHERS **AND LEARNERS** 

OFFER A VARIETY OF GUIDANCE ACTIVITIES (WORK SIMULATIONS OR 'DISCOVERY WORKSHOPS')

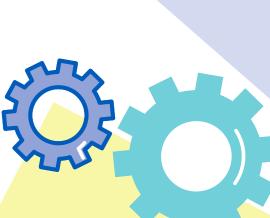
PRIORITISE OVERCOMING LANGUAGE BARRIERS TO ACCESS DIGITAL TOOLS AND CONTENT

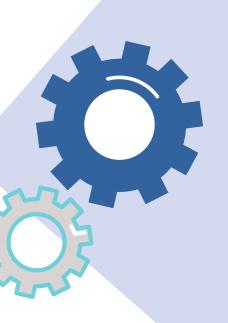
**DEVELOP BLENDED** LEARNING **APPROACHES** 



• VULNERABLE LEARNERS WILL RECEIVE FURTHER SUPPORT AND BE INCLUDED IN THE LEARNING ENVIRONMENT (E.G. SPECIAL EDUCATIONAL NEEDS, NON-NATIVE SPEAKERS)







# 14. FLEXIBLE EDUCATION AND TRAINING SYSTEMS

CREATE FLEXIBILITY
IN EDUCATION
SYSTEMS

ALLOW FLEXIBILITY IN ENROLMENT AND REGISTRATION

PROMOTE ALTERNATIVES
TO GRADE RETENTION AND
AVOID SUSPENSIONS AND
EXPULSION FROM SCHOOL

ADAPT LEARNING
PATHS TO
STUDENTS' NEEDS

PROVIDE INDIVIDUALISED TEACHING METHODS MAKE IT EASIER FOR LEARNERS TO CHANGE PATHWAYS



OFFER FLEXIBILITY IN PROGRAMME DELIVERY

- PART TIME
- BLENDED LEARNING
- EVENING CLASSES

BREAK DOWN PROGRAMMES
INTO UNITS OR MODULES TO
ENABLE MOVEMENT ACROSS
THE SYSTEM



- PROGRAMMES ARE REORGANISED TO BETTER RESPOND TO LEARNERS' NEEDS
- POSITIVE ATTITUDE TOWARDS THE EDUCATION AND TRAINING SYSTEM WILL INCREASE



## 15. PRACTICAL APPLICATION OF THEORETICAL COURSES

UNDERSTANDING THE PRACTICAL APPLICATION OF THEORETICAL COURSES HELPS KEEP STUDENTS MOTIVATED. HOWEVER, MAKING THE LINKS BETWEEN THEORY AND PRACTICE CAN BE A COMPLEX PROCESS AND MANY LEARNERS NEED SUPPORT TO REFLECT ON IT.

HOW?

PERIODICALLY REVIEW VET
PROGRAMMES TO CHECK THEIR
ALIGNMENT WITH LABOUR
MARKET SKILLS NEEDS

KEEP VET TEACHERS'
KNOWLEDGE OF THE
WORKPLACE UP TO DATE

A MENES byle

ENSURE CONSISTENCY
BETWEEN SCHOOL-BASED
AND WORK-BASED
LEARNING

INTEGRATE THEORETICAL
CONTENT INTO THE
VOCATIONAL CONTEXT

EVENLY DISTRIBUTE
WORK-BASED LEARNING
THROUGHOUT THE
PROGRAMME

TO ESTABLISH LINKS BETWEEN
SCHOOL-BASED AND WORK-BASED
LEARNING REQUIRES COOPERATION
BETWEEN TRAINING PROVIDERS AND
EMPLOYERS

PROMOTE ACTIVE LEARNING
TO MAKE TEACHING OF THE
THEORETICAL CONTENT
MORE ENGAGING

ALTERNATING PRACTICAL
TRAINING WITH
THEORETICAL INSTRUCTION



• UNDERSTANDING THE LINK BETWEEN THE THEORETICAL CONTENT AND ITS PRACTICAL APPLICATION WILL KEEP STUDENTS MORE INTERESTED IN LEARNING AND THEY WILL CONSIDER ACADEMIC ACHIEVEMENT MORE MEANINGFUL

# 16. PSYCHOSOCIAL SUPPORT

MANY FACTORS CAN CAUSE DISTRESS FOR STUDENTS (E.G. BULLYING, DISCRIMINATION, BEHAVIOUR ISSUES, PSYCHOSOCIAL PROBLEMS, TRAUMA)

MENTAL HEALTH AND PSYCHOSOCIAL SUPPORT (MHPSS) REQUIRES A MULTIDISCIPLINARY AND HOLISTIC APPROACH

SCHOOLS ARE PLACES WHERE THESE SIGNS OF DISTRESS CAN BE EARLY DETECTED AND PROMPTLY ADDRESSED WITH THE INTERVENTION OF THE TEACHING STAFF AND OTHER PROFESSIONALS

SCHOOLS MUST FUNCTION AS ZONES OF PROTECTION.

PROVIDE A WELCOMING, NURTURING, SAFE AND
RESPONSIVE ENVIRONMENT FOR ALL LEARNERS, LEARNERS'
PSYCHOSOCIAL WELL-BEING MUST BE CONSIDERED A
COLLECTIVE WHOLE-SCHOOL RESPONSIBILITY

DESIGN A SYSTEMIC MULTI-LAYERED APPROACH

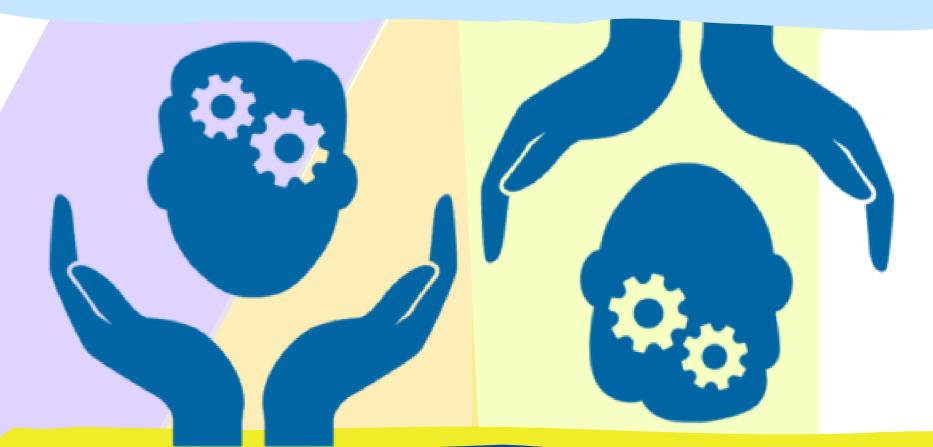
INVOLVE DIFFERENT
COMMUNITY ACTORS IN
PROVIDING SUPPORT

OFFER SPECIFIC SUPPORT
FOR REFUGEE AND
DISPLACED LEARNERS

USE ART AND
CREATIVE
APPROACHES

PROVIDE CONTINUOUS
PROFESSIONAL
DEVELOPMENT ON
PSYCHOSOCIAL SUPPORT

ENSURE TEACHERS
AND TRAINERS'
SELF-CARE



- PSYCHOSOCIAL SUPPORT HELPS TACKLE SOCIAL, HEALTH AND PSYCHOLOGICAL CHALLENGES FACED BY YOUNG PEOPLE
- THIS TYPE OF SUPPORT SHOULD LEAD TO AN IMPROVEMENT OF WELL-BEING AND TRUST AMONG STUDENTS, TEACHERS AND TRAINERS, AND STIMULATE A POSITIVE ATTITUDE TOWARDS LEARNING

# 17. WORK-BASED LEARNING AND SIMULATIONS

THE PROVISION OF WORK-BASED LEARNING AND CLOSE-TO-REAL SIMULATIONS PROVIDE OPPORTUNITIES TO EXPERIENCE THE EVERYDAY REALITY OF THE WORKPLACE AND ARE SUITABLE FOR ALL YOUNG PEOPLE

BUILD DIRECT PARTNERSHIPS
WITH EMPLOYERS AND
COMMUNITY-BASED
ORGANISATIONS

PROVIDE DIFFERENT MODELS
OF WORK-BASED LEARNING
AND CLOSE-TO REAL
SIMULATIONS

ENSURE REGULAR
COMMUNICATION BETWEEN
THE SCHOOL TUTOR AND
THE COMPANY TUTOR

APPRENTICESHIPS (THAT FORMALLY COMBINE / ALTERNATE COMPANY-BASED TRAINING WITH SCHOOL-BASED EDUCATION)

SCHOOL-BASED VET WITH ON-THE JOB TRAINING PERIODS IN COMPANIES (INTERNSHIPS, WORK PLACEMENTS, TRAINEESHIPS) WORK-BASED
LEARNING / WORK
TASTERS IN A SCHOOL

- PROVIDING WORK-BASED LEARNING AND CLOSE-TO-REAL SIMULATIONS OPPORTUNITIES TO YOUNG PEOPLE ENABLES THEM TO DEVELOP THEIR EMPLOYABILITY SKILLS AND THEIR UNDERSTANDING OF THE WORLD OF WORK
- IT HELPS LEARNERS DEVELOP THEIR AWARENESS OF JOB DEMANDS AND EMPLOYER EXPECTATIONS, AND ULTIMATELY SUPPORTS THEIR EFFECTIVE TRANSITION AND INTEGRATION TO THE LABOUR MARKET



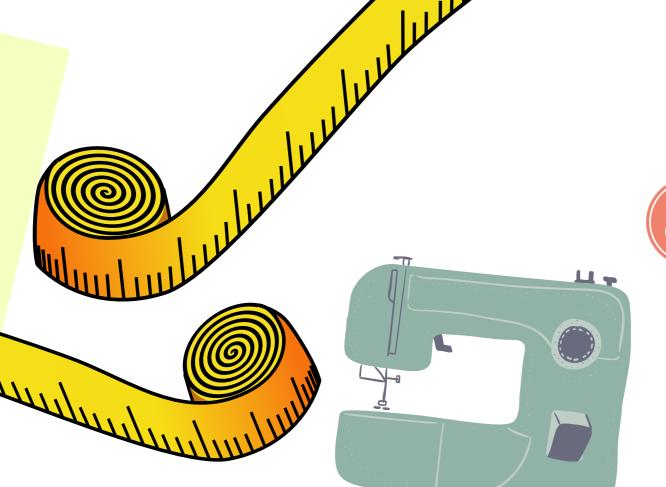


# 18. TAILORED LEARNING PATHWAYS

AN INDIVIDUALISED
APPROACH CAN BE
ACHIEVED AS FOLLOWS:

ASSESS THE INDIVIDUAL'S
EXISTING SKILLS AND
KNOWLEDGE BASE

DEVELOP AN INDIVIDUAL LEARNING OR CAREER PLAN: A LEARNING PLAN SHOULD MEET THE NEEDS OF THE INDIVIDUAL IN TERMS OF CONTENT AND LEARNING STYLES



UTILISE THE PROCESS
TO EMPOWER THE
YOUNG PERSON

- LEARNERS WHO ARE GIVEN THE OPPORTUNITY TO PLAN THEIR INDIVIDUAL LEARNING AND CAREER PATHWAY WILL HAVE CLEAR OBJECTIVES AND WILL BE MORE ENGAGED AND MOTIVATED THOUGHOUT THEIR LEARNING PROCESS
- IT ALSO HELPS THEM TO FEEL A SENSE OF OWNERSHIP OVER THEIR FUTURE PLANS AND IT PROVIDES THEM WITH THE SKILLS TO CONTINUE TO PLAN AND MANAGE THEIR CAREERS IN THE FUTURE

CONDUCT REGULAR PROGRESS
REVIEWS RELATED TO THE PLAN,
AND REVISE THE PLAN IN LINE
WITH THIS PROGRESS

ADDRESS OTHER LEARNING
SUPPORT NEEDS
THROUGH A CASE
MANAGEMENT APPROACH

## 19. VALIDATION OF NON-FORMAL AND INFORMAL LEARNING

VALIDATION IS A PROCESS THAT CAN
BE CARRIED OUT BY DIFFERENT
STAKEHOLDERS WITHIN THE
EDUCATION AND TRAINING SECTOR,
LABOUR MARKET AND THIRD SECTOR

TRAIN PRACTITIONERS INVOLVED IN VALIDATION PROCESSES TO PROVIDE INFORMATION, ADVICE, GUIDANCE

VALIDATION PROCEDURES AND MATERIALS SHOULD BE RESPONSIVE TO ALL DIFFERENT NEEDS

- EDUCATION PROVIDERS AND EMPLOYERS MIGHT USE THE FORMAL OUTCOME OF A VALIDATION (E.G. CERTIFICATE)
- THE DIFFERENT STAGES OF VALIDATION, IN PARTICULAR THE IDENTIFICATION STAGE, ALLOWS A YOUNG PERSON TO REFLECT ON THE COMPETENCES GAINED AND HOW THEY COULD BE USED IN THE FUTURE

FOUR DIFFERENT STAGES TO VALIDATION:

- IDENTIFICATION
- DOCUMENTATION
- ASSESSMENT
- CERTIFICATION

SELECT THE RIGHT VALIDATION
TOOLS (E.G. PORTFOLIO,
EXAMINATION, REPORT, CV,
OBSERVATION, ETC.)

RECOGNISE SKILLS AND COMPETENCES ACQUIRED IN A VARIETY OF SETTINGS

PLACING THE LEARNER AT
THE CENTRE OF THE
VALIDATION PROCESS

INVOLVE DIFFERENT
STAKEHOLDERS IN THE
VALIDATION PROCESS TO ENSURE
THE QUALITY AND COHERENCE OF
THE VALIDATION EXPERIENCE



ENSURE THE CREDIBILITY OF VALIDATION BY EDUCATION PROVIDERS AND EMPLOYERS

FOLLOW-UP AFTER VALIDATION:
KEEP TRACK OF THE PROGRESS AND
MOBILITY OF INDIVIDUALS
FOLLOWING COMPLETION OF A
VALIDATION PROCEDURE

# 20. SECOND CHANCE MEASURES

CLASSROOM-BASED APPROACH TO LEARNING IS NOT APPROPRIATE FOR ALL YOUNG PEOPLE

SECOND CHANCE OPPORTUNITIES TEND TO USE
A DIFFERENT METHODOLOGY, OFTEN INSPIRED BY
VET PEDAGOGIES (E.G. MORE HANDS-ON, MORE
TAILORED TO THE INTERESTS OF THE LEARNER)
WHICH CAN BE MORE APPEALING

SECOND CHANCE MEASURES CAN ALSO TAKE A HOLISTIC APPROACH AND PROVIDE SUPPORT TO TACKLE LEARNING BARRIERS THROUGH A MULTI-PROFESSIONAL CASE MANAGEMENT APPROACH

REACH OUT TO YOUNG
PEOPLE THROUGH LOCAL
SUPPORT

START WITH AN ASSESSMENT OF THE LEARNERS' EXISTING KNOWLEDGE, SKILLS AND INTERESTS

ENGAGE AND DEVELOP THE 'WHOLE PERSON'

INCLUDE MOTIVATIONAL ACTIVITIES CREATE AN ALTERNATIVE TO MAINSTREAM EDUCATION WHICH IS FLEXIBLE AND ADAPTS SCHOOL TO STUDENT'S ABILITIES AND NEEDS

• SECOND CHANCE MEASURES PROVIDE LEARNERS WITH AN OPPORTUNITY TO GAIN A FORMAL QUALIFICATION THEY DID NOT OBTAIN WHILST IN MAINSTREAM SCHOOL

• THESE SOFT OUTCOMES CAN HELP TO PREPARE THEM FOR A RETURN TO FORMAL LEARNING OR TO ENTER EMPLOYMENT. SECOND CHANCE OPPORTUNITIES MIGHT ALSO LEAD TO POSITIVE OUTCOMES FOR YOUNG PEOPLE FACING COMPLEX BARRIERS TO LEARNING

USE APPROPRIATE
TEACHING AND
LEARNING METHODS

LINK SECOND CHANCE
MEASURES WITH
FORMAL EDUCATION



TOOLKIT WEBSITE: WWW.CEDEFOP.EUROPA.EU/TEL-TOOLKIT



CONTACT US: VET.TOOLKI@CEDEFOP.EUROPA.EU







FOLLOW US ON SOCIAL MEDIA

#EARLYLEAVING #VETTOOLKIT #VETTEACHERSTRAINERS



# **VET** toolkit for tackling early leaving

