

# BRIDGES

Improving Work-based Learning Through Employer links

# BRIDGES?

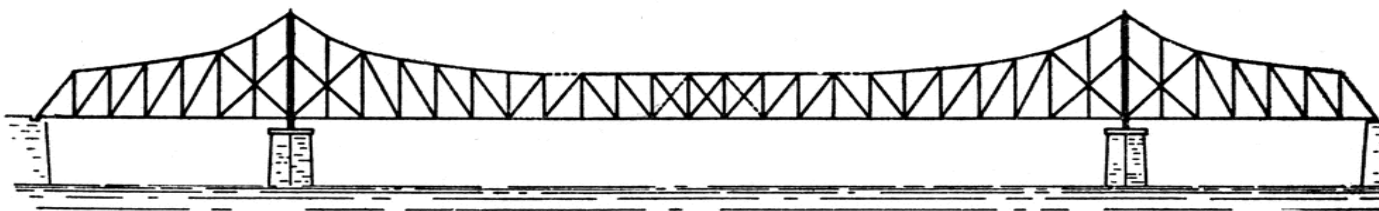
*BRIDGES WBL- Improving work-based learning through employer links*

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## **O2 BRIDGES CPD Programme**

### ***Learning outcomes matrix***

developed by: Evolve Global Solutions



Center for Social  
Innovation



Centrum Wspierania  
Edukacji  
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## **Terminology to be used:**

Within the proposal the 4 aspects of training have been described as Levels i.e.

Level 1 – Building Educational Capacity

Level 2 – Co-designing curricula and career pathways

Level 3 – Leading Networks

Level 4 – Enhancing Internationalisation

Each level has 9 learning outcomes, these are described below. You will see that each row within the LOM has been colour coded and that each colour represents a unit. So Unit 1 has 3 learning outcomes as do units 2 and 3.

The term 'level' used here does not refer to the level of certification but simply that our framework has 4 aspects within it.



## Level 1: Building educational capacity

This learning unit corresponds to the level 1 of the BRIDGES Employer Engagement Framework. In relation to this unit VET managers and professionals will learn how to advise employers on the dynamics of labour demand, the need to strengthen VET curricula, facilitate instruction, knowledge and skills acquisition supported by technology-enhanced learning.

Know how to...	Demonstrate I can...	Behaviours for success...
Produce a learning needs analysis for the workforce/sector	Gather relevant information from departments across the employer/sector and correlate the findings into a report	Ability to interface with workforce and management at all levels of expertise and education to collect relevant information
Produce training plans and materials recommended by the TNA	Produce information and teaching materials relevant to the sector for delivery in house and in conjunction with VET institutions	Materials and plans reflect industry needs and contain sufficient detail to be teachable at the relevant level
Train sector trainers and assessors to deliver and assess the materials prepared	Deliver training to sector based staff on how to effectively deliver VET based learning and assessment	Ability to apply VET model across sectors/ contexts and different levels of expertise, find solutions for problems

Key	
Unit 1	
Unit 2	
Unit 3	

## Level 2: Co-designing curricula and career pathways

This learning unit corresponds to the level 2 of the BRIDGES Employer Engagement Framework. In relation to this unit, VET managers and professionals will learn how to Engage employers in mapping career profiles and developing or modifying VET curricula and/or job profiles.

Know how to...	Demonstrate I can...	Behaviours for success...
Obtain National and local occupational/ professional standards for a sector	Use a variety of avenues to obtain standards designed for an industry or sector in cooperation with educational/professional or legal requirements	Use of NOS (National Occupational Standards or similar) to define industry needs
Liaise with industry professional bodies and committees on education and training	Form relationships with appropriate contacts to relate national standards to job roles	Ability to present NOS data and requirements in language relating to the sector
Build a functional map of the roles in the sector related to the industry with employers and professional bodies	Use working parties to form a full functional map for the sector to correlate with national standards and identify gaps if they exist	Use functional map to break down areas for VET and identify common (e.g. HSE) and specialist areas across a sector

Key	
Unit 1	
Unit 2	
Unit 3	



### Level 3: Leading and networking

This learning unit corresponds to the level 3 of the BRIDGES Employer Engagement Framework. In relation to this unit, VET managers and professionals will learn how to build (multi)-VET, employers and stakeholders' partnerships that transform local, regional and/or national workforce systems, boost the growth of targeted industries or sectors and lobby.

Know how to...	Demonstrate I can...	Behaviours for success...
Form partnerships between employers, regulators and educators with relevant expertise	Work with industry regulators and stakeholders to identify pathways for employer VET partnerships	Ability to interface with all groups and negotiate common ground
Ensure that new or revised learning and qualifications are fit for industry/sector purpose and not "off the peg"	Involve VET partners in design process for new or revised qualifications with employer input	Understand the needs of the employer and the methodology of delivery of the educational institutions
Encourage industry bodies and employers to produce programmes and initiatives to improve VET in a national framework	Present projected outcomes of programmes to local and national regulatory and government bodies to encourage buy in and funding for VET projects	Ability to present the benefits to all concerned of VET programmes in an industry

Key	
Unit 1	
Unit 2	
Unit 3	

## Level 4: Enhancing internationalisation

This learning unit corresponds to the level 4 of the BRIDGES Employer Engagement Framework. In relation to this unit, VET managers and professionals will learn how to advise VET providers and employers for the strategic planning of WBL international cooperation.

Know how to...	Demonstrate I can...	Behaviours for success...
Understand and develop a business strategy for the organisation which identifies the opportunities and risks in developing WBL international cooperation	Carry out research that will inform the strategy, taking into account key areas such as geographical and demographic points of view	Deliver models of learning to different stakeholders, giving them the ability to apply the VET model to their own national, regional, and local requirements.
Research the benefits of VET and WBL systems in a sector/ country to enable this to be shown as a positive case for the adoption of the WBL model.	Analyse and compare frameworks and national standards across EU countries showing the benefits to other countries not yet engaged in the VET model	Apply and adapt delivery to changing needs of the employers, the sector/nation as knowledge increases and possible changes to programmes are made.
Discover and design CPD and other activities that will raise awareness and confidence of all stakeholders to deliver the organisation's internationalisation strategy	Deliver within international settings for in-person or digital delivery while adapting learning to different VET systems based on the EQF	Produce processes, procedures and policies that support successful international partnerships and cooperation

Key	
Unit 1	
Unit 2	
Unit 3	



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