IMPACT

Pilot training course

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1 1. Introduction to the IMPACT Course Concept

IMPACT offers a professional training (qualification) for educational professionals in the field of VINFL and Competence Oriented Learning (COL) which is based on a blended learning approach consisting of:

- A preliminary e-learning and distant learning part,

- A f2f course held in Alden Biesen in September 2015

- 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 second face to face course held in Peniche, Portugal

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 IMPACT 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 5[1]) 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)

- An in-depth approach to **validation of Informal Learning**

- The implementation of **state of the art learning technologies** in combination with COL and VINFL

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

2   IMPACT Course Programme Summary

The IMPACT 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

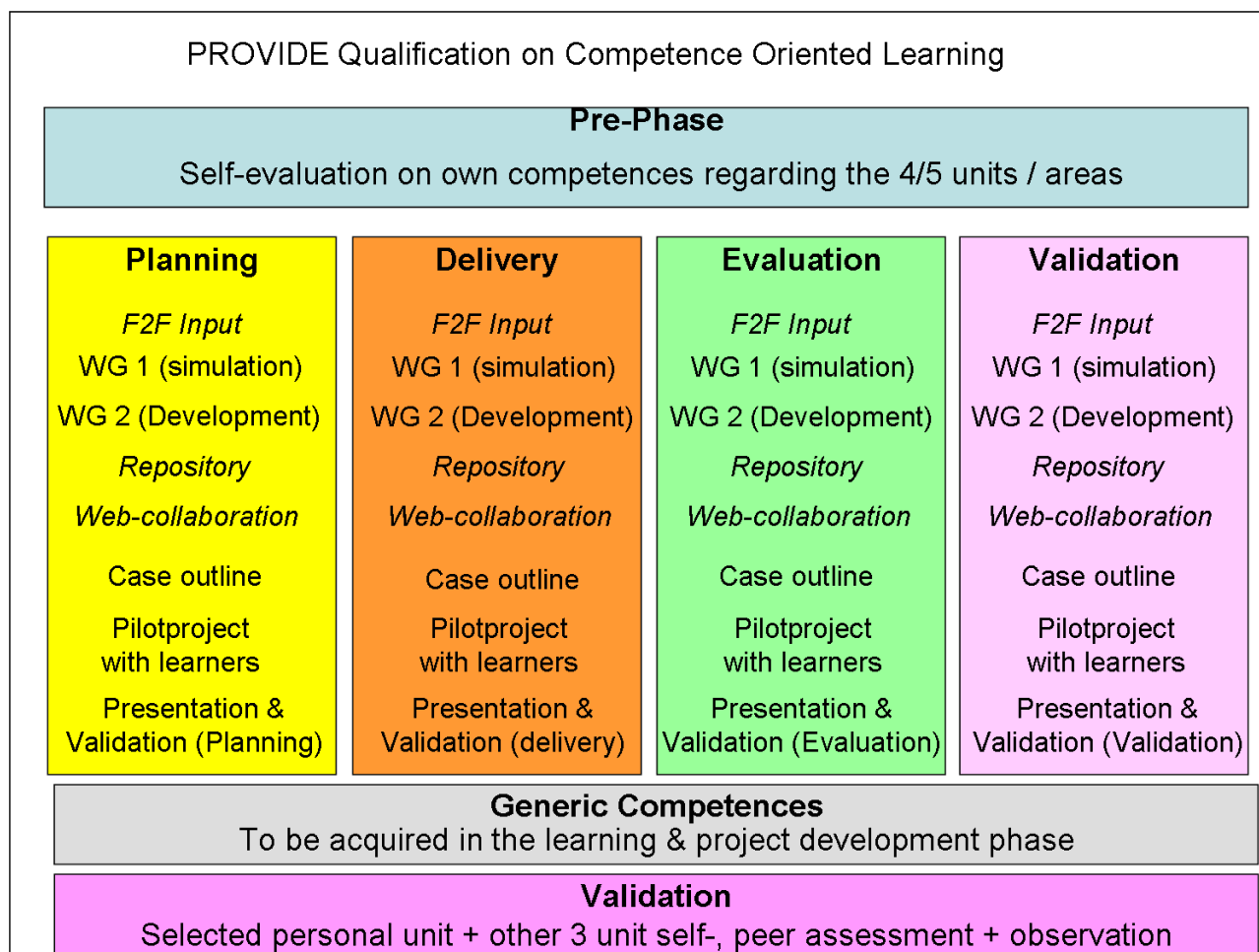| PROVIDE Qualification on Competence Oriented Learning			
Pre-Phase Self-evaluation on own competences regarding the 4/5 units / areas			
Planning *F2F Input* WG 1 (simulation) WG 2 (Development) *Repository* *Web-collaboration* Case outline Pilotproject with learners Presentation & Validation (Planning)	**Delivery** *F2F Input* WG 1 (simulation) WG 2 (Development) *Repository* *Web-collaboration* Case outline Pilotproject with learners Presentation & Validation (delivery)	**Evaluation** *F2F Input* WG 1 (simulation) WG 2 (Development) *Repository* *Web-collaboration* Case outline Pilotproject with learners Presentation & Validation (Evaluation)	**Validation** *F2F Input* WG 1 (simulation) WG 2 (Development) *Repository* *Web-collaboration* Case outline Pilotproject with learners Presentation & Validation (Validation)
Generic Competences To be acquired in the learning & project development phase			
Validation Selected personal unit + other 3 unit self-, peer assessment + observation			

Chart 1: Structure of the IMPACT 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 IMPACT 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 IMPACT a frame for developing and reflecting the individual's competence development against the IMPACT competence framework and to validate these processes with the LEVEL5 method.

2.2 Sequencing

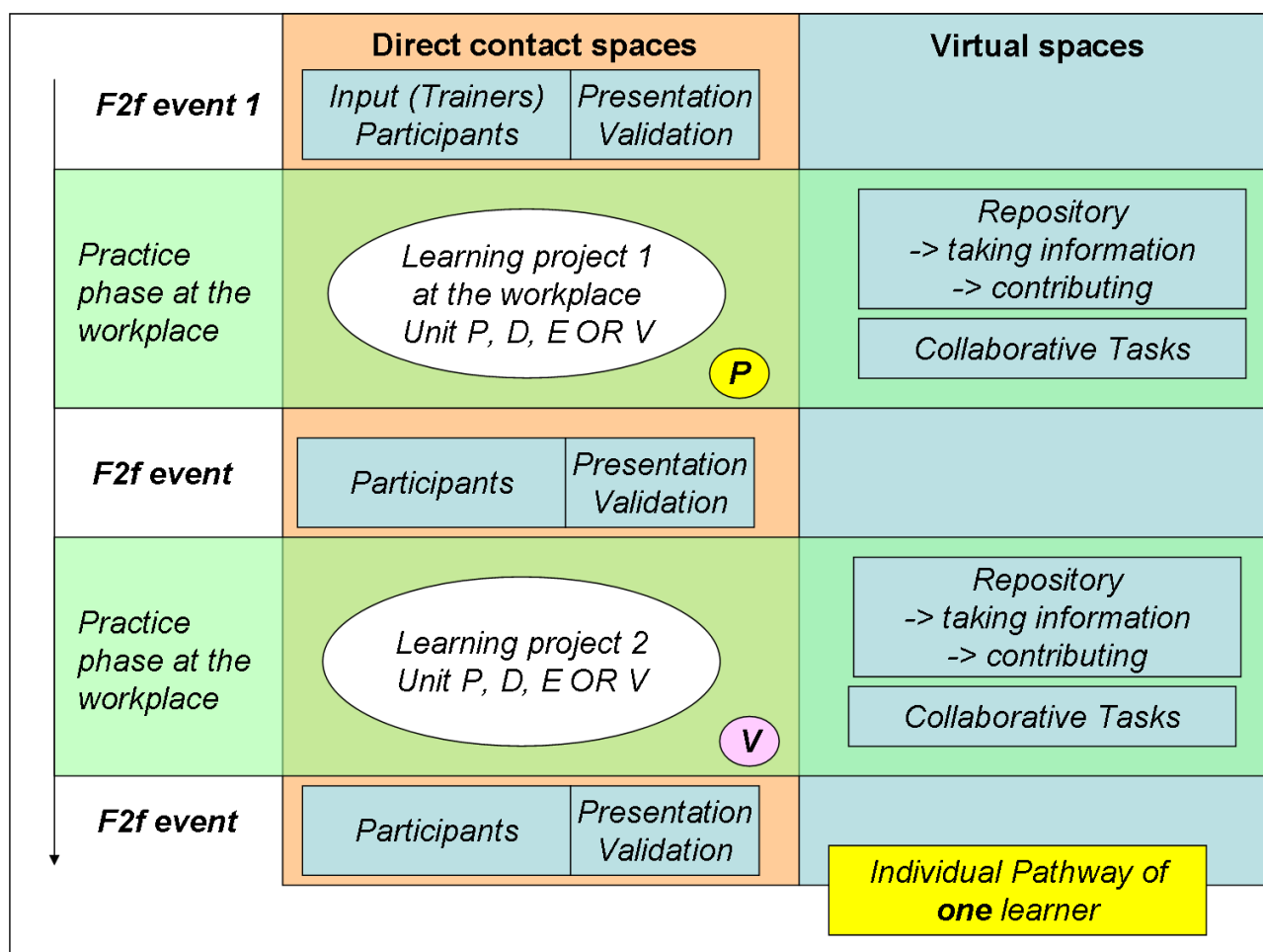|	Direct contact spaces		Virtual spaces
F2f event 1	Input (Trainers) Participants	Presentation Validation	
Practice phase at the workplace	Learning project 1 at the workplace Unit P, D, E OR V (P)		Repository -> taking information -> contributing / Collaborative Tasks
F2f event	Participants	Presentation Validation	
Practice phase at the workplace	Learning project 2 Unit P, D, E OR V (V)		Repository -> taking information -> contributing / Collaborative Tasks
F2f event	Participants	Presentation Validation	Individual Pathway of **one** learner

Chart 2: Sequencing of units and learning modalities

The IMPACT course was carried out in two f2f phases. The second one related more to validation and the connection with learning technologies.

This second phase, which was delivered in April 2016 was followed by an implementation phase, which has a duration of 5-6 months, accompanied by monthly online workshops and a webinar with further theoretical input on evaluation.

The IMPACT course was finalised by a "workshop conference" in September 2016 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 and validation is

- describe what competences educational professionals need in order to plan, deliver, evaluate and validate a learning process

- describe validation systems for competences (in particular LEVEL5)

- 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

- apply a self assessment at the end of the course

2.4   Content

- Input (theory and practical examples) on competence based learning, open learning environments and validation systems (mainly LEVEL5)

- Working with the IMPACT 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 IMPACT 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 IMPACT course group was established, providing a networking area and information on the course concept and learning units, the learners, the IMPACT competence framework and a repository of learning materials for the IMPACT competence areas described above.

Time/Modality	Topic:	Aim:	Method
E-Mail and my-VITA platform	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 IMPACT course platform with automatic display of test results.
my-VITA flexible timing	Getting familiar with the IMPACT concept and materials: # general concept # all competence descriptions (framework) # competence frameworks and learning units	Getting acquainted with the project and the concept, (didactics and mathetics, "new ways of learning". First contact with the repository	Downloading and reading
my-VITA	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. 7th
Zoom online conference, 2 dates offered: 1,5 hrs	Self-presentation of the learners along selected questions, Excurse to the basic IMPACT 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 flexible timing	Task: Read and share expertise on learning to learn (L2L) competences in the specific my-VITA IMPACT course repository	Understanding L2L competences, collecting explanatory approaches and supporting materials on my-	Downloading and uploading materials on the my-VITA platform

		VITA	
my-VITA	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 IMPACT	Tick box task as preparation for the face to face (F2F)

4 Face to Face course programme

Day 1 - morning

Time	Topic	Aim	Method
Part1	• Get together and get to know each other • Introduction on IMPACT and the F2F-meeting	Getting to know each other Over all explanation of the project	Speed dating Presentation, Discussion
Part 2	• 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 regarding the IMPACT themes in which they would make a project.
Part 3	• Input on Competence Oriented Learning	Exchange the experiences participants have and the expertise they have in the area of competence development and validation	Presentation

Time	Topic	Aim	Method
Part 4	• Workshop: discussing and contributing to achieve a common understanding on the IMPACT topics; e.g. CBL, L2L, didactics and mathetics, planning, delivery, validation and evaluation.	Understanding the individual involvement and the tasks in the IMPACT group and volunteering for an interesting and relevant theme in the IMPACT 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.
Time	Topic	Aim	Method
Part 5	• Competences for educational professionals and LEVEL5 • Short presentation of LEVEL5, validation and the IMPACT competence framework	Getting (more) familiar with the competence framework	Presentation by Tim Scholze Competence frameworks online. Presenting the ratings of each participant
Part 6	• LEVEL5 hands on session • self and tandem validation on a given competence • Discussion and reflection	Practical exercise with the LEVEL5 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
	Break		
Part 7	• Towards IMPACT pilots: • Development of individual projects with concrete actions. • 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	Outlining the issues that might be done as pilots in the home institutions of the participants. First clustering of related learning project ideas around round tables and further elaboration.	Short instruction Individual or group work filling project planning patterns Working groups on related topics

Day 2 – morning

Time	Topic	Aim	Method
Slot 1	• Open questions from day 1 – spotlight	Clarify questions and wrap up day 1	Spotlight – reflection round
Slot 2	• 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
Slot 3	• 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
Time	**Topic**	**Aim**	**Method**
Slot 4	• 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
Slot 6	• Group work on the content areas of the repositories	Commitment, clarity, inspiration and perspective	Group work and internet research
Slot 7	• Planning IMPACT 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
Slot 8	• Evaluation and reflection • Outlook up to learning project end • Farewell	Rounding things up, reflection of course and feedback, answering open questions, giving an overview of next steps ahead	Bulls eye, reflective questions, evaluation form Presentation of steps ahead

x IMPACT
Course Concept

Erasmus+

Day 3

	Theme	Actions	Intention/Outputs
Slot 1	• Welcome, where is IMPACT right now? • Presenting the strategic objectives and envisaged outputs	• Presentation of programme and the intentions • Discussion on the strategy and perspectives	• Presenting the general situation regarding ECVET and the IMPACT idea
Slot 3	• Work group 1 • Identifying fields of applications • Brainstorming	• Forming and selecting work groups • 5- 6 workgroups • Idea generation	• Present service or product improvements, new technical solutions, cost reductions or process improvements
Lunch	•	•	
Slot 2	• Presentation of the IT part, tools and instruments • Discussion on the application in practice	• state of play (IT group) • identifying stakeholders (partners) who use certain learning technologies	• To understand the whole impact of the technological developments • To link it to ECVET and web-supported learning
Slot 4	• Work group 2	• concept development and system design	• Holistic and common understanding of a problem and its potential solutions

Day 4

	Theme	Actions	Outputs
Slot 1	• Plenary • Work group 3	• Presentation of concepts • concept development and system design	• wrap up, discussion • Defining the elements of a product or service that meets the requirements.
Slot 2	• Work group 4	• Detail design	• Design information in a form of plans, drawings, calculations, diagrams, models, or prototypes
Lunch			
Slot 3	• Plenary	• Testing and discussion	• Pre-check that the build concept/product meets the requirements and performs as planned.
Slot 4	• Work group 5	• Building the system	• Realisation of design, sharing of practical experiences, social context and team collaboration

Day 5

	Theme	Actions	Outputs
Slot 1	• Work group 5 cont.	• Building the products and systems	• Realisation of design, sharing of practical experiences, social context and team collaboration
Slot 2	• Plenary	• Testing and discussion	• Check that the build concept/product meets the requirements and performs as planned.
Lunch			
Slot 3	**Presentation**		
Slot 4	- Presentation of Validation & Competence oriented learning (maybe a short hands-on session?) - Presentation of the IMPACT approach - Presentation of the products and services „Introduce a product first time into the market".		

Day 6

	Theme	Actions	Outputs
Slot 1	• Plenary • IMPACT to dos	• Feed-back on the conference • Distributing tasks up to the end of the project • Preparing the final conference	
Slot 2	In Parallel • Project workshops • Work group cont.	• Project development for ERASMUS+ projects • Building and finalising the products and systems	• Project proposals • Realisation of design, sharing of practical experiences, social context and team collaboration
Lunch			
Slot 3	Parallel project and product sessions	Valorisation • How to realise a minimum of required approaches (courses or learning offers) in IMPACT	• Valorisation concept
Slot 4	Parallel project and product sessions Reporting in IMPACT		• Project proposals • Preparing the presentations

Day 7

	Theme	Actions	Outputs
Slot 1	• Plenary	• Presentation of results	Project plans for COL and VINFL projects
Slot 2	• Perspectives	• Networking and setting up collaboration on my-VITA • Preparing the final conference; liaising with other projects	Networking plan, preparation of the final conference
Slot 3	• Self assessment	• Validation of competences related to VINFL and COL	Competence validation

5   Follow up

5.1   Individual learning projects
The individual learning projects have been carried out by the participants of the IMPACT 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 IMPACT course was closed with a second self-validation workshop in which the piloting partners, carried out a self-assessment and reported on their projects and lessons learnt and contribute to the further development of the IMPACT system.

The self-assessment results were analysed in the IMPACT evaluation report.

Annexes:

The IMPACT Learning Materials

The presentations and learning materials used in the IMPACT training course are available for download on the IMPACT course my-VITA platform.

IMPACT Learning Space

This Open Learning Space provides access

- to the *e-learning* part of the *IMPACT courses*
- to a *validation* area (with a self-assessment of your validation competences)
- to a *growing repository* of OER - materials, literature and tools related to VINFL and COL
- to the *outputs* of the IMPACT project, namely tools, instruments and platforms for VINFL

Navigating the IMPACT Platform areas

Home   Course   Repository   Outcomes   Validation

The Course Area

In the course area we provide all necessary materials from the IMPACT course. The course is a continuing professional development (CPD) for eductaional professionals in the field of competence oriented and situative learning and validation.

The first course was delivered as 5 days face to face (F2F) event in the castle of Alden Biesen in 2015.From 2017 onwards it will be offered as CPD in funded European KA1 course modules for educational professionals.

The course covers competence areas:

1. Planning
2. Delivery
3. Validation
4. Evaluation

of competence oriented and situated learning.

Click on the course icon below to access this area:

The IMPACT course

The Validation Environment

This is your connection to the VALIDATION environment.

With this tool you may do a self-assessment of your competences regarding COL and VINFL, more specifically to your competence to:

- *Assess and document learning outcomes with LEVEL5*

While you received all necessary documents on the course in the upper "COURSE" sections the validation just refers to what you have learnt in regard to this specific competence.

Your self-assessment is going to be checked by your tutor who will also issue the LEVEL5 documentations ("certificates") on this competence. You can save your LEVEL5 certificates in your individual portfolio section..

Click on the cube to acces the course and the validation software.

After accessing the moodle please enrol to the course:

- IMPACT: Validate your competence development
- you have to click on the title of the IMPACT course
- as IMPACT member no password for enrolment is required

Start page of the learning space

IMPACT

DASHBOARD · INHALT · PORTFOLIO · GRUPPEN · ADMINISTRATION

IMPACT - Relevant Themes

Ansicht bearbeiten

Overview · VINFL · **Informal Learning Patterns** · ECVET · **Validation manifesto**

von IMPACT Learning Space

The IMPACT Concept

The IMPACT learning concept is a **continuing professional development (CPD)** for educational professionals. It aims at the acquisition of professional competences related to **situative and competence oriented learning and validation of informal learning** with special focus on learning technologies and IT based learning.

The concept of the IMPACT course is less based on "traditional" teaching and training since it shows only reduced amounts of "input oriented learning" (presentations, trainer's input). Instead it represents a more "learner driven approach" based on collaborative and constructivistic principles that enable the learners to set up their own learning projects, to collaborate in finding solutions for challenges, to contribute to a common knowledge base and toolbox of OER and to explore and work in web-based open learning environments.

Navigation

Home · Course · Repository · Outcomes · Validation

Objectives

Approach

Course Units

1. Programme and Introduction
2. Unit: Competence oriented learning and planning informal learning in a competence oriented way
3. Unit: VINFL - Validation of informal and non-formal learning: Validation instruments in the EU, Developments on Validation in the EU
4. Unit: ECVET: Findings about technical ECVET specifications, Ontologies and their relevance for further ECVET developments

By clicking the links you reach the presentations held during the course.

IMPACT - Relevant Themes

Overview

VINFL

Informal Learning Patterns

ECVET

Validation manifesto

Competence areas

Competence framework

Competence Framework for Professionals in Education

Planning

Delivery

Evaluation

Validation

Generic Competences

Methodology

The IMPACT course is based on a blended learning concept which includes:

- Two F2F phases and monthly online conferences
- Interactive IMPACT platform (collaborative learning space) with conncetions to other digital sources, like the Open-ECVET website and the IMPACT moodle
- Pilot project to introduce VINFL at the participants' workplaces
- Competence validation and certification with the LEVEL5 software
- Presentation of pilot projects during the final conference in September 2016 in Thessaloniki.

Validation with LEVEL5

Because learning happens everywhere...

What is a competence?

LEVEL5 - What is it?

LEVEL5 - How to use it?

LEVEL5: The video

Catalogue of Assessment Methods

In order to assess competence developments one can use a number of assessment methods, that should be chosen according to the learning context and objectives of the assessment

Informal Learning patterns

How can informal ("unplanned") learning be improved without "formalising" it too much?

We developed a new planning device as counterpart to "instructional design patterns" that are used in formalised

Pilot Projects

The IMPACT pilots aim to explore approaches to introduce validation of non-formally or informally acquired competences in different fields of education, reaching from Universities to NGOsfor Adult Education.

UPLOAD

To upload your project description files please use the UPLOAD button. Then navigate to the respective folder (course area->learning project concepts). Finally you can just drag and drop your files into the upload field.

Course start page

Repository of learning materials

Further reading: The IMPACT manual for self assessment.