At the VET institution level, a development / action plan is an important feature of the VET institution improvement process. It can be used for monitoring and self-evaluation of practices and processes.

A VET institution development / action plan designed with the aim of involving the entire VET community, as a minimum, should:

- Be developed and implemented by the entire school community (including learners, parents and families) and with trainers, employers, multi-professional teams and external local services
- Be based on common goals and shared responsibilities with clearly defined roles for all actors involved
- Include targets and measures to address the underlying factors of early leaving from education and training
- Include support measures for VET staff (initial and continued professional development)
- Include the key outcomes and targets it intends to achieve within a specified timeframe

The engagement of the entire VET community within the VET institution and beyond involves a strategic vision which is grounded in an overall inclusive, learner-centred concept of education for all. This means creating safe, welcoming and caring learning environments. Such environments serve to promote student engagement, stimulate motivation and commitment towards learning, and encourage individuals to grow and develop to the best of their ability and to feel a sense of belonging.

As a minimum, welcoming and inclusive environments can be achieved by:

- Offering sports and/or cultural activities to help create a positive climate and a sense of belonging for all learners
- Creating common spaces to promote diversity
- Promoting the use of shared facilities and spaces to build relationships between teachers, trainers, learners and parents
- Ensuring all learners have access to teachers, trainers and other professionals who can support their educational and personal development needs
- Celebrating learner achievement
- Ensuring anti-bullying / conflict resolution strategies are in place
- Engaging staff and pupils in the VET institution surveys and evaluations
It is important all learners are given the opportunity to voice their views relating to their learning experience. They should also be given the opportunity to provide input into institutional decision-making. Utilising the process to empower a young person has a strong impact on their engagement in school life and company life (during in-company training), and their motivation to learn. Formal mechanisms include school councils and school surveys and evaluations. Less formal mechanisms may be required to reach marginalised learners and those at risk of disengagement (e.g. one-on-one sessions, small group work, and motivational project work).

Establishing links with the wider community offers reciprocal benefits to young people, the VET institution and the wider community. This includes establishing links with local NGOs representing minority / vulnerable groups at risk, and other local stakeholders such as employers. Collaboration with local NGOs and other community organisations representing minority groups and/or vulnerable groups at risk of early leaving could help to ensure that providers are better prepared to work with young people from these particular groups.

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Expected outcomes

When the entire VET community shares an inclusive, learner-centred vision of education for all, and a common approach to tackling early leaving from education and training, the following outcomes can be expected at different levels:

**INDIVIDUAL**
- Social / health / psychological / economic challenges being tackled in a holistic manner involving all members of the school community - including where necessary, external stakeholders
- Improved well-being

**INSTITUTIONAL**
- Increased information sharing and collaboration between VET teachers and trainers, and with parents and relevant stakeholders to ensure effective coordination of measures / interventions
- Ensuring specific measures / interventions are identified and tailored to the needs of the
- Promote a positive vision of oneself
- Foster a positive attitude to education and training

**INDIVIDUAL**

- Increased focus on ensuring learner progress is monitored
- Increased focus on creating welcoming and inclusive learning environments that encourage learner engagement and a sense of belonging
- VET practitioners increase their knowledge and understanding of educational disadvantage and the factors contributing to the process of disengagement and early leaving

**INSTITUTIONAL**

- Parents increase their knowledge of the curriculum, education and training, and the life of their children more generally

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### Related protective factors

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### Related resources

**Statistics and data**
Professionals involved in tackling ELET at school and community level
2013/2014

A variety of professionals play a role in tackling early school leaving in Europe: school heads, teachers, career counsellors, psychologists and therapists, social workers, youth workers, nurses, and speech and language specialists. In most countries, school heads and teachers are the key professionals responsible for tackling early leaving.

Good practices

**GOOD PRACTICE**

**Integrated Pedagogical System – Integrált Pedagógiai Rendszer (IPR)**

The Integrated pedagogical System in Hungary is a national programme that aims to enhance inclusive education. It requires the involvement and cooperation of teachers and external stakeholders. Schools participating in the programme report positive outcomes in classroom management, student autonomy, teacher-student relationships.

**Crafts Square**

*Piazza dei Mestieri*

In Italy, ‘Crafts Square’ offers young people, unemployed young people and adults with an alternative educational offer with a good balance between practical and theoretical courses. The environment created by the ‘Craft Square’ aims to ensure learners feel understood, supported and valued.

**GOOD PRACTICE**

**VerA – Prevention of Training Dropout**

Retired trained professionals volunteer their time and experience to support apprentices as part of a mentors scheme in Germany.

**Invest in talent**

Invest in Talent offers a combined offer of: internships, work, education, affordable housing, coaching for vulnerable young people to reduce dropout rates and support sustainable career perspectives.

Tools

**TOOLS**

**SOS-Network: Social Inclusion of students/learners with special needs into mainstream VET and labour market**

The SOS network is a practitioner’s community which contributes to the social inclusiveness of disadvantaged learners or those with special needs. The website is a platform for teachers, trainers and other professionals from all over Europe who share good practices and experiences of inclusive education.

**Guidelines for Teachers – P2Peer Tutoring**

The ‘Guidelines for Teachers – P2Peer Tutoring’ handbook is aimed at practitioners in secondary VET. The guidelines include “do’s and don’ts” and similar practical information to assist practitioners in their daily communication with learners.
### Reaching out to all learners: a resource pack for supporting inclusive education

*From the IBE-UNESCO series ‘Training tools for curriculum development’*

The ‘Training tools for curriculum development’ resource pack provides a framework to support the development of inclusive schools and classrooms. It provides guidance to support teachers on how to engage all learners.

| International |

### Need for all Youngsters

*Brug for alle Unge, (BFAU)*

The Danish initiative ‘Need for all Youngsters’ included national initiatives to raise awareness of the educational system, in particular VET, amongst parents from ethnic minorities.

- Denmark

### Concept and Materials - involve parents, improve school

The Involve Parents, Improve school toolkit provides practical solutions to teachers on how to improve parent involvement in school activities.

- Germany
- France
- Poland
- United Kingdom
- Spain
- Turkey
- Iceland
- Denmark
- Ireland
- Portugal

### Parents’ toolkit

*Mallette des parents*

In France, the ‘Parent’s Toolkit’ (mallette des parents) provides examples of how to increase parental participation in school life. The toolkit contains tools for educational teams to organise and facilitate discussions with parents.

- France

### European Network Against Bullying in Learning resource pack

The ENABLE resource pack contains training material for teachers and youth leaders/peer supporters, lesson plans, activities and resources, campaign ideas for schools, information for parents, and implementation guidelines.

- Belgium
- Croatia
- Denmark
- Greece
- United Kingdom
- Hungary
- Portugal

**Publications**
Towards a differentiated, holistic and systemic approach to parental involvement in Europe for early school leaving prevention

The RESL.eu project conducted a survey to explore the opinions of school personnel about the factors increasing the risk of early leaving, and the adequacy of the measures and policies in place to tackle this phenomenon. It covered seven countries: Belgium, the Netherlands, Poland, Portugal, Spain, Sweden and the UK.

Download the report here.

A Longitudinal Study of Educational Trajectories of Youth at Risk of Early School Leaving

The paper presents the findings of the longitudinal qualitative study of the educational trajectories of youth at risk of early school leaving in seven EU member-states.

This publication focuses particularly on the perspectives of young people under study.

Immigrant background and expected early school leaving in Europe: evidence from PISA

This technical brief analyses the relationship between immigrant status and educational expectations in PISA. Migration flows from outside and within the EU have increased in recent years, and this has raised the attention of policy makers and the general public, with special interests on the implications that those flows can have on, among other, the education system and the labour markets.

Quick wins

Listening to the student ‘voice’

Listen to the student ‘voice’ – give learners the chance to express their views about issues relating to their learning and welfare. Different approaches can be introduced at a low cost and be highly effective.

Create opportunities for informal interactions between students and VET provider staff

Creating opportunities for informal interactions between learners and staff can help build trust and create positive relationships.
