

Embedding Learning Outcomes in the Dutch VET System

Perspectives from Governance to Learners

Learning Outcomes in Dutch VET – Overview

- Since 1996, all qualifications are based on national LOs.
- LOs are defined in Qualification Files with core tasks and work processes.
- Both school-based and work-based routes lead to the same qualifications.
- Students and employers co-own the learning process.

Macro Level – System & Governance

- Ministry and SBB define LOs in consultation with sectors and schools.
- Qualification Files ensure national coherence and labour market alignment.
- Companies shape occupational profiles and review learning standards.
- Examination companies develop assessments in line with Qualification Files
- Students benefit from clear expectations and qualification recognition.

Meso Level – Institutions & Design

- VET schools design programmes based on national LOs but tailored to local context.
- Teachers and in-company trainers are expected to prepare learners for LOs.
- CPD for teachers is strong; support for company trainers is still limited.
- Students experience modular, flexible pathways tailored to their needs.

Micro Level – Practice & Pedagogy

- Teachers plan lessons and assessments directly aligned with LOs.
- In companies, LOs guide what students are expected to learn on the job.
- Trainers rely on students' initiative but may lack tools to support learning.
- Students know their learning goals but may struggle with autonomy.

Engagement with Learning Outcomes

Level	Stakeholder Perspective	Challenge
Macro	Employers help define useful LOs	Risk of over-formalised assessments
Meso	Schools/companies adapt delivery to student/company needs	Weak support for in-company trainers
Micro	Students value clarity; teachers and trainers guide practice	Learners vary in readiness for autonomy

Strengthening Stakeholder Engagement

- **Autonomy:** Let teams adapt learning to workplace realities.
- **CPD:** Train company mentors to guide students more effectively.
- **Communication:** Ensure all actors understand what LOs mean in practice.
- **Student voice:** Involve learners in shaping their learning pathways.

Closing Reflection

“It’s in everything we do.”
– Workshop participant

“We’re just students... tell us what to do.”
– VET learner during field visit