

Topic 4: Building on what we know: what tools do we need to share practices on learning outcomes?

Evidence from the study on the shift to learning outcomes

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Key insights from the study

Evidence from the study supports the development of tools to facilitate the exchange of materials and good practices.

These tools should address the barriers limiting the adoption of learning outcomes approaches at all levels.

There is no one-size-fits-all solution.

Tools should focus on three areas:

- 1) Knowledge sharing
- 2) Capacity building
- 3) Stakeholders engagement

A space for knowledge sharing

Why



Lack of awareness and resistance to adopt a learning outcomes approach, often due to limited understanding or unclear benefits.

Insufficient practical guidance and support on how to integrate learning outcomes into lesson planning, teaching strategies, WBL, and assessment.

Variability in the diverse interpretations and operationalisations of learning outcomes.

Challenges in assessing learning outcomes, especially transversal ones, are also due to a lack of appropriate tools and shared practices.

What



Develop contextualised resources: The materials and guidelines should be relevant to specific teaching contexts and include real-world examples of how to apply learning outcomes in practice.

Develop tools for outcome-based assessment: Clear, accessible tools, such as competence checklists, assessment grids, and logbooks, can support consistency and enable both trainers and learners to engage with learning outcomes.

Develop material for students that includes information on learning outcomes.

A space for capacity building

Why



Uneven understanding and preparedness among educators and tutors.

Limited access to targeted CPD, which is sometimes designed with general education in mind and lacks relevance for vocational contexts.

Limited peer learning opportunities: In some contexts (e.g. smaller colleges in Ireland), teachers have few opportunities to collaborate or share practices, which limits the spread of effective learning outcome based approaches.

What



Develop VET-specific CPD programmes and training materials: Offer flexible (online) CPD modules that include interactive content, self-paced learning, and opportunities for reflection and feedback.

Foster Communities of Practice: Encourage peer-led professional learning through CoPs, where educators can share experiences, co-develop strategies, and support each other in applying learning outcomes in diverse contexts.

A space for stakeholders' engagement

Why



Limited labour market relevance of learning outcomes

Limited engagement and ownership of learning outcomes among key stakeholders, especially employers, who are essential both for aligning WBL with learning outcomes and for ensuring those outcomes meet labour-market needs.

What



Promote co-creation of curricula: Involve employers directly in the design of curricula and assessment methods to ensure that learning outcomes reflect current and future industry needs.

Establish feedback loops: Enable employers to provide timely input on learners' progress and workplace readiness, especially during work-based learning placements.

Enabling factors



How

From formulation to implementation: The tools should focus on how to adopt and use learning outcomes in different contexts, sectors, and evolving skill needs.

Time and capacity: Lack of time available to teachers and trainers limits the effectiveness of any tool and resources. Without dedicated time and support, even the best-designed tools may go underused.

Language and accessibility: The language used must be clear, inclusive, and accessible to all users, including non-native speakers and practitioners from diverse backgrounds. When exchanging practices, we should avoid having only English material.

Leverage on digital tools and new technologies: offer new opportunities to make learning outcome implementation more flexible, scalable and evidence-based by e.g. enabling interactive, adaptive assessments that adjust in real time to learners' needs; providing immersive simulations; supporting data-driven dashboards and analytics to track learning outcomes achievement, retention and progression; facilitating mobile e-portfolios and feedback app; integrating with skills forecasting.

Thank You

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