

# Under My Wing Learning Outcome Matrix (LOM) 6.01

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## Overview

The purpose of this information and the accompanying tables are to illustrate how outcomes align with teaching and learning methods and assessments within the Under My Wing curriculum.

The following general **aims and objectives** are focused within the LOM. This Learning Outcome matrix is designed to inform the development of a bespoke induction programme targeting VET/Adult Education Staff within the Project. Focusing on a learning outcomes approach facilitates the tailoring of the pedagogic induction resources. This provides the possibility to suit specific cultural and societal values and ensures that local issues and necessary topics are addressed within the UMW pedagogic induction measures.

The **topics** addressed in the UMW measures for **persons in the Induction of VET/ Adult Education Staff** are:

1. A Short overview of project objectives and aims to achieve
2. Introduction to the UMW curriculum
3. The target group: characteristics of the UMW target group, their needs and expectations
4. Introduction to the e-learning platform
5. The role of “facilitators” of learning
6. Effective team building and communication
7. UMW expectations of tutors / Adult Education Staff
8. Benefit for tutors / Adult Education Staff

***In developing the Induction Programme, the following aspects and challenges for Persons in the Induction of VET/ Adult Education Staff need to be taken into account:***

Firstly, it is important for tutors within VET and Adult Education settings that appropriate pedagogical approaches and didactics are in place within the Under My Wing Project that build on established adult learning theories particularly those that emphasise the role of tutors/trainers as the “facilitators of learning”. Secondly, the curriculum should accommodate different styles of learning amongst participants and this must be underpinned by a flexible and quality curriculum that supports and addresses their learning needs. And finally, tutors within the VET and Adult Education setting must be supported in using the e-learning platform and the resources available to support a blending learning approach to training delivery.

A special challenge concerning the UMW Curriculum and the Induction into Pedagogy amongst these stakeholders is always the availability of time. In addition to that, the main challenges that may present are in relation to creating authentic learning, the motivation of students, patience in the tutoring and mentoring processes, and availability and use of stable technology.

## Learning Outcome Matrix (LOM) for Induction of VET/ Adult Education Staff

Outcome	Teaching and Learning Activities	Assessment
<b>Having taken this induction/course, VET/AE Staff will be able to:</b>	<b>The VET/AE Staff will be taught to achieve this specific outcome through the following learning activities:</b>	<b>The VET/AE Staff will be assessed on their achievement of this specific outcome through the following assessment tasks:</b>
Understand the main aspects, fundamentals and modules of the UMW measure and the aims of the project as well as the philosophy of UMW..	The learners will get informed by a PowerPoint presentation which provides an overview concerning the UMW idea and the measure.	An oral feedback and a short evaluation questionnaire is main basis of assessing the right understanding of UMW.
Use and interact with the UMW e-learning platform and its functions and supporting elements.	The learners will go through a live demonstration. Therefore they are supported to see and reflect the actions and also to do all actions themselves.	The assessment will be carried out through the UMW online forum. It will be an easy and time-independent place to discuss, share impressions and get feedback of participants and trainers
Organise and create engaging face-to-face sessions fitting to the curriculum of UMW.	The learners will participate in a workshop to create their own lesson plans using the resources.	During the workshop there will be feedback sessions and oral support by the trainers.
Understand key principals of the pedagogical approach of UMW	This understanding will be raised by discussion groups. These groups work in teams on their expectations and requirements of the UMW curriculum and the pedagogical approach. In presentations main aspects can	The assessment will be carried out in a wall newspaper of each group on which main key principles are documented. This will be the basis for oral feedback.

	be combined and made available as a basis for intensive discussions.	
Adapt the learning content to the needs of graduates	The adaption process will be learned in short case studies which will be analysed and combined with practical experiences. These experiences will be integrated in creating own learning contents and necessary didactical material by the learners.	The assessment of the adopting process will be done in two way, creating an own short learning content and the necessary didactical material by the learners and a group discussion with feedback on these created contents.
Know about learning theory and facilitating learning processes as well as implement it in their face-to-face sessions.	The learners can achieve these knowledge aspects via self-directed learning with the support of the trainers. They also get role awareness via a role play in which they have to act as a learning facilitator.	The assessment will take place in the direct communication situation and can be carried out in discussion forums as well to get direct feedback.
Recognise different perspectives	The learners are discussion different point of view and take part in a pro-contra discussion.	The assessment of getting to know their own problems with learning can be carried out best in an oral way in a discussion process.
Understand the characteristics of the UMW target group and take this knowledge into account in their face-to-face sessions.	The learners can achieve these knowledge aspects via self-directed learning with the support of the trainers and their systematic coaching.	The assessment will take place in the direct communication situation and can be carried out in discussion forums as well to get direct feedback.
Create effective teams to implement UMW.	The learners discuss a presentation about group processes and roles in learning groups. They create an own working team and set	The assessment via creating an own team to achieve an aim is the basis for feedback on group rules, communication, roles and



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	roles to design a flipchart presentation themselves to highlight the key aspect.	effectiveness.
Discuss the expectations of UMW and benefits for tutors/ Induction of VET/ Adult Education Staff.	The learners discuss these points in a discussion group.	Direct communicative feedback processes allowing for the assessment of awareness, expectations and benefits.