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*WBL-TOI MANUAL*

## EFVET 19<sup>th</sup> Annual International Conference

13 – 16 October

Lisboa, Bortugal

# WBL–TOI MANUAL

**Development of work-based learning by transferring existing good practices in Common Quality Assurance Framework 2008–2010**

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FNBE*

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For education and learning



## *The goal and aims of WBL-TOI Manual project*

The goal was to develop the process to transfer of good work-based learning planning practices by

- supporting the procedures of change by using transfer of innovations and good practices as a quality tool in partner countries
- developing and piloting the process of transfer of good practice which can be applied in different contexts
- developing database of the analysed innovations and good practices of work-based learning and how they have been implemented elsewhere
- strengthening the mutual learning and communication between VET partners in partner countries so that all partners can learn from each other
- finding critical points of the processes of change and use of innovations done elsewhere.



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MANUAL

## *Coordinator and partners*

Finnish National Board of Education, coordinator

(Ms. Pirjo Väyrynen, Ms. Leena Koski, project secretary Ms. Ritva Saurio)

### Partners:

- Pirko, Pirkanmaa Ky, Finland (Ms. Pirkko Achrén)
- 3 s research laboratory, Austria (Mr. Stefan Humpl)
- Vocational school for electronics and communication, Austria (Ms. Christine Nothdurfter)
- ISFOL, Italy (Ms. Sandra D'Agostino)
- SKILLAB, Italy (Ms. Monica Pignatelli)
- FiaTest, Romania (Mr. Ion Hohan, Ms. Marina Sion)
- MBO Raad, the Netherlands (Mr. Manfred Polzin)



## Results

- A Manual for transfer and utilisation of innovations and good planning practices in EQARF-framework: the content of the Manual helping in the procedures for change
- The manual is published in English, Finnish, German, Dutch, Italian and Romanian languages
- A database of innovations and good practices of work-based learning analysed, benchmarked or piloted in this project
- A transfer strategy for the Manual developed.



## *The Manual: WHY and for WHOM?*

- Numerous numerous good practices of work-based learning have been created within VET, but the results are only being marginally exploited.
- The problem is that good practices are considered to be very much dependent on their context.
- Successful transfer from one organization to another seems to be challenging.
- This Manual has been developed for those organizations intending to improve **the planning of work-based learning**.
- The main aim of this Manual is to help actors with transferring good planning practices of work-based learning (WBL) from other organizations into their own organizations across Europe.



## *The main target group and Key actors*

- the initial vocational education and training sector in the partner countries
- VET providers and schools who have experience in quality assurance and improvement of work-based learning
- key actors will be also other schools, training centres, learners, teachers, trainers actively involved in this project
- additional actors are social partners, system players, other institutions and stakeholders in VET sector who are involved in work-based learning in different roles during project



## ***Framework and structure***

- The process to transfer good work-based learning (WBL) practices has been drawn up using the European Quality Assurance Reference Framework (EQARF) as a framework.
- The Manual has been piloted and validated in practical situations between partners and other vocational education and training (VET) organizations.
- The structure of the WBL-TOI Manual reflects the phases of the transfer of innovations (TOI) process.

***Chapter 1:*** The key concepts

***Chapter 2:*** Practical guidelines for identifying good WBL practices and providing ways of transferring good practices

***Chapter 3:*** Tools and methods how to support the transfer process

***Chapter 4:*** Quality assurance of the transfer of good practices



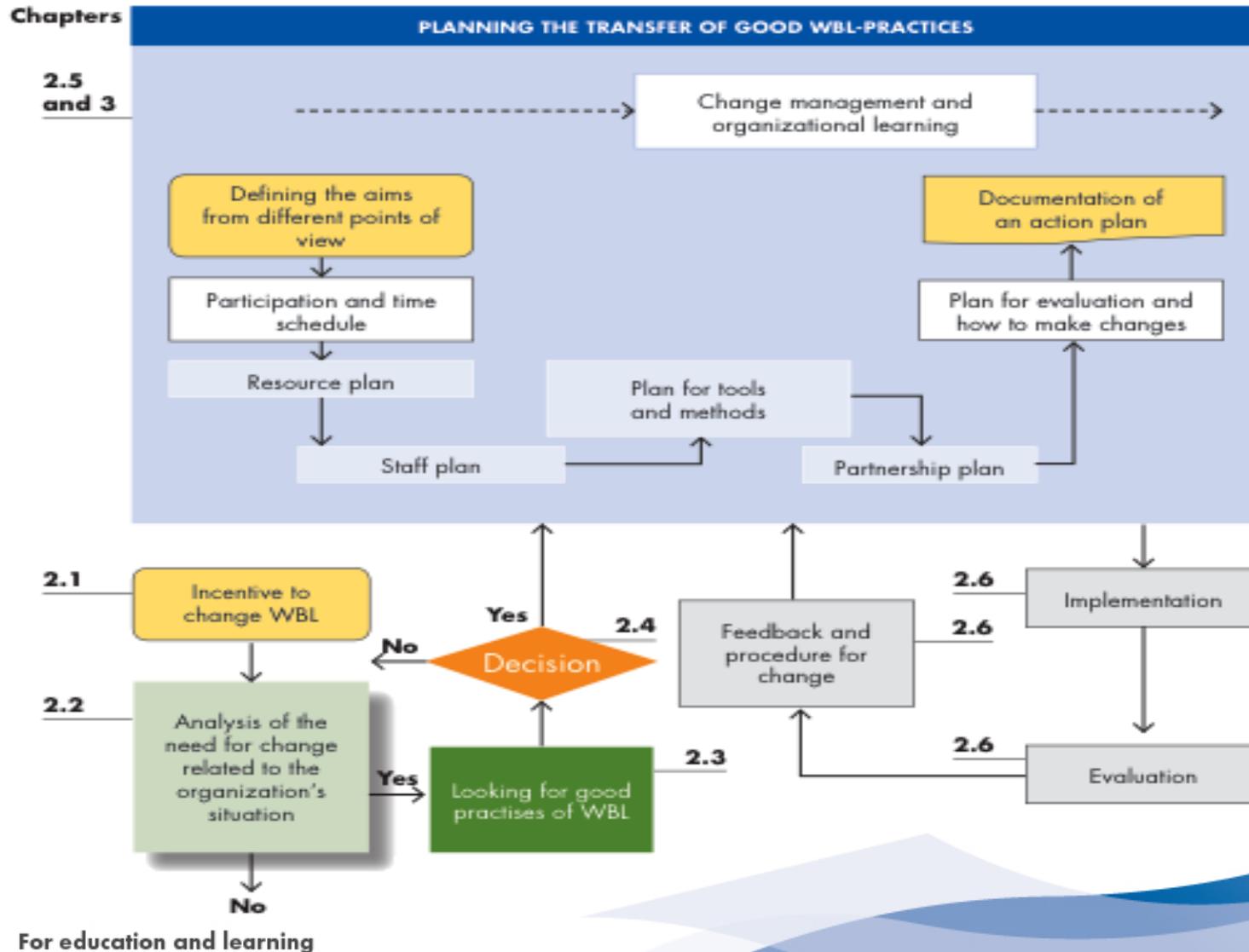
# WBL-TOI MANUAL

Manual for planning of work-based learning  
– transfer of innovations



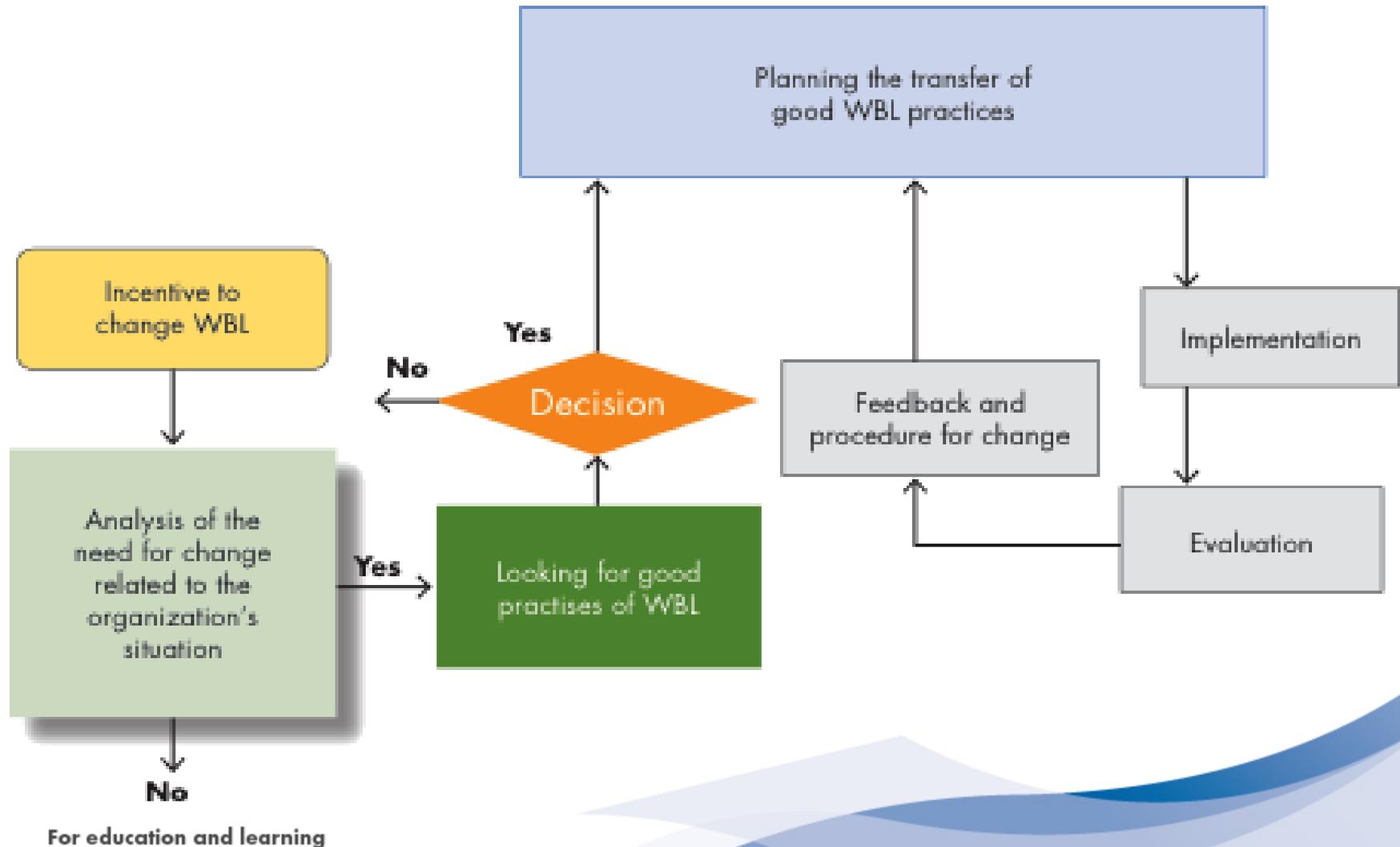


## Lifelong Learning Programme The "map" over the Manual





## *An overview of the transfer of good WBL practices*





## *Starting ...*

- to create conditions to become a learning organization.
- The transfer of innovations requires within organization many cultural and operational changes, which take much time.
- Change management and pedagogical leadership show the way and give support during the transfer process.
- The incentive to change can come from many different stakeholders such as working life, educational policy makers or changes in norms etc.
- The organization will make some kind of self-analysis in order to ascertain what kind of change is needed.
- After this analysis, decisions will be taken either to make changes in WBL or to leave the situation as is.

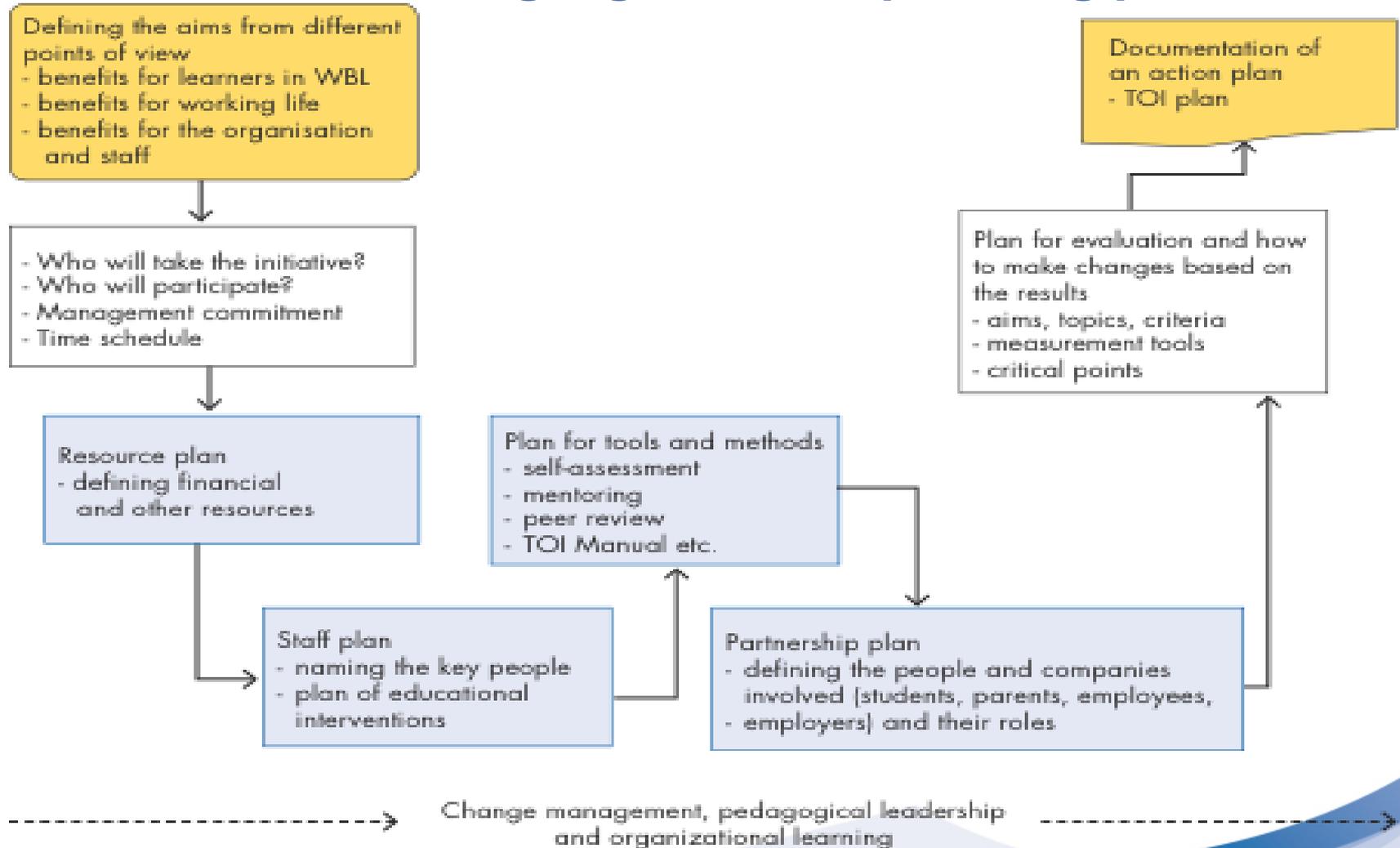


## *The process continues ...*

- If they have decided to make changes, they will start looking for good WBL practices. The selected good WBL practice can be used as a whole concept or only in parts.
- It may also be the case that the practice will be evaluated to be no better than the earlier one already in use within the organization.
- Once the decision has been taken, it is possible to continue by applying the new practice or only parts of it. It is also possible to integrate some parts into the existing practice.
- Once the decision has been taken, planning for the transfer of good WBL practices can start.



# Plan for transferring a good WBL planning practice





## *When making plans: Questions*

- Who is leading the transfer process?
- How is involvement/thinking in the organization changed?
- How are change agents identified?
- How is change opposition used?
- How is it possible to withdraw from the organization structure?
- If necessary, how can barriers from the previous culture be broken down?
- What resources are needed for the transfer?
- How much time is needed for the transfer?
- What are the critical points of the transfer? It is important to identify critical points of the transfer and to find follow-up tools.
- How can the planning process be assured?



## *The transfer of good WBL practice is effected on different levels:*

- *Geographical aspect of transfer:* The good planning practices of work-based learning are transferred between VET -schools and training centres and VET sector in general in Finland, Austria, Italy, Romania, in the Netherlands.
- *The quality of the transfer process* is assured in the EQARF in order to develop guidelines for successful transfer and increase interest in TOI in the future among partnership and widely in EU.
- *The transfer of good practices* will be accompanied by the adaptation of practices between apprenticeship training and other educational forms too.
- The transfer of good practices takes place *between VET -schools /training centres and enterprises as well as between countries.*



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***Thank you for your attention!***

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