

Title of the Training Program	From Input to Impact: Building Vocational Skills with Purpose
Basis for developing the training program	Professional qualification standards and Continuing Professional Development (CPD) needs of VET educators
Target groups	Teachers and educators of vocational education and training (VET)
Prerequisites for enrolling	Prior knowledge and/or experience of VET
Objectives	To give participants a deeper understanding of the outcome-based approach and levels of the European Qualification Framework in order to create VET learning process reaching maximum potential of each student
Learning outcomes	As a result of this training course, the participants... ○ Formulate learning outcomes, professional behaviour and assessment criteria based on European Qualification Framework levels; ○ Plan learning process according to outcome-based principles and European Qualification Framework levels; ○ Develop implementation units in accordance to specific teaching needs; use different ways of supporting VET students' self-directed and reflective learning; ○ Reflect their own learning through goal setting and evaluation.
Volume	Contact learning 5 days x 6 academic hours = 30 hours plus 2 hours of digital pre- and post-assignments, 32 hours in total.
Contents	○ Outcome-based vs input-based teaching and learning approach ○ Professional behaviour on European Qualification Framework levels 1-5 and their relation to the learning process ○ Learning outcomes and assessment criteria ○ Components of educative assessment: from feedback to feedforward ○ Assessment and learning methods/activities based on intended outcomes ○ Co-designing outcome-based learning process
Teaching methods	Interactive lectures, group work, problem-solving tasks, case studies, group discussions, self-evaluation, and practical assignments using coaching and digital components.
Materials	Materials provided by trainers, as well as materials created collaboratively during the training.

Graduation requirements	Learning outcomes have been achieved: practical assignments have been completed.
Certification	An authorised certificate is issued to the learner who has achieved the learning outcomes, and a certificate of attendance is issued to others who have participated in the training.
Trainers	Anu Vaagen (MA) and Raili Laas (MBA) are trainers and coaches working with VET schools and companies in the green sector towards bringing schools and labour market closer together. They have trained VET teachers and educators from Estonia, Denmark, the Netherlands, Hungary, Spain, Romania, Czech Republic, Finland and China. Their main training topics are professional behaviour of employees, coaching principles in leadership, outcome-based learning, team building and team learning, meaningful learning and working. They have developed the system of landscapers' professional qualification recognition and they are also the quality assessors of Estonian VET education providers. The tandem of Raili and Anu has been awarded Trainer of the Year regionally in 2022, and Anu has been awarded Trainer of The Year in Estonia in 2023.