

| Work package type and ref.nr | DEVELOPMENT | | 2.1 |
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| Title | WBL Framework Development | | |
| Related assumptions and risks | <p>Assumptions:</p> <ul style="list-style-type: none"> - The consortium consists of experienced team members with the level of expertise required to successfully complete this activity. - Infrastructure for effective communication available and sustainable for the participants. - Efficient resources management. - Common understanding and commitment among partner members. <p>Risks:</p> <ul style="list-style-type: none"> - Risks are forecasted in coming to agreement what qualifications/courses will be selected for the pilot. Risk is mitigated with pre-work and making the WBL Framework flexible to be used in various fields of learning. - Insufficient data and time to prepare documents thoroughly. These risks can be mitigated through careful planning and coordination, as well as the timely launch of the project. In addition, partner countries have the opportunity to constantly interact with key national stakeholders in partner countries (employers, employers association, etc.) to implement a number of measures to implement the planned areas. - Non-collaborative approach from participants in providing the information requested. The risk could be reduced by learning to be collaborative at the first workshop in Yerevan. - The participants and external stakeholders have a poor vision of the potential and opportunities. The risk is mitigated by net work and involvement of local authorities from the onset. | | |
| Description | <p>Work Package Aims: This WP focuses on the development of a flexible and transferable WBL Framework for trial and implementation in the two Partner Countries. The specific aims include:</p> <ul style="list-style-type: none"> • Review of relevant literature and practice • Development of draft WBL framework for trial with described structures, guidelines, elements, infrastructure, human resources, partnership dependencies • Development of implementation procedures in English, Armenian and Russian languages • Agreed Implementation plan and readiness of the consortium to trial the framework <p>Methodology Description: Building on the previous experience and preparatory work carried out during the project design phase including the methodological Guideline</p> | | |

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| | <p>of the project, the WP leaders will research current practice and in consultation with the project partners will develop a proposed framework for work-based learning.</p> <p>The framework will include a core set of WBL elements and tools (templates) for the practical implementation. The draft WBL framework will utilize existing/recommended methodology, tools and practices based on successful WBL initiatives.</p> <p>Specifically, the number of successful WBL projects completed in EU is more than 200 – http://www.net-wbl.eu/</p> <p>This will be used as the primary source for the development of the implementation procedures. Other relevant sources will be provided by the Program Countries’ universities from their own research, experience and practice. The framework will also be informed by innovative practices in learning management systems and structures to support experiential learning, evidencing of learning and assessment methodologies. These structures will support the building of capacity and capability within higher education and within employer partners to realize WBL that embeds the latest and newly created thinking and reflects its innovative character. VET experience https://www.wbl-toolkit.eu/site/introduction/wblineurope will be utilized thoroughly. The WBL framework for trial, implementation procedures and plan will be presented to the SC & TC during a 3-day WBL Framework Development that will take place in Latvia (M8). At this stage the Work Package leaders will introduce to the Technical Committee (TC) the technical framework and the recommended methodology for trial the WBL within the project context will be agreed.</p> | | |
| Tasks | <p>Description of Core Tasks:</p> <p>(1) Development of WBL framework for trial with described structures, elements, infrastructure, human resources, partnership etc. (M5-M10).</p> <p>(2) Development of training and support materials for higher education and employer partners to support WBL in practice. (M12, M28).</p> <p>(3) 3-day Framework development workshop (M8).</p> | | |
| Estimated Start Date (dd-mm-yyyy) | M1 | Estimated End Date (dd-mm-yyyy) | M28 |
| Lead Organisation | PH-Linz (P3); Co-leaders TvSU (P4) and (P9) GSU | | |
| Participating Organisation | <p>P1 (LIEPU): Role in activities 2.1.1-3, especially in 2.1.3</p> <p>P2 (KU): Role in 2.1.1-3</p> <p>P3 (PH-Linz): Role in 2.1.1-3, leader of the Work Package</p> <p>P4 (TvSU): Responsible for leading activities 2.1.1-3 in Russia especially in 2.1.1</p> <p>P5 (DSTU): Role in 2.1.1-3</p> | | |

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| | <p>P6 (PSU): Role in 2.1.1-3</p> <p>P7 (ATI): Role in 2.1.1-3</p> <p>P8 (YSULS): Role in 2.1.1-3</p> <p>P9 (GSU): Responsible for leading activities 2.1.1-3 in Armenia</p> <p>P10 (NUACA): Role in 2.1.1-3</p> |
| <p>Costs</p> <p><i>Please explain the necessary costs for this WP: What travels are necessary? If equipment is requested, explain why it is required. If subcontracting is necessary, explain why the task cannot be performed by the partner.</i></p> | <p>It was decided by the consortium to organize the 3-day WBL framework development Workshop in Liepaja, Latvia, united with the consequent SC & TC meetings. P1 (LIEPU) will organize several site visits, where it is possible to see various cases of work-based learning environment in Mechatronics and other fields and also to discuss the future improvement thereof. In order to organize such visits and due to the reason that a comfortable and reliable transport is needed for this, it would be necessary to attract a subcontractor because several sites are located in neighbouring towns and to organize an easy, comfortable and timely visits subcontractor services would be a perfect solution. These costs cannot be covered by co-financing due to the institutional restrictions and absence in corresponding budget provision of the university.</p> |

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| Work package type and ref.nr | DEVELOPMENT | 2.2 |
| Title | Implementation of the WBL Framework: Knowledge and Competence | |
| Related assumptions and risks | <p>The consortium consists of experienced team members with the level of expertise required to successfully complete this activity.</p> <p>However, risks must be calculated carefully.</p> <p>1. Risk: Low interest raised within external stakeholders for the activities of the network for social innovation. Risk reduction: Thus, WP3 key partners can start dissemination of the project activities among key stakeholders with observe and reveal of the needs (preliminary survey, questionnaires) that can be covered through the project activities in this field.</p> <p>2. Risk: Low interest among Internal stakeholders. Risk reduction: Intensive dissemination among staff, students and enrollees.</p> <p>3. Risk: Best practices cannot be documented in time to update WBL framework (Iteration 2). Addressing the risk: Make event for presentation of Best Practices at which piloting partners present their best practices.</p> | |
| Description | <p>Work Package Aims:</p> <p>The aim of this Activity is fourfold:</p> | |

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| | <p>(1) to pilot delivery of WBL framework (Iteration 1) on the base of integrated Curricula</p> <p>(2) to receive evaluation feedback from key stakeholders/target groups through the activities of WP1.4 and WP4</p> <p>(3) to update WBL framework (Iteration 2) with the best practices and develop a commonly agreed framework/approach for WBL implementation</p> <p>(4) to train WBL experts from other HEIs</p> <p>Methodology Description:</p> <p>The exact methodology to be followed will be the commonly agreed WBL delivery within Program Countries' Partners, which must be developed in the previous packages (WP1, WP2.1). Overall, the approach can be described as follows:</p> <p>The Partner Country consortium of HEIs will test at least 8 cases of WBL programme delivery for applicability. Mix-methodology of data collection would be used, that will allow the systematic integration of quantitative and qualitative data within a single sustained program of inquiry. The flexible character of the developed WBL framework reflects in its capability to be introduced in different educational area and subjects such as VET teacher training, Management, Media Communication, Mechanical Engineering, Law, Business and Economics, Tourism, Hotel Business (Hospitality), Civic Education, Journalism, Social work, Teacher of Biology.</p> <p>WP2.1, WP2.2, WP2.4 must demonstrate the practical aspects of the developed WBL framework that people will actually be able to use.</p> |
| <p>Tasks</p> | <p>Description of Core Tasks:</p> <ol style="list-style-type: none"> 1. Approval of Curricula at the Partner Universities in the most appropriate forms; 2. Primary set of students/learners (1 or 2 test Curricula); 3. Conducting of surveys and In-depth interview (at least 5 for each category) with the stakeholders/students/learners and analysis of the survey results and interview; 4. Share gained experience among stakeholders/ learners /academic staff of the Partner Universities via webinars, publications, Updating of WBL framework with the best practices and develop a commonly agreed framework/approach for WBL implementation after the pilot WBL Curricula delivery; 5. 3-day workshop on the WBL framework implementation for teachers held by KU (Lithuania); <p>Development a set of Guidelines for HEIs learners, employers, and policy makers in national languages (English, Armenian and Russian) based on the best practice /relevant needs/ follow-up results (will be disseminated among educational authorities and policy makers on regional and national level).</p> |

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| Estimated Start Date (dd-mm-yyyy) | M5 | Estimated End Date (dd-mm-yyyy) | M32 |
| Lead Organisation | KU (P2); Co-leaders NUACA (P10) and (P7) ATI | | |
| Participating Organisation | P1 (LIEPU): Role in activities 2.2.1-5, especially in 2.2.3 P2 (KU): Role in 2.2.1-5 P3 (PH-Linz): Role in 2.2.1-5, leader of the Work Package P4 (TvSU): Role in 2.1.1-5, especially in 2.2.1 P5 (DSTU): Role in 2.1.2-5 P6 (PSU): Role in 2.2.1-5 P7 (ATI): Responsible for leading activities 2.2.1-5 in Russia P8 (YSULS): Role in 2.2.1-5 P9 (GSU): Role in 2.2.1-5 especially in 2.2.2 P10 (NUACA): Responsible for leading activities 2.2.1-5 in Armenia | | |
| Costs <i>Please explain the necessary costs for this WP: What travels are necessary? If equipment is requested, explain why it is required. If subcontracting is necessary, explain why the task cannot be performed by the partner.</i> | It was decided by the consortium to organize the 3-day Workshop on WBL Framework implementation in Klaipeda, Lithuania, united with the consequent SC & TC meetings. P2 (KU) will organize several site visits, where it is possible to see various cases of work-based learning environment in different study fields and also to discuss the future improvement thereof. In order to organize such visits and due to the reason that a comfortable and reliable transport is needed for this, it would be necessary to attract a subcontractor because several sites are located in neighbouring towns and to organize an easy, comfortable and timely visits subcontractor services would be a perfect solution. These costs cannot be covered by co-financing due to the institutional restrictions and absence in corresponding budget provision of the university. | | |

| Work package type and ref.nr | DEVELOPMENT | | 2.3 |
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| Title | Implementation Support | | |
| Related assumptions and risks | <p>Assumptions:</p> <ul style="list-style-type: none"> •The consortium consists of experienced team members with the level of expertise required to complete this activity successfully. •The main assumption is that partner universities remain willing to cooperate with each other and working together in a structured and meaningful way. • It is also assumed that the various methods to implement support activities are distributed successfully and that the planned events and activities are well attended by stakeholders and other interested parties. •The consortium assumes to have adequate understanding of the national contexts and development priorities to have selected appropriate implementation support methods. <p>Risks:</p> <ul style="list-style-type: none"> •The consortium forecasts risk in insufficient stakeholder involvement due to competing priorities, unforeseen events and contextual changes. The risk is mitigated by involving employers' associations in the project activities and raising the significance of the project on the upper level. •The participants and external stakeholders have a poor vision of the potential and opportunities for sustainable development. The risk is mitigated by network and involvement of local authorities from the onset. • Low interest raised within local, national government, civil society and other key stakeholders for the activities of the network for social innovation. The risk is mitigated by the students involved in learning at the new WBL programme who will take the role of ambassadors as a primary beneficiaries of the project results – learning becomes more interesting, practice-oriented, supported form the university and employers etc. | | |
| Description | <p>Work Package Aims:</p> <p>WP2.3 focuses on the development of the tools and processes to support the implementation of WBL framework. The aim is to enable two-way interaction with key stakeholders in Partner Countries in addition to communication and sharing of project outputs and lessons learned. Therefore, the implementation of WP2.3 is guided by a stakeholder interaction plan with identified means of communication and interaction for identified target groups in partner countries, programme countries and on the EU level.</p> <p>Methodology Description:</p> <p>The WP2.4 leader (P5) together with co-leaders (P3 and P10) will design the framework for Stakeholder Interaction Plan that all partners will</p> | | |

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| | <p>complement with their stakeholders to ensure the engagement of learners to WBL programs. The plan will outline the communication and discourse means and assign responsible partner for each stakeholder. After mapping the stakeholders, the team will develop strategies and communication methods for each stakeholder to have wider possible involvement. Particularly, in-house workshops, round-tables, live webstreaming and world cafes will be the main methods to reach the stakeholders. Specific events will be identified, and a Partner will be assigned to organize and coordinate the event. Feedback will be gathered during the events for consideration in the implementation of WBL policies and strategies.</p> <p>TvSU P4 will take a lead on communication and management of the project website. P8 and P4 will coordinate the process of networking and interacting.</p> | | |
| Tasks | <p>The core tasks:</p> <p>(2.3.1) Compilation and implementation of a stakeholder interaction plan with identified means of communication and interaction for identified target groups of social and economic environment in partner countries.</p> <p>(2.3.2) Design and launch Project website for external communication and stakeholder engagement.</p> <p>(2.3.3) Establishing WBL Educators' Network of HEIs with social and economic environment</p> <p>(2.3.4) Support WBL implementation from regional universities and other stakeholders by Social Media (WP4.7)</p> <p>(2.3.5) Establishment of a WBL lab at each partner university</p> | | |
| Estimated Start Date (dd-mm-yyyy) | M3 | Estimated End Date (dd-mm-yyyy) | M36 |
| Lead Organisation | DSTU (P5); Co-leaders - (P10) NUACA and (P3) PH-Linz | | |
| Participating Organisation | <p>P1 (LIEPU): Role in activities 2.3.1-3, especially in 2.3.3</p> <p>P2 (KU): Role in 2.3.1-4</p> <p>P3 (PH-Linz): Role in 2.3.1-4</p> <p>P4 (TvSU): Role in 2.3.1-4, especially 2.3.2</p> <p>P5 (DSTU): Responsible for leading activities 2.3.1-4 in Russia</p> <p>P6 (PSU): Role in 2.3.1-4</p> <p>P7 (ATI): Role in 2.3.1-4, especially 2.3.4</p> <p>P8 (YSULS): Role in 2.3.1-4</p> <p>P9 (GSU): Role in 2.3.1-4</p> <p>P10 (NUACA): Responsible for leading activities 2.3.1-4 in Armenia</p> | | |
| Costs <i>Please explain the necessary costs for</i> | <p>It was decided by the consortium to organize the 3-day Workshop on WBL Framework implementation in Yerevan, Armenia united with the consequent SC & TC meetings. YSULS (P8) will organize several site</p> | | |

this WP: What travels are necessary? If equipment is requested, explain why it is required. If subcontracting is necessary, explain why the task cannot be performed by the partner.

visits, where it is possible to see various cases of work-based learning environment in different study fields and also to discuss the future improvement thereof. In order to organize such visits and due to the reason that a comfortable and reliable transport is needed for this, it would be necessary to attract a subcontractor because several sites are located in neighbouring towns and to organize an easy, comfortable and timely visits subcontractor services would be a perfect solution. The same situation is with PSU (P6), which needs subcontracting for the same reasons for providing FlexWBL 2-day Regional Workshop & 1-day Quality Review Workshop. There is a necessity to equip each partners university with a modern learning and teaching environment based on a powerful video collaboration equipment for group conferences to connect employers, students, teachers and others together. These costs cannot be covered by co-financing due to the institutional restrictions and absence in corresponding budget provision of the university. WBL Lab should be equiped and launched by M16.

| Work package type and ref.nr | DEVELOPMENT | | 2.4 |
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| Title | Evaluation | | |
| Related assumptions and risks | <p>Assumptions:</p> <ul style="list-style-type: none"> • The consortium consists of experienced team members with the level of expertise required to successfully complete this activity. • Infrastructure for effective communication is available and sustainable for the participants • Efficient resource management will be enacted • Enough interested and qualified staff for program development and evaluation • Motivation from HEIs to participate in WBL programmes • Motivation and willingness of employers to participate • Common understanding and commitment among partner members <p>Risks:</p> <ul style="list-style-type: none"> • The consortium forecasts risk in insufficient stakeholder involvement due to competing priorities, unforeseen events and contextual changes. The risk is mitigated by involving employers' associations in the project activities and raising the significance of the project on the upper level. • The participants and external stakeholders have a poor vision of the potential and opportunities for sustainable development. The risk is mitigated by network and involvement of local authorities from the onset. • Low interest raised within local, national government, civil society and other key stakeholders for the activities of the network for social innovation. The risk is mitigated by the students involved in learning at the new WBL programme who will take the role of ambassadors as a primary beneficiary of the project results – learning becomes more interesting, practice-oriented, supported from the university and employers etc. | | |
| Description | <p>Work Package Aims:</p> <p>The aim of this Activity is as follows.</p> <ol style="list-style-type: none"> (1) To define a set of measures that will be used to determine the impact and effectiveness of the WBL framework and its implementation. (2) Evaluation of the results (WP2.1, WP2.2, WP2.3) of the pilot WBL framework implementation within each HEI of the partner countries in accordance with the developed indicators of progress. (3) Obtain evaluation feedback from key stakeholders/target groups for two iterations of the framework (first and final); (4) Evaluate the flexibility of the developed framework in the test delivery of WBL programmes in different subjects. Although STEM subjects will be of particular interest, the diversity of the subjects chosen will also be important. | | |

(5) Review how essential skills have been embedded in the delivery of WBL and how this has contributed to the achievement of WBL objectives

(6) Assess the extent to which the programmes have secured the participation of individuals.

(7) Develop a commonly agreed approach for providing recommendations to non-partner HEIs, policy makers and the wider society about the introduction of WBL programmes.

Methodology Description:

The evaluation methodology will be a part of the commonly agreed WBL methodology which was developed in the previous packages (WP2.1, WP2.2, WP2.3). Overall, the approach can be described as follows:

The Partner Country consortium will test 1 or 2 selected study programmes for transferability to the WBL framework. A selected number of learners from each study programme will be then assessed and the LO will be recorded in the Personal Transcript. Each HEI will complete 6 Personal Transcripts (i.e. 2 qualifications x 3 Learners). A total of 48 Personal Transcripts will be completed.

Testing of the WBL framework implementation will take place as follows:

- assess the extent to which work-based learning has been individually tailored;
- identify best practice where this has been successful and the reasons for tailoring not having been achieved;
- assess the extent to which work-based learning providers offer a sufficiently wide range of occupational options to meet learners' individual needs and aspirations;
- assess and evaluate the support offered by universities to ensure learners remain engaged with learning;
- assess the extent to which universities ensure employers actively support learners through their learning programme;
- assess the extent to which universities actively plan a progression path for learners exiting the programme, including the engagement of the learner in the process and the range of progression opportunities considered.

Evaluation and Feedback: Each HEI will distribute and collect evaluation questionnaires to the target groups (Employers & Learners) based on a template introduced by the WP2.4 Leaders. Where appropriate interviews / focus groups will be performed in order to follow up on points raised in the questionnaires.

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| Tasks | Description of Core Tasks: (1) Development of the evaluation criteria in conjunction with all partners (M15-M21) (2) Pilot evaluation and plan for a second iteration in the 2 Partner Countries (M21-M32) (3) Final evaluation and a manual providing recommendations to non-partner HEIs, policy makers and the wider society (M21-M32); (4) 3-day WBL Policy Development Workshop. | | |
| Estimated Start Date (dd-mm-yyyy) | M5 | Estimated End Date (dd-mm-yyyy) | M32 |
| Lead Organisation | (P6) PSU ; Co-leaders (P9) GSU and (P2) KU | | |
| Participating Organisation | P1 (LIEPU): Role in activities 2.4.1-4 P2 (KU): Role in 2.4.1-4 P3 (PH-Linz): Responsible for leading activities 2.4.1-4 in EU P4 (TvSU): Role in 2.4.1-4 P5 (DSTU): Role in 2.4.1-4 P6 (PSU): Responsible for leading activities 2.4.1-4 in Russia P7 (ATI): Role in 2.4.1-4 P8 (YSULS): Role in 2.4.1-4 P9 (GSU): Responsible for leading activities 2.4.1-4 in Armenia P10 (NUACA): Role in 2.4.1-4 | | |
| Costs <i>Please explain the necessary costs for this WP: What travels are necessary? If equipment is requested, explain why it is required. If subcontracting is necessary, explain why the task cannot be performed by the partner.</i> | It was decided by the consortium to organize 3-day WBL Policy Development Training Workshop in Linz, Austria united with the consequent SC & TC meetings. PH-Linz (P8) will organize several site visits, where it is possible to see various cases of work-based learning environment in different study fields and also to discuss the future improvement thereof. In order to organize such visits and due to the reason that a comfortable and reliable transport is needed for this, it would be necessary to attract a subcontractor because several sites are located in neighbouring towns and to organize an easy, comfortable and timely visits subcontractor services would be a perfect solution. The same situation is with TvSU (P4), which needs subcontracting for the same reasons for providing 3-day WBL Regional Workshop. These costs cannot be covered by co-financing due to the institutional restrictions and absence in corresponding budget provision of the university. | | |