

IO 1: framework

1. Identify your wishes and problems

2. Find gaps between ideal situation and problems



Available for free via <http://loasa.eu>

3. Involve other stakeholders

4. Mirror all perspectives

Process



Overlaying principles

1. Units of learning outcomes are not an end in itself, but a tool.
2. The heart of our framework is to recognize, validate and accumulate learning outcomes of students who will complete part of their education abroad.
3. We share the understanding that development can also take place horizontally within the same qualification level, in addition to the idea that development should be vertically, from one level tot the next.
4. We know why we need ECVET. Each unit is based on ECVET essentials.
5. We are able to translate our own national qualification system to the EQF and ECVET.
6. We follow and implement EU guidelines (including the New Skills Agenda for Europe, and the quality criteria according to EQAVET practices).
7. Our units of learning outcomes will be suitable for Lifelong Learning (formal, informal and non-formal).
8. Each unit of learning outcomes will feature multiple level descriptors for the learning outcomes.
9. We have a clear understanding of the difference between learning *in* and *at* the company.
10. Dee Fink's Taxonomy of Significant Learning is a conceptual framework that helps us providing significant learning experiences.



Erasmus+



Hint: cut out and fold this framework to bridge the gap

8. Repeat cycle

7. Adjust an improve where needed
Structural integration

Our Ways of Working

Theory U
Action Research
The Art of Harvesting
The Learning Organization

6. Start implementation

5. Define challenges and small-scale pilots to start with

Explanation of the LOASA framework

In our project application we defined IO 1 as: 'A common and unambiguous framework that all partners will use to create units of learning outcomes that are based on ECVET principles and align with the New Skills Agenda for Europe.'

According to action research, real knowledge is situated and embedded in work practices. Rather than a dense theoretical treatise that very few might find practically applicable, we decided to choose a card model (building plate) of a bridge as deliberate artefact for our common framework. It symbolizes our efforts to reduce the skills gap in the labour market and increase the employability of workers.

The sides: process

Divided over both (green) sides of the model you can find our work process described in 8 steps. One side is for steps 1-4. This is the stage where we observe and listen, sense and have conversations with the other stakeholders. We shift the structure of our attention, and mirror all perspectives.

On the other side you can find steps 5-8. Here we crystallize our vision and intention. We move from small-scale prototyping to structural, systematic integration. Prototyping allows us to explore by doing through the principle of 'failing early to learn quickly'. Systematic integration facilitates the impact of the LOASA project outcomes. Repeating the cycle will make sure it's an iterative method for the control and continual improvement of our work (both processes and products).

The process reflects LOASA's interpretation and adaptation of conceptual frameworks that have provided a beneficial way of working in previous KA2 projects such as Yebisu EE. They help us find emergent and sustainable solutions to complex challenges. These include frameworks such as 'Theory U: Leading from the Emerging Future As It Emerges. The Social Technology of Presencing' by C. Otto Scharmer; 'The Art of Harvesting' by Monica Nissén & Chris Corrigan, and 'The Learning Organization' by Peter Senge.

With completing steps 1-8 you've crossed the bridge twice, in a sense analogously to double loop learning. However, a main difference with double loop learning is that we not only try to learn from the past, but also from the future using Theory U's *presencing*; to act in such a way that the actions we perform originate in the coming-into-presence of the future.

On top: Overlaying principles

Shown on top of the bridge are overlaying (transcending) principles. They are based on our shared vision, compressed in 10 premises. They reflect the common understanding between the LOASA partners of all relevant elements that add to a unambiguous, coherent framework that we can further build on.