InclusiVET

POLICY RECOMMENDATIONS

For a Comprehensive and Inclusive Engagement of VET Learners

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The InclusiVET Policy Recommendations

The InclusiVET Policy Recommendations address the largely overlooked dimension of inclusive learner engagement within Vocational Education & Training (VET). Recognising that true inclusion extends beyond the classroom, the InclusiVET project has identified significant gaps in equitable access to broader engagement opportunities - particulalry for learners from non-traditional backgrounds.

Activism, involvement in decision-making, and participation in student organisations are crucial for learner development but remain inaccessible to many. These recommendations respond to those challenges by focusing on this vital, yet frequently overlooked, dimension of inclusive learner engagement within VET.

The recommendations aim to embed inclusivity within VET, focusing on 5 key areas:

Flexible and Recognisable Participation Opportunities

Increasing Visibility of Diversity

Strengthening Support Systems

Training Staff

Collaboration among Stakeholders

To ensure all learners can fully participate and benefit from VET, especially those from diverse or underrepresented backgrounds, the InclusiVET Project has the following evidence-informed multi-level policy recommendations:

European Policymakers & Regional Stakeholders

⇨ **Strengthen Policies:** Update European VET policies to specifically track and promote inclusive learner engagement and accessibility.

⇨ **Promote Citizenship Education:** Support initiatives that teach democratic skills and values in VET.

⇨ **Support Visibility Efforts:** Adapt policy frameworks to reward the efforts of Member States and VET institutions in promoting inclusion and learner engagement.

⇨ **Target Funding:** Direct funds (like ESF+) towards projects by organizations supporting underrepresented VET learners and promoting inclusion.

⇨ **Boost Cooperation:** facilitate dialogue, exchange, and peer learning among all relevant VET stakeholders.

⇨ **Develop Staff**: Support the creation and accessibility of inclusion and learner engagement training programmes for VET learner support staff, including considering the creation of a relevant competence framework.

⇨ **Align Strategies:** Make sure European VET goals match other EU efforts on inclusion, anti-discrimination, and youth engagement.

🏛️ National Authorities, Social, and Civic Stakeholders

⇨ **Improve National Plans:** Update national VET plans with clear goals and resources to support learner engagement and remove barriers, involving learners in the process.

⇨ **Track Engagement & Inclusion:** Add measures for learner engagement and inclusion into national quality checks for VET.

⇨ **Support Learners' Voices:** Create national guidelines and support for diverse and inclusive student representative bodies.

⇨ **Challenge Stereotypes:** Run campaigns to show the diversity within VET and promote it as a valuable choice for everyone.

⇨ **Strengthen National Legal & Support Systems:** Invest in regular, accessible professional development opportunities for VET educators and support staff on inclusive practices and learner engagement, while legally supporting underrepresented learners and diverse learner representative bodies.

⇨ **Build Partnerships:** Encourage collaboration between government, VET providers, employers, unions, and student groups (especially diverse ones) to improve VET quality and ensure alignment with both labour market's and students' needs.

🏛️ VET Institutions and Local Actors

⇨ **Empower Student Representation:** Actively support student councils/groups with resources, real influence on decisions, and formal recognition, using tools like the InclusiVET learner-led reviews to get feedback.

⇨ **Showcase Diversity:** Ensure school materials (websites, brochures) reflect the diversity of students and promote diverse leadership opportunities.

⇨ **Implement Inclusion Strategies:** Strengthen or develop clear school plans for inclusion with specific actions (like having diversity officers or celebrating diversity) and ways to report issues, using tools like the InclusiVET Guidelines as a basis.

⇨ **Provide Tailored Support:** Offer specific support services and connect with local community and student groups to help disadvantaged learners succeed.

⇨ **Offer Flexible Participation:** Create various and flexible ways for VET learners to get involved in institutional processes, and give formal recognition (like credits or awards) for participation.

⇨ **Train and Support Staff:** Ensure staff get training on inclusion and learner engagement, and have the resources they need, while ensuring all learners can participate in the monitoring and evaluation of these programmes.

⇨ **Democratise VET Institutions:** Adopt a whole-institution approach bringing VET learners, staff, parents, employers, and community groups together to co-create inclusive and engaging VET environments.