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## WP3 — Methodological Guide for Transformative Education in Europe

Train the Trainer Guide

# Workshop n. 1

A. Introduction to transformative education  
workshop

B. Policies and Frameworks in Vocational  
Education and Training Systems  
IDEA & TUCEP



Erasmus+ | KA2 - Strategic Partnerships | Project no. 2023-1-IE01-KA220-VET-000159740

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# A. Introduction to transformative education workshop



# Table of contents — part A

- Introduction - 4
- The Methodological Guide — overview - 5
- Structure of the Methodological Guide - 6
- Application of the Methodological Guide - 8
- Understanding key concepts - 11
- Migration Trends - 17
- The Role of VET in Migration - 19
- The Importance of Cultural Integration - 20
- Strategies for Inclusive VET Education - 21
- Beyond Ethics: Economic & Social Benefits - 22
- Online support fostering integration - 23
- References - 26





# Introduction

Today's communities are culturally diverse, requiring inclusive education.

VET educators play a key role in fostering integration and inclusion.

This presentation explores strategies to support diverse learners effectively and it is based on [the Methodological Guide for Transformative Education in Europe](#), developed within the TRANSFORM project – Transformative Education for Inclusion and Social Integration, funded by the European Union.



Source: Pixabay.com





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# The Methodological Guide

The digital reference guide is developed because of the TRANSFORM project – Transformative Education for Inclusion and Social Integration, is designed for practitioners. It includes theories from experts in transformative education, case studies showcasing best practices in integration and inclusion within VET, and key pedagogical approaches for applying these concepts in practice.







# Structure of the Methodological Guide

Overview of key chapters:

- Inclusion, Integration, and Migration
- Policies and Frameworks in VET
- Designing Inclusive Training Programs
- Supporting Diverse Learners
- Assessment and Evaluation
- Professional Development and Continuous Learning



<b>Table of contents</b>	
Introduction to Inclusion, Integration, and Migration	4
Policies and Frameworks in Vocational Education and Training Systems	9
Designing Inclusive Training Programs	17
Teaching and Supporting Diverse Learners	25
Assessment and Evaluation in Inclusive Education	33
Professional Development and Continuous Learning	41





# Structure of the Methodological Guide

At the end of each chapter there are references that can be used by the educator to further explore transformative education.

## References

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# Application of the Methodological Guide

Educators can use the guide to enhance inclusivity and familiarize with **best practices** and strategies.

## Case Studies and Examples

### Case Study 1: Adaptive Testing for Language Learners

A vocational training center in Germany faced challenges in assessing migrant learners due to language barriers. To address this, the institution introduced adaptive testing methods that allowed learners to select their preferred language for instructions and questions. The tests also incorporated visual aids and interactive elements to ensure comprehension.

This approach not only reduced stress and confusion for non-native speakers but also provided more accurate insights into their skills and knowledge. Additionally, feedback from the learners indicated increased confidence and a stronger sense of inclusion in the educational process. As a result, adaptive testing became a model for other institutions in the region, showcasing its potential to improve educational equity.

## Case studies

### Case Study: Inclusive Education in Ireland

Ireland has made significant strides in implementing inclusive education practices, particularly

the 1998 emphasizes the right of all children to an education regardless of their background or circumstances (Government of Ireland)

at Trinity College Dublin have been successful in supporting students from underrepresented groups, including young adults and mature students, providing pathways for them to progress to university education.

These principles can be put into practice at schools to higher education.



Source: Pixabay.com





# Application of the Methodological Guide

Educators can use the guide to familiarise with real-life examples of guide implementation in VET settings.

## Reflective questions

- *How can you adapt your current assessment practices to be more inclusive?*
- *What tools or technologies could support diverse learners in your context?*
- *How can peer and self-assessment enhance inclusivity in the classroom?*

*It is very important to think about it. By emphasizing inclusive assessment in VET, educators can contribute to building a more equitable and skilled workforce, ready to meet the demands of an increasingly diverse and interconnected world.*



# Understanding key concepts

**Inclusive  
education**

**Integratio  
n**

**Education  
for  
migration**





# Understanding key concepts

## Inclusive education

There are different definitions of inclusion but by combining them we find that inclusive education is an approach to education and learning that ensures that all people have equal access to quality education in collaborative environment, regardless of ability, disability, background or personal circumstances.



Source: Pixabay.com

# Understanding key concepts

## Inclusive education

For VET educators' inclusive education means designing curricula and learning environments that are accessible and accommodating for individuals with diverse needs, such as learners with disabilities, language barriers, mental condition or cultural differences (Jardinez & Natividad, 2024). Inclusion ensures that all learners feel valued and have the support they need to achieve their full potential.

 YouTube · The Immigrant Learning Center  
Wyświetlenia: ponad 330 · 8 miesięcy temu

**Holistic Learning in Refugee and Immigrant Education**

... teacher learning and leadership, Center for Professional Learning, Childhood Education International. This video is part of The Immigrant ...

 17:08

 watch the video

Source: Pixabay.com







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# Understanding key concepts

## Integration

Integration involves adding specific supports to help people adapt to existing structures. Integration focuses on helping learners from diverse backgrounds, especially immigrants, adapt effectively and contribute to the new educational and social environment (Omanović & Langley, 2021).

example of integration in UK:







# Understanding key concepts

Source: Pixabay.com

## Integration

Integration can be a step toward inclusion, it risks marginalization if excluded people are not genuinely engaged or valued (Lough, Barbelet, Njeri, 2022).

In a VET setting, integration may include providing customized support for people to bridge culture and knowledge gaps, encouraging peer mentoring, engaging local stakeholders to create internship and job opportunities for diverse learners.







# Understanding key concepts

## Education for migration

Migration introduces new dynamics to vocational education and training (VET) systems, as individuals from diverse countries and different cultures contribute unique perspectives, skills, and challenges to educational environments. For educators, recognizing the impact of migration means understanding the specific needs of migrant learners, including language acquisition, credential recognition, cultural adaptation (Tran & Nyland, 2011).

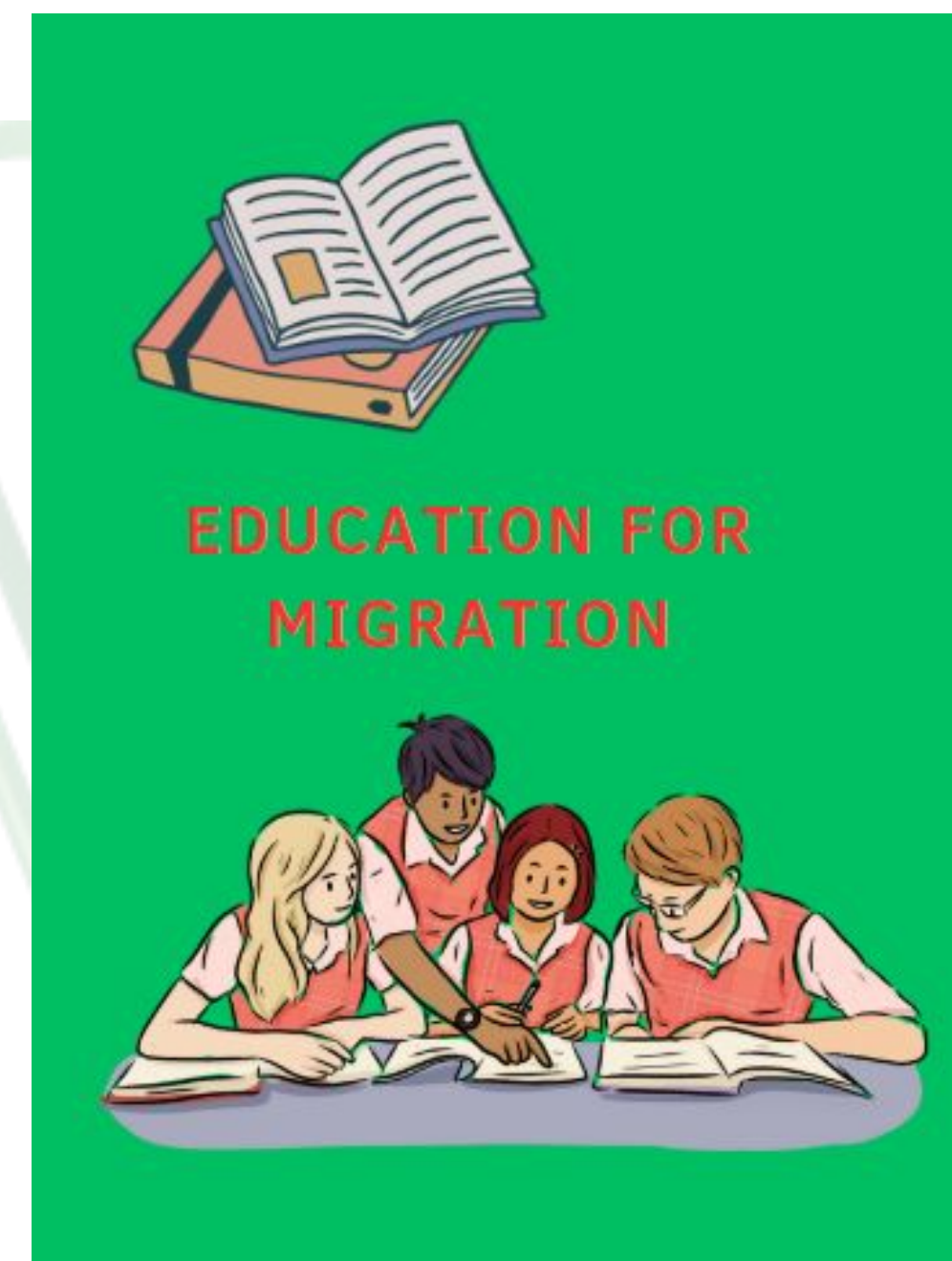




# Understanding key concepts

## Education for migration

Educators can harness this diversity to enhance the learning experience for everyone involved. To do this, they should know special tools and ways to integrate immigrants into the local community.







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# Migration Trends

Emigration and migration shape modern Europe.

Free movement in the EU enables better living and working conditions.

Migrants from outside Europe seek economic opportunities.

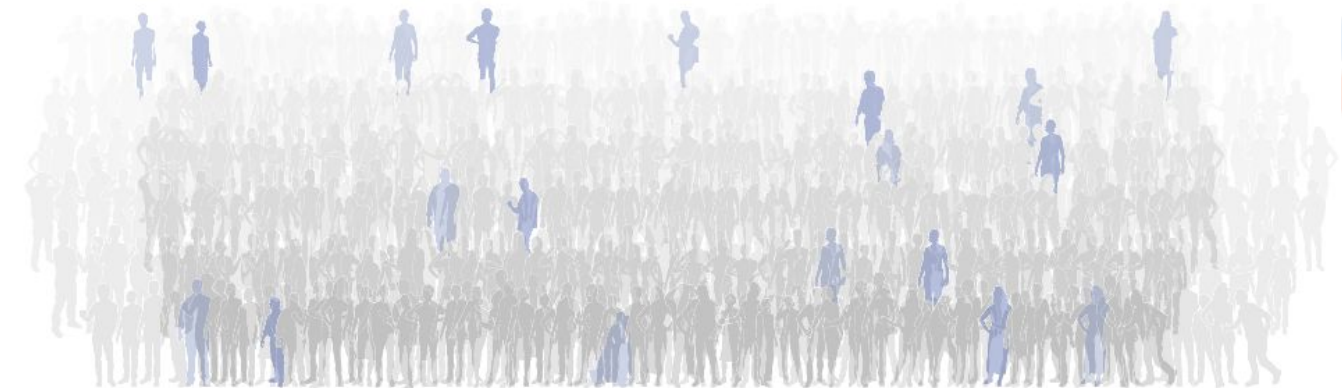
Conflict and climate change drive migration, especially from Africa & the Middle East.



WORLD MIGRATION REPORT

Source: IOM

In 2020  
**252** **3.58%**  
million migrants of the population



Source: IOM



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# Migration Trends

Key migration data  
at a glance  
(latest available)

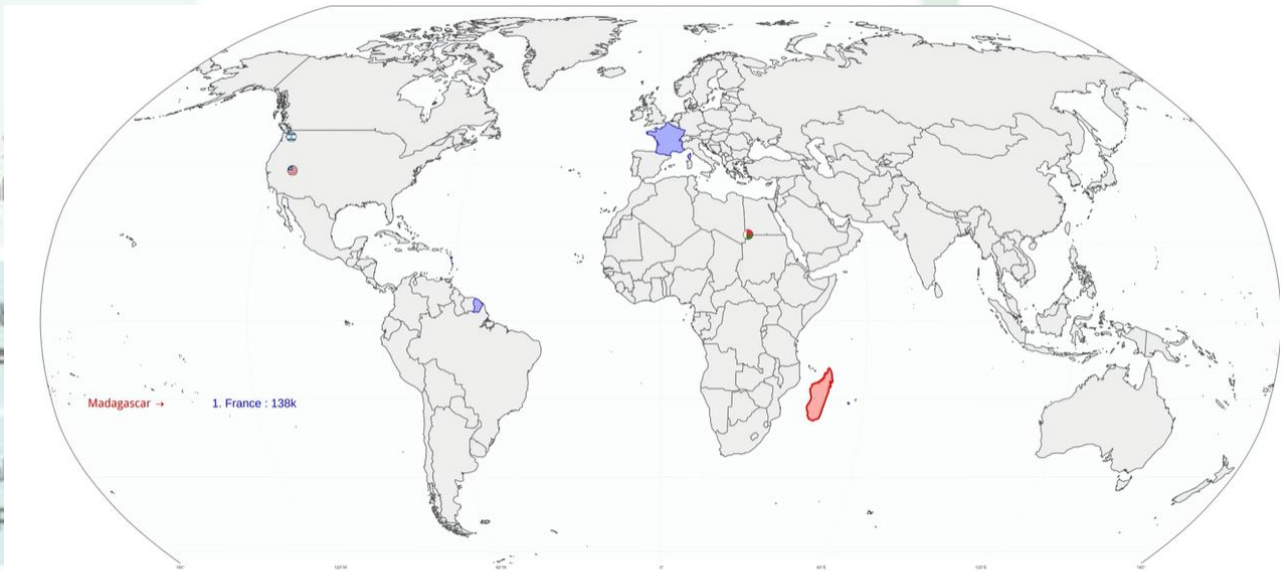


International  
migrants<sup>a</sup>

**281 million**

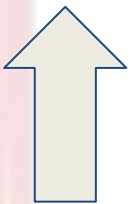
international migrants globally in 2020,  
or 3.6 per cent of the world's population

Females <sup>a</sup>	<b>135 million</b>	international female migrants globally in 2020, or 3.5 per cent of the world's female population
Males <sup>a</sup>	<b>146 million</b>	international male migrants globally in 2020, or 3.7 per cent of the world's male population
Children <sup>a</sup>	<b>28 million</b>	international child migrants globally in 2020, or 1.4 per cent of the world's child population
Labour migrants <sup>b</sup>	<b>169 million</b>	migrant workers globally in 2019
Missing migrants <sup>c</sup>	Around <b>8,500</b>	dead and missing globally in 2023



IOM  
UN MIGRATION

WORLD MIGRATION  
REPORT 2024



watch the video

Source: IOM





# The Role of VET in Migration

Integrating socially excluded people and immigrants, **developing sensitivity and responsiveness to diversity and multiculturalism** is crucial today in a globalising world.

With the increasing number of intercultural contacts, both in professional and social life, **the ability to understand and accept cultural differences** becomes essential.

**Promoting openness to other perspectives** strengthens social bonds, reduces prejudice and fosters harmonious cooperation in diverse communities.

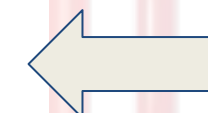
m.youtube.com > watch

CARE Poland Education Initiatives for Ukrainian Students and ...



CARE Poland Education Initiatives for ... SHOCKING RAW FOOTAGE:  
Noem Goes Inside Infamous El Salvador Prison Where Illegal Immigrants...

YouTube · CARE · 21 lut 2025



watch the video



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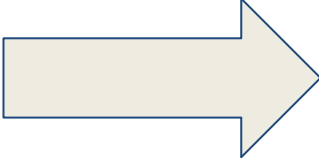
# The Importance of Cultural Integration

Sensitivity to diversity helps to **create more inclusive environments** where everyone, regardless of background or cultural identity, can feel accepted and valued.

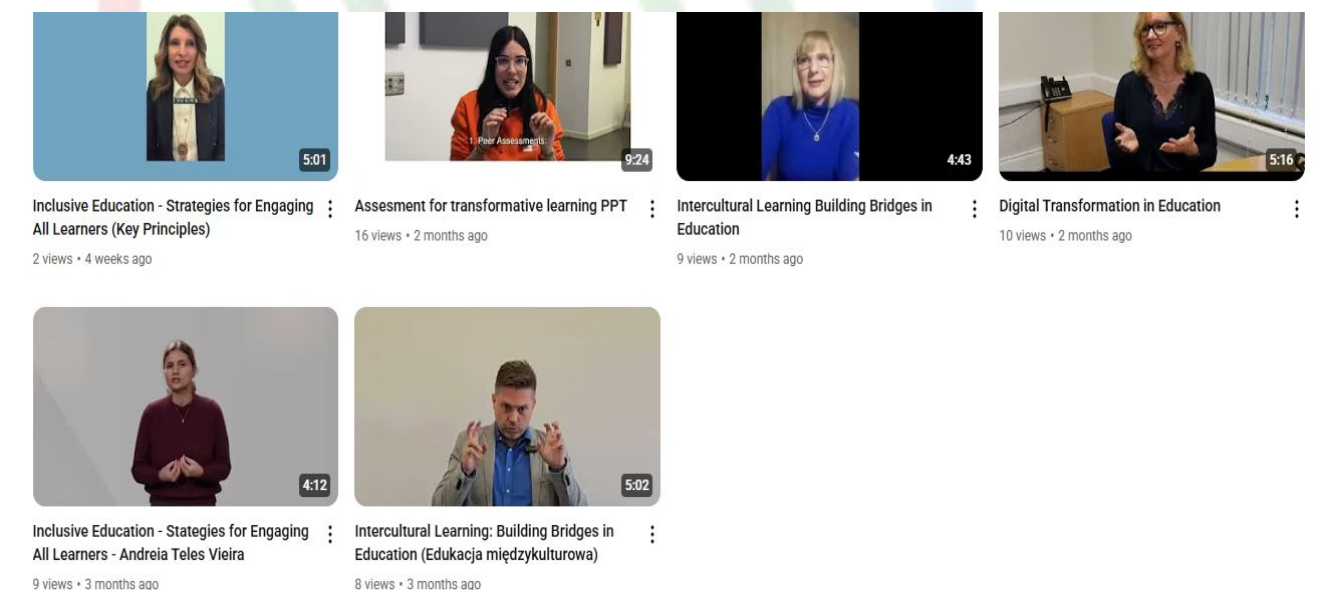
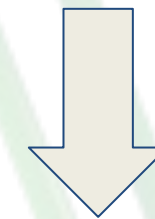
This kind of approach not only **builds social capital but also stimulates innovation, enriching communities** with new ideas and experiences.

It is important that VET educators have access to up-to-date educational aids, so they are able to employ strategies that take into account cultural diversity and individual needs.

Some videos for educators:

 <https://www.youtube.com/@TransformErasmusProject>

watch the videos







# Strategies for Inclusive VET Education

- Equip educators with modern tools for diverse learning needs.
- Develop cultural competence:
  - understand values,
  - communication styles and learning preferences.
- Apply Universal Design for Learning (UDL) for accessible education.
- Support language learning with bilingual resources and linguists.
- Use digital tools for personalized learning and barrier removal.
- Collaborate with local communities and industries through internships.
- Encourage group collaboration to break stereotypes and build inclusion.

## Engaging Hard-to-Reach Learners:

**Use bilingual materials or translation tools** to reduce language barriers.

**Assign peer mentors** (e.g. more confident learners help others).

Source: Pixabay.com





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# Beyond Ethics: Economic & Social Benefits

Inclusion enhances community cohesion and economic growth.

VET educators play a key role in connecting learners to society and industry.



Source: Pixabay.com





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# Online support fostering integration

## SIRIUS network on migrant education

The European Commission co-funds the [SIRIUS network on migrant education](#). The network supports the education of children and young people with a migrant background through strategic activities on the national and international level, and along with migrants and refugees brings together researchers, policy-makers and practitioners in the field of migrant education.

*Source: Refugee and migrant integration into education and training. (2024, October 11).*





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# Online support fostering integration

## Erasmus+ Online Linguistic Support

The Commission has offered over 100,000 refugees and newly arrived migrants access to [Online Linguistic Support](#). The initiative aims to help individuals integrate into their host society by providing the opportunity to learn the local language.

*Source: Refugee and migrant integration into education and training. (2024, October 11).*





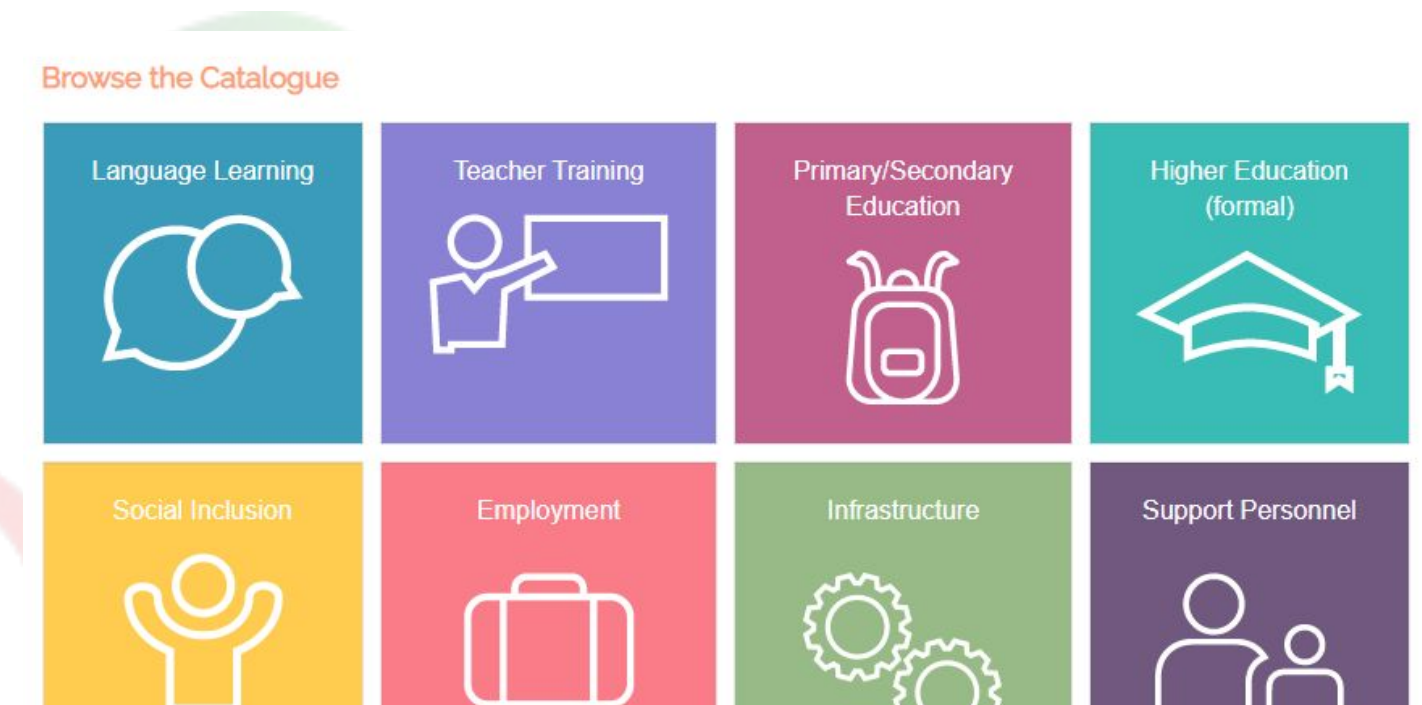


# Online support fostering integration

## Massive Open Online Courses

The Commission has also commissioned a study that assesses the adequacy of Massive Open Online Courses (MOOCs) and Free Digital Learning (FDL) for the inclusion of migrants and refugees.

A catalogue of selected initiatives — categorised by type and purpose — is available at [MOOCs4inclusion](https://moocs4inclusion.eu).





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# B. Policies and Frameworks in Vocational Education and Training Systems



# Table of contents — part B

- Introduction and objectives - 29
- Theoretical background — 31
- Strategies to align training programs with European VET policies — 35
- Advocate for inclusive policies in educational settings — 39
- Case studies — 42
- References — 44





# VET and European priorities

**Education and training** are central to the EU's vision for social cohesion, economic development, and personal growth.

In line with key EU Policies, there is a particular emphasis on **ensuring equitable access** to education and training for **migrants and other vulnerable groups** of learners.

**VET systems** play a key role by addressing:

- skill gaps
- labor market integration
- lifelong learning



EDUCATION



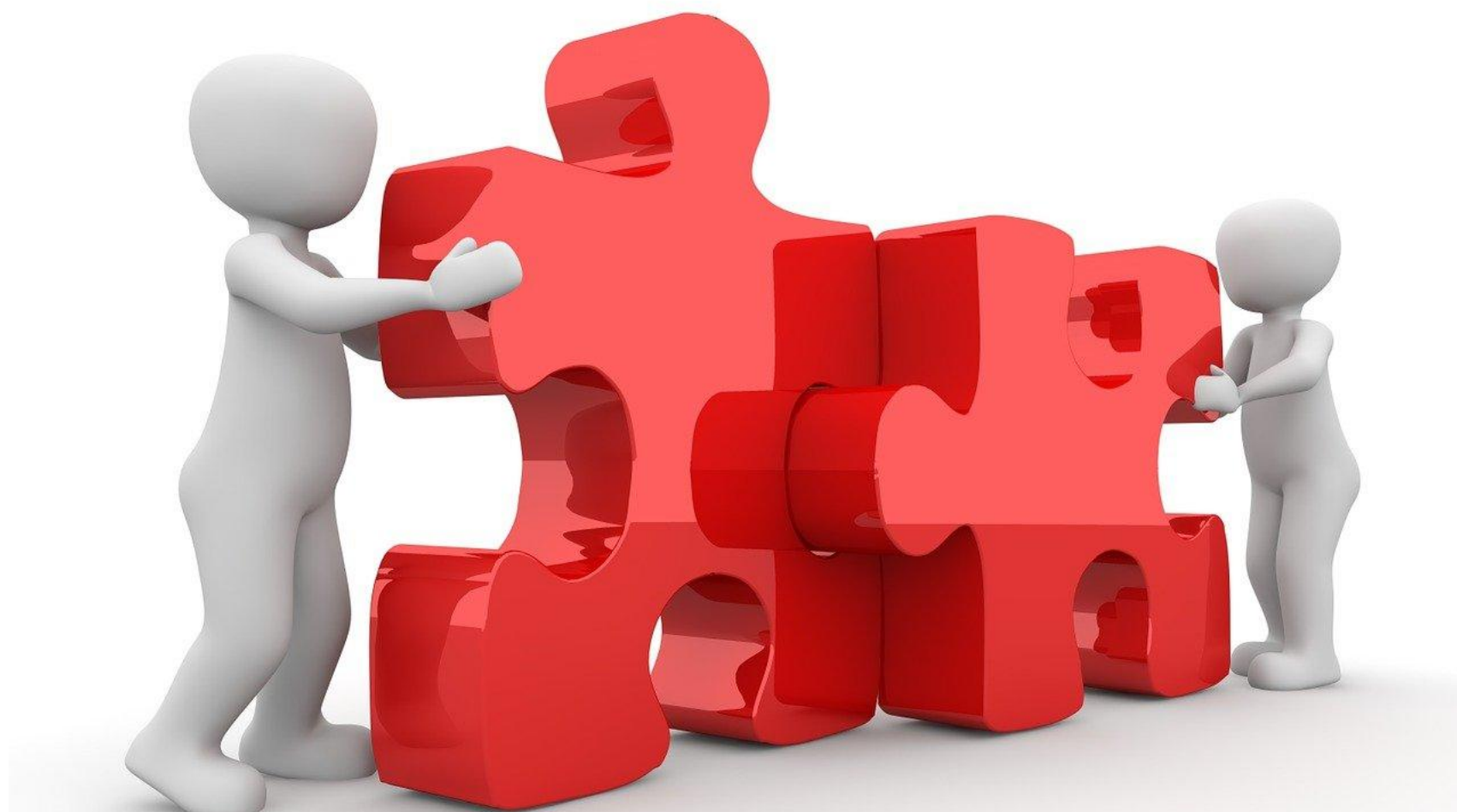
INCLUSION



EMPLOYMENT



# Objectives and Focus



This chapter explores how national VET frameworks align with EU education policies.

It highlights best practices and strategies to **improve access** and **effectiveness**, especially for migrant learners, **in diverse VET systems** across Europe.





# Migration & Education in Europe

## The Role of Education in Migrant Integration



### ***BRAINSTORMING ACTIVITY***



"What do you think is the role of education in the integration of migrants?"

Use interactive tools such as





# Migration & Education in Europe

## The Role of Education in Migrant Integration



Source:  
[https://stock.adobe.com/it/search?k=migration+and+education&search\\_type=usertyped&asset\\_id=1123347775](https://stock.adobe.com/it/search?k=migration+and+education&search_type=usertyped&asset_id=1123347775)

- ✓ In recent years, Europe has welcomed **many young migrants**.
- ✓ **Education and training** are key tools for helping them integrate and access the labor market.
- ✓ VET supports **school-to-work transitions** , especially for disadvantaged youth.





# Barriers in VET access

## Challenges in using VET for migrants

VET has been applied **inconsistently** for migrants.

### Common barriers :



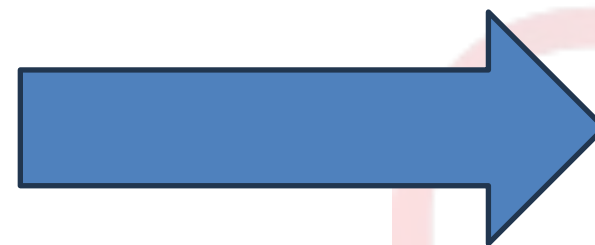
limited resources,



language difficulties,



lack of information



More **inclusive and flexible** VET systems benefit not only migrants but also all disadvantaged learners, by creating stronger, more adaptable education and training systems.



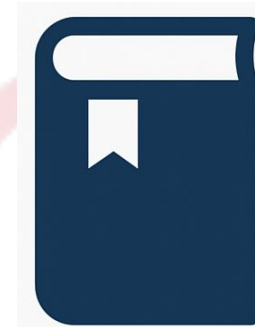
# EU Actions to support Inclusive Education

- Since 2016, the **European Commission** has supported EU Member States in their efforts to integrate migrants in their education and training systems at all education levels.
- The Commission recognizes that students with migrant or refugee backgrounds **often struggle to adapt to new learning environments.**

So, the EU actions focus on:



Supporting **teachers** in diverse classrooms



Sharing **best practices**



Improving **adaptation** and **inclusion**





# Action Plan on Integration and Inclusion (2021-2027)

- ✓ A comprehensive approach involving:
  - migrants,
  - communities,
  - employers, and
  - civil society.
- ✓ Priorities the Action Plan is focused on:
  - **inclusive education**
  - **language learning**
  - **recognition of qualifications**



Source: AI-generated image created with OpenAI's DALL·E.

supported by EU funding, guidelines, and partnerships.



# Strategies to align national VET with EU priorities

## Adopt EU Policy Frameworks and Guidelines

- Integrate key EU recommendations such as the *European Skills Agenda*, *Copenhagen Process*, and *Council Recommendation on VET for Sustainable Competitiveness, Social Fairness, and Resilience* into national strategies.
- Ensure alignment with overall goals like fostering inclusivity, promoting digital and green skills, and encouraging lifelong learning.

## Establish Cross-Border Collaboration

- Promote the exchange of best practices through EU-funded programs such as Erasmus+ and the European Social Fund (ESF).
- Participate in initiatives like the European Alliance for Apprenticeships (EAfA) to enhance cooperation on apprenticeships and work-based learning.





# Strategies to align national VET with EU priorities

## Enhance Stakeholder Engagement

- Collaborate with employers, educational institutions, and social partners to ensure national frameworks reflect both labour market needs and EU objectives.
- Foster migrant-focused initiatives by working with NGOs and community organizations to develop inclusive and tailored training programs.

### **Optional Prompt :**

*Think of ways VET institutions can build stronger partnerships with employers, NGOs, and community organizations to support inclusive training—especially for migrants. What types of collaboration, initiatives, or dialogue have you seen or would you propose?*



# Strategies to align national VET with EU priorities

## Improve Quality Assurance and Monitoring

- Adopt the [European Quality Assurance in Vocational Education and Training \(EQAVET\)](#) framework to standardize and enhance the quality of VET programs.
- Regularly monitor and evaluate the outcomes of VET policies using benchmarks from the EU's VET Modernization Indicators.

### 👉 **Optional Prompt** (for Mentimeter or live discussion):

*How can VET providers improve quality assurance and monitoring to ensure more inclusive, effective, and relevant training for all learners? Think about tools, data collection methods, or how to apply EQAVET principles in practice*





# Strategies to align national VET with EU priorities

## Facilitate Skills Recognition and Mobility

- Simplify the recognition of qualifications and prior learning through tools like the [European Qualifications Framework \(EQF\)](#) and [Europass](#). Through these tools VET providers can make national qualifications easier to understand and more comparable. It also seeks to support cross-border mobility of learners and workers, including migrants, promoting lifelong learning and professional development across Europe.
- Encourage the use of micro-credentials to validate specific skills, especially for migrants with diverse educational backgrounds.



# Strategies to align national VET with EU priorities

## Invest in Teacher and Trainer Development

- Equip educators with the skills needed to deliver high-quality, inclusive training aligned with EU priorities.
- Develop continuous professional development programs for VET trainers in line with EU standards.

👉 **Optional Prompt** (for Mentimeter or live discussion):

*What are some of the skills educators should have to provide high-quality and inclusive training?*

## Target Migrants and Vulnerable Groups

- Create tailored pathways that address the unique challenges faced by migrants, including language barriers, cultural integration, and skills assessment.
- Incorporate EU-funded projects to support the inclusion of migrants in VET programs.





# Inclusive Strategies in Vocational Education and Training - VET

VET leaders play a key role in ensuring that **all students**, regardless of background or ability, have **access to quality education**. Effective inclusion strategies should combine policy development, community engagement, and practical implementation.



## **Brainstorming Activity**

"Designing Inclusive VET Environments: What Works?"



## **Mentimeter Question**

"What strategies or actions can VET leaders take to ensure inclusive and equitable education for all learners?"



## **Optional Prompt**

Think about practical actions, policy-level ideas, or community engagement methods you've seen or would recommend.



# Core Principles for Inclusive Education

Before go through the core principles for Inclusive Education  
watch the video



## KEY PRINCIPLES SUPPORTING POLICY DEVELOPMENT AND IMPLEMENTATION FOR INCLUSIVE EDUCATION

from the European Agency for Special Needs and Inclusive Education

...and start a **LIVE DISCUSSION** !





# Core Principles for Inclusive Education

## 1. Identifying Barriers

Assess both physical (e.g. inaccessible facilities) and systemic (e.g. biased curricula) obstacles to develop targeted solutions

## 2. Engaging the Community

Involve students, parents, educators, and stakeholders using tools like surveys, focus groups, and diversity committees to gather input

## 3. Policy and Curriculum Development

Establish inclusive policies (e.g. anti-discrimination, disability support) and integrate diverse perspectives into curricula to foster equity and critical thinking



# Core Principles for Inclusive Education

## 4. Professional Development

Provide ongoing training in cultural competence, differentiated instruction, and inclusive teaching methods to empower educators

## 5. Supportive Structures

Set up roles and resources such as inclusion coordinators, mentoring programs, and resource centers to support students effectively

## 6. Inclusive Practices in Action

- **Promote an inclusive culture** with cultural events, student-led initiatives, and awareness campaigns.
- **Monitor progress** through feedback, surveys, and performance metrics to continuously improve strategies





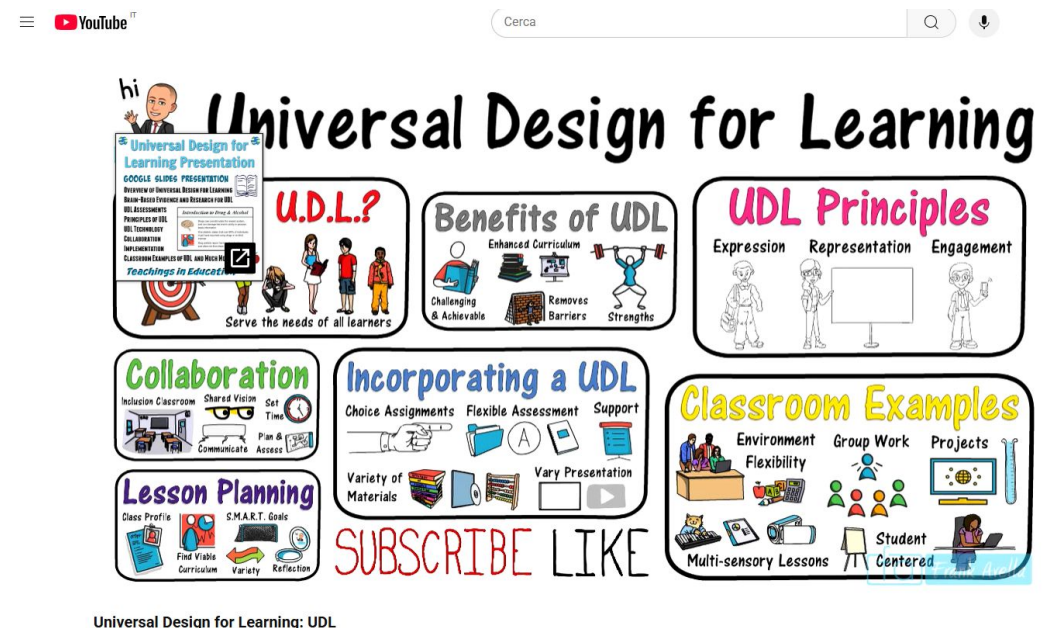
# Best practices supporting VET providers to encompass inclusive policies in the educational settings

## Universal Design for Learning (UDL)

It is an example of successful inclusion in primary and secondary education that gives all students an equal opportunity to succeed. It is an **educational framework** that guides the **development of flexible learning environments** to accommodate diverse learners.

Watch the  
video:

Universal Design for  
Learning UDL



## European Education Area's working groups

to help with the integration of refugees and migrants, the Commission facilitates the exchange of good practices among EU Member States through mutual learning activities covering different themes and educational levels (from childhood to adult education)

Go through some examples of Working Groups deliverables or meetings here :

<https://education.ec.europa.eu/about-eea/working-groups>



# Best practices supporting VET providers to encompass inclusive policies in the educational settings

## Validation of skills for refugees and migrants in Norway

It includes measures taken to speed up the mapping and validation of skills and competences of refugees and other immigrantss.

Source:

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28782>

## School4Inclusion

This project promotes inclusive education of migrant children. It is based on the principles of inclusive education and whole-school involvement

Source:

<https://school-education.ec.europa.eu/en/discover/resources/schools4inclusion-promoting-inclusive-education-migrant-children>

**Watch the video:**  
**Schools4Inclusion (S4I) online toolkit – resources for inclusive education**







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# Test

*There is just one correct answer.*

1. What is the main principle of inclusive education?
  - a) Ensuring equal access to quality education in a collaborative environment for all
  - b) Educating students with different needs in separate settings
  - c) Integrating only people with disabilities
  - d) Focusing on adapting curricula only for high-achieving students





## 2. What is the key difference between inclusion and integration?

- a) Inclusion is based on systemic change, while integration adds support within existing structures
- b) Inclusion and integration are synonyms
- c) Integration means fully adapting the education system to all student needs
- d) Integration only addresses language barriers



3. Which of the following statements are true regarding barriers in accessing VET for migrants? *(There are two correct answers)*

- a) Migrants always receive consistent support from VET systems across Europe.
- b) Language difficulties are one of the common barriers migrants face in VET
- c) More inclusive and flexible VET systems benefit both migrants and other disadvantaged learners
- d) VET is only designed for native-born learners and does not consider migrant need





4. What is one of the main focuses of the EU actions to support inclusive education?

- a) Reducing funding for teacher training in diverse classrooms
- b) Promoting separate learning paths for migrant students
- c) Supporting teachers in diverse classrooms
- d) Limiting the use of best practices across Member States



5. Which of the following is a key principle of inclusive education? *(There is only one correct answer)*

- a) Limiting curriculum content to national history and language only
- b) Assigning students with different needs to separate learning environments
- c) Promoting inclusive culture through student-led initiatives and cultural events
- d) Avoiding feedback from students and parents to streamline teaching

# iTHANK YOU!

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