

Competency Framework for the vocational integration of migrants and refugees

Trauma Informed Practice

AREA	DESCRIPTION	Learning Outcomes		
		Knowledge and understanding	Skills	Values and attitudes
Trauma-informed practice	<p>Understanding, recognising and responding to the effects of trauma on individuals.</p> <p>Creating learning environments that are safe, supportive and empowering</p>	The learner knows the principles of trauma-informed practice including safety, prevention, empowerment and choice, trustworthiness and transparency	The learner identifies safety plans, coping strategies and supporting resources to minimise the risks of traumatisation.	The learner acknowledges the importance to create an environment that promotes healing, recovery and empowerment while respecting individuals' dignity, autonomy and cultural diversity.

OER Collection

	AREA	DESCRIPTION OF OER	Link to the resource
1	Trauma Informed Practice	Trauma Informed Oregon is a network of different entities and private partners that are committed to creating a trauma informed system of care in Oregon. Their OERs are in different language and cover a wide range of topics. You can visit the resource library here . Some interesting OERs I have found include a resource guide for educators in Higher Learning , where it explains the principles of trauma informed care in classroom environments and tips to achieve those principles. There's also book recommendations for kids, as well as guides directed at youth to understand trauma .	https://traumainformedoregon.org/resources/trauma-informed-care-resource-library/

2	Trauma Informed Practice	<p>The Trauma-Informed Care Implementation Resource Center (TICRC) offers tools and resources for training professionals in trauma-informed care, with a focus on creating environments that support trauma survivors. Includes free training modules and guides for educators, health professionals, and community leaders.</p>	<p>https://www.traumainformedcare.chcs.org/</p>
3	Trauma Informed Practice	<p>The Scottish Government in partnership with NHS Education for Scotland prepared a Toolkit of Trauma-Informed Practice. Even though it covers more sectors than education it has good resources, as well as case studies. Here's some interesting resources: an animated video for educators working with children and youth, a practical video teaching ways to implement trauma informed practices into your classroom, a psychological First Aid e-module of 1 hour which teaches you to know how to support people during any kind of crisis. To access the e-course you only need to do a free registration via email.</p>	<p>https://www.gov.scot/binaries/content/documents/govscot/publications/advice-and-guidance/2021/03/trauma-informed-practice-toolkit-scotland/documents/trauma-informed-practice-toolkit-scotland/trauma-informed-practice-toolkit-scotland/govscot%3Adocument/trauma-informed-practice-toolkit-scotland.pdf</p>
4	Trauma Informed Practice	<p>The National Education Association is an organisation regarding educational excellence and improvement. Inside their webpage you can find a lot of OERs regarding trauma informed practices such as this report on how to teach children that comes from poverty and trauma, a Firstbook Trauma Toolkit for educators which is very accessible and offers numerous tips on how to deal with students in those situations.</p>	<p>https://www.nea.org/professional-excellence/student-engagement/trauma-informed-schools</p>

5	Trauma Informed Practice	<p>The National Center for Trauma-Informed Care (NCTIC) Provides resources for professionals working with trauma survivors, including guides on integrating trauma-informed care into various professional settings like education, healthcare, and social services.</p>	<p>https://www.traumainformedcare.chcs.org/resource/a-mhsas-national-center-for-trauma-informed-care/</p>
6	Trauma Informed Practice	<p>Resources on supporting vulnerable learners (including refugees, those with trauma histories) and strategies for creating safe, predictable learning environments</p>	<p>https://www.gov.ie/en/department-of-education/services/national-educational-psychological-service-neps/</p>
7	Trauma Informed Practice	<p>This video series discusses a trauma-informed framework that can support teachers/educators/VET professionals and learners.</p>	<p>https://jigsaw.ie/schools-hub/trauma-informed-practice/</p>
8	Trauma Informed Practice	<p>Easy access to Trauma Informed resources including reports, frameworks and training materials.</p>	<p>https://www.safeguardingni.org/trauma-informed-approaches/resources</p>

9	Trauma Informed Practice	Filmed workshop guides have been developed by the National Trauma Training Programme (NTTP) in Scotland to support anyone who works with people to become trauma informed in the work that they do.	https://transformingpsychologicaltrauma.scot/media/xtcnsqza/trauma-informed-resources-flyer_v4.pdf
10	Trauma Informed Practice	Toolkits on mental health and trauma awareness in education.	https://www.mentalhealthireland.ie/

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Diversity and Intercultural Dialogue

AREA	DESCRIPTION	Learning Outcomes		
		Knowledge and understanding	Skills	Values and attitudes
Diversity and intercultural dialogue	Effectively navigate and engage with diverse cultural perspectives, experiences and identities in different contexts. Promotion of cross-cultural understanding and cooperation	The learner knows about the cultural awareness, open-mindedness, adaptability and flexibility, cultural competence and intercultural sensitivity	The learner understands, recognises and respects the richness and complexity of other cultures; uses adequate communication skills to convey thoughts respectfully across cultural boundaries; is adaptable in diverse cultural settings	The learner increases their sensitivity and awareness towards cultural differences, and create environment that welcome and celebrate diversity.

OER Collection

	AREA	DESCRIPTION OF OER	Link to the resource
1	Diversity and intercultural dialogue	Learning for Justice is a US organisation that targets caregivers, students and educator to being aware about social justice as well as educate them with OERs. Even though not all the resources are applicable to each country's context with diversity, there's still some OERs that can be interesting to know about. For example this caregivers guide to online radicalisation , which sadly is prevalent in a lot of countries. It helps the adult educator to know how to detect hate speech in the classroom as well as how to answer hate speech. This educators guide on teaching tolerance in the classroom is also accessible to most countries' contexts They also have lesson plans	https://www.learningforjustice.org/

		divided by grade (US grade system) with many topics such as diversity , with practical activities, read-a-loud and discussion questions. It also has free posters you can print out and put in the classroom's walls.	
2	Diversity and intercultural dialogue	The resilient educator is a virtual space for teacher and educators that has resources and content regarding any kind of topic on education. This article , for example, teaches how to empower students through respect, this other article reflects on the importance of having cultural representation in the books used in class and it also recommends different organisations and book recommendation. In this article it's listed different activities you can implement in class for teaching tolerance.	https://resilienteducator.com/collections/cultivating-diversity-inclusion-equity/
3	Diversity and intercultural dialogue	Intercultural Learning is an Erasmus+ project whose objective was to contribute to building a sustainable future for individual pupil mobility. Inside their webpage there's different resources that are interesting for teaching diversity and intercultural dialogue such as report on intercultural competence in education, a toolbox with competences needed to promote inclusion and diversity, inside each competence you can find different activities to work in class such as this one , or this one . There's also this toolbox with activities regarding intercultural learning	https://intercultural-learning.eu/
4	Diversity and intercultural dialogue	E-course whose objective is to explore the impact of cultural values, communication patterns, and identity. It covers culture's influence on verbal and nonverbal communication, social and psychological variables, and diverse perspectives. It also discusses strategies for effective intercultural communication, addressing barriers like stereotyping and prejudice while seeking common	https://oercommons.org/courseware/lesson/104339/overview

		ground among cultures. There's also a set of activities targeted at students and OERs recommended as well.	
5	Diversity and intercultural dialogue	The Global Partnership for Education (GPE), Provides resources on promoting inclusive education, diversity, and intercultural dialogue in classrooms. It includes toolkits for teachers to address cultural differences and foster understanding among students from diverse backgrounds.	https://www.globalpartnership.org/
6	Diversity and intercultural dialogue	The DIVET Handbook is a comprehensive guide designed to support VET (Vocational Education and Training) professionals, adult educators, and training providers in implementing effective diversity and inclusion strategies in their institutions and training practices. Developed under the Erasmus+ project DIVET, the handbook offers a structured approach to building more inclusive learning and working environments, especially in SMEs and vocational education settings.	https://mehr-teilhabe.de/wp-content/uploads/2024/08/DIVET-Handbook_final.pdf
7	Diversity and intercultural dialogue	The collection presents the results of the REBELAH project, which was designed to help foster more inclusive learning environments in adult education.	https://oercommons.org/courses/rebelah-project-results-collections
8	Diversity and intercultural dialogue	This guide promotes culturally diverse students, trainees and workers to improve their English, using real work activities and examples. Users learn English that is useful in the professional context.	https://oercommons.org/courses/workplace-english-for-success

9	Diversity and intercultural dialogue	<p>Intercultural Communication introduces students to the cultural variables and factors in the communication process. Emphasis is given to communicating effectively in diverse social and professional environments. Focus is given to the analysis and comparisons of message perception, verbal and nonverbal communication, communication climates and language interpretation in interactions between people from different cultures. The attached resources include a course syllabus, a culturally relevant assignment, and the remixed open education resources chapters used to make this course more antiracist.</p>	<p>https://oercommons.org/courseware/lesson/104339</p>
10	Diversity and intercultural dialogue	<p>Interculturalizing the Curriculum is the third in a series of educator development resources on interculturality. Developed for the KPU Intercultural Teaching Program, this short book engages educators in two main strands of interculturalizing the curriculum: (1) revising curriculum to reflect intercultural learning outcomes, and diverse content from multiple perspectives, and (2) supporting student interculturality development.</p>	<p>https://oercommons.org/courses/interculturalizing-the-curriculum</p>

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Critical Thinking and Understanding

AREA	DESCRIPTION	Learning Outcomes		
		Knowledge and understanding	Skills	Values and attitudes
Critical thinking and understanding	<p>Analysis, summary and evaluation of information needed to make decisions and act accordingly.</p> <p>Creating innovative ideas, approaches and solutions to the complex problems and challenges in the area of inclusion and integration.</p>	The learner knows the process of examining and evaluating information, ideas or topics objectively and in a balanced way.	The learner develops skills of analysis, evaluation, synthesis and reflection to promote social inclusion and integration	The learner acknowledges the importance to understand, critically examine and address inequalities, and promote actions to create a more inclusive and respectful society.

OER Collection

	AREA	DESCRIPTION OF OER	Link to the resource
1	Critical thinking and understanding	<p>How critical thinking, multicultural education and teacher qualification affect anti-immigrant attitudes</p> <p>Article for teachers on how teachers' skills and teaching affect anti-immigrant attitudes</p>	https://www.tandfonline.com/doi/pdf/10.1080/09620214.2018.1425895
2	Critical thinking and understanding	<p>Inclusive education for refugee children: Preservice social studies teachers and their critical thinking skills</p> <p>Study about inclusive education with examples from Turkey.</p>	https://www.iier.org.au/iier33/saldiray.pdf

3	Critical thinking and understanding	<p>Inclusive Vocational Education and Training (VET) - policy and practice</p> <p>A PDF guide delving into social-emotional learning, with sections on empathy, information analysis, reflection, and evaluation - key for active listening and critical thinking.</p>	<p>Inclusive Vocational Education and Training (VET) – Policy and Practice CEDEFOP</p>
4	Critical thinking and understanding	<p>Cedefop – “Towards More Inclusive VET”</p> <p>A web article exploring learner-centred approaches in VET that emphasize communication, active listening, empathy, trust-building, and psychosocial support.</p>	<p>https://school-education.ec.europa.eu/en/discover/news/towards-more-inclusive-vet</p>
5	Critical thinking and understanding	<p>Constructions of emotional impact, risk and meaning among practitioners working with asylum seekers and refugees</p> <p>The study examines the emotional impact that clinical work with asylum seekers and refugees has on practitioners who work with them.</p>	<p>https://d1wqtxts1xzle7.cloudfront.net/91420682/capr.1208720220923-1-ue9ri2-libre.pdf?1663919517=&response-content-disposition=inline%3B+filename%3DConstructions_of_emotional_impact_risk_a.pdf&Expires=1713188528&Signature=MJ640dnhLfHSTAzh5g8Qxzd3KfeRdotQh4bjZQouqNCBvw39qvzsfv8HWNk0UKs3Nuu7GL9pH3exuF2ukvl62Q8Z8AH0bthCpOMDnqyKdzs0eOrFOVtpIPhfBaN4I9ZTkZGTKsuZ4BeUUt7y6sRHTid6FAzvtT3rvKbSIKfkBFcNi9dRUrwF7Umvk0St-Zd3V8-Xi4wYsHMtoA2Wrn~8zkz5ggO0YgLK7rXzDgJ~uvl1OGZQfv9ns3Hy1tCvSXAj-Hu6DohK7S~pej9TTht5ZA3C6igizlmnk~YIRAU5pcqLUVmkWHYgh1EIRSCwkw9C1Dt38JveHK5Mc9I6_FZug_&Key-Pair-Id=APKAJLOHF5GGSLRBV4ZA</p>

6	Critical thinking and understanding	NORRAG – “Refugee Teachers” Policy Insight Provides case studies of refugee teacher practices, spotlighting observation-based classroom support and reflective listening methods in VET contexts.	https://www.norrageducation.org/wp-content/uploads/2023/03/PolicyInsight_Refugee_Teachers_Agenda_v3.pdf
7	Critical thinking and understanding	UNESCO – “Inclusive Education Resource Pack” A comprehensive PDF resource pack offering practical tools for inclusive pedagogy, including active listening, participatory observation, critical reflection, and bias detection.	unesco_bie_2021_web_inclusive_education_resource_pack.pdf
8	Critical thinking and understanding	EU- funded ReCULM – “Cultural Mediators OER” A toolkit designed for cultural mediators (including VET educators) featuring active listening and observation techniques tailored for migration and integration settings.	https://ec.europa.eu/programmes/erasmus-plus/project-result-content/b1a0f9f8-ad60-49f6-809a-b0c4a2111541/O4-A2_Support_Statement.pdf
9	Critical thinking and understanding	Refugees and access to Vocational Education and Training across Europe: a case of protection of white privilege? Study about how VET policies impact on racial equality, and the ways racial structures in Europe impact on VET.	https://repository.uel.ac.uk/download/37645e5cae720da0cae0ca7bbb05d49dbe2df09f1e69c0a9090d77696fbc4a2d/123172/2014_Chadderton_Refugees-and-VET.pdf

10	Critical thinking and understanding	<p>Critical Thinking and Intercultural Competence: Review, Use, and Classification of the 21st Century Skills in Intercultural EFL Education</p> <p>Study about Educators' skills regarding intercultural competences</p>	https://www.sciedupress.com/journal/index.php/ijelt/article/view/20102/12346
11	Critical thinking and understanding	<p>Despite the differences emanating from these schools of thought, there is agreement on some fundamental facets of critical thinking, most of which recognise the various behaviours and/or dispositions that a critical thinker must possess.</p>	https://www.open.edu/openlearn/mod/oucontent/view.php?id=51387&section=3
12	Critical thinking and understanding	<p>Whether you're aiming to improve your performance at work or simply trying to live a more fulfilling life, you'll need a variety of hard and soft skills to move the needle. Some skills come naturally to some people, while others need to develop them actively. One of these skills is critical thinking. Let's explore the different types of critical thinking skills and how you can start improving them to level up your career.</p>	https://www.betterup.com/blog/critical-thinking-skills
13	Critical thinking and understanding	<p>Critical Thinking is about being aware of the decisions we make. This article presents an overview of the importance and benefits of Critical Thinking.</p>	https://www.futurelearn.com/info/courses/how-to-develop-critical-thinking-skills/0/steps/335512
14	Critical thinking and understanding	<p>The aim of critical thinking is to try to maintain an objective position. When you think critically, you weigh up all sides of an argument and evaluate its strengths and weaknesses. So, critical thinking entails: actively seeking all sides of an argument, testing the soundness of the claims made, as well as testing the soundness of the evidence used to support the claims.</p>	https://www.open.edu/openlearn/mod/oucontent/view.php?id=51387&section=4
15	Critical thinking and understanding	<p>Critical thinking encourages you to be constructive, by considering the strengths and weaknesses of a claim and differing sides to an argument. It helps you to clarify points, encourages deeper thought, and allows you to determine whether information that you come across is accurate and reliable.</p>	https://www.open.edu/openlearn/mod/oucontent/view.php?id=64740&section=1

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Empathy

AREA	DESCRIPTION	Learning Outcomes		
		Knowledge and understanding	Skills	Values and attitudes
Empathy	<p>Understanding others' perspectives</p> <p>Enhancing social-emotional skills</p> <p>Developing resilience when facing adversity</p> <p>Building relationships based on empathy, trust and mutual understanding</p>	<p>The learner understands own and others' emotions, biases and perspectives; he/she knows how emotions influence behaviour and interpersonal interactions</p>	<p>The learner develops social-emotional skills reducing stigma and discrimination towards diversity and fostering more compassionate and inclusive learning culture.</p>	<p>The learner is able to put himself/herself in another person's shoes, identifying and understanding the emotions of others. He/she increases self-awareness and relationship skills as well as the resilience ability needed to overcome challenges.</p>

OER Collection

	AREA	DESCRIPTION OF OER	Link to the resource
1	Empathy	<p>OECD Social and emotional learning (SEL) of newcomer and refugee students (EN)</p> <p>In-depth PDF guide detailing frameworks for SEL, including empathy-building, bias awareness, and teacher facilitation strategies. Covers educator roles in holistic inclusion.</p>	<p>https://www.oecd.org/content/dam/oecd/en/publications/reports/2022/01/social-and-emotional-learning-sel-of-newcomer-and-refugee-students_8771c48d/a4a0f635-en.pdf?utm_source=chatgpt.com</p>

2	Empathy	<p>The role of empathy in improving SEL skills among educators and students in era of COVID-19</p> <p>This cross- cultural study, conducted during the COVID-19 pandemic, highlights the pivotal role of empathy in fostering social and emotional learning (SEL) for both educators and students, emphasizing its cognitive and affective dimensions</p>	<p>https://www.researchgate.net/publication/361306642_SEL_IRN_Role_of_Empathy_in_Improving_SEL_Skills_COVID19</p>
3	Empathy	<p>U.S. DOE “Newcomer Social Emotional Needs” – Chapter 4</p> <p>Toolkit chapter for supporting newcomer students’ social-emotional needs, including empathy-based conflict resolution practices and educator reflection.</p>	<p>https://www.ed.gov/media/document/chap4pdf-35243.pdf</p>
4	Empathy	<p>WORKING WITH VICTIMS: BEING EMPATHIC HELPERS</p> <p>Article for VET and cosil workers about Responding empathically to victims.</p>	<p>https://www.gestaltbelfast.org/userfiles/files/document-20210531141342.pdf</p>
5	Empathy	<p>Edutopia “Preparing for Cultural Diversity</p> <p>Online guide with empathy-centered learning strategies, multicultural resources, anti-bias mini-lessons. Though K–12-focused, ideas are adaptable to VET for migrant inclusion.</p>	<p>https://www.edutopia.org/blog/preparing-cultural-diversity-resources-teachers?crlt_pid=camp.bbFvFrDiqen</p>
6	Empathy	<p>Improving empathy: is virtual reality an effective approach to educating about refugees?</p> <p>A study on whether virtual reality can foster empathy towards refugee issues among young students.</p>	<p>https://space.sas.ac.uk/9315/1/RLI_Working_Paper_No_40.pdf</p>

7	Empathy	<p>Greater Good in Education – “Empathy for Educators & Students Toolkit”</p> <p>A comprehensive professional learning toolkit (PDF, ~60 pages) offering modules to help educators and learners define, build, and practice empathy, including strategies to cultivate emotional resilience and social connection</p>	<p>https://ggie.berkeley.edu/wp-content/uploads/2024/11/T7.7-8.7-PL-Toolkit.pdf</p>
8	Empathy	<p>Emotional competences in vocational education and training: state of the art and guidelines for interventions</p> <p>Study about emotional competences for VET teachers and students, review of literature.</p>	<p>https://ervet-journal.springeropen.com/articles/10.1186/s40461-022-00132-8</p>
9	Empathy	<p>Is Empathy the Key to Effective Teaching? A Systematic Review of Its Association with Teacher-Student Interactions and Student Outcomes</p> <p>Study about teachers’ social-emotional competence and The Role of Teacher Empathy.</p>	<p>https://link.springer.com/article/10.1007/s10648-021-09649-y</p>
10	Empathy	<p>Compassion and Empathy in Educational Contexts</p> <p>Book that explores compassion and empathy in educational contexts. The book shares a number of models of compassion and empathy that can be implemented in schooling contexts.</p>	<p>https://ginnieandpinney.com.au/wp-content/uploads/2021/10/Compassion_and_Empathy_in_Educational_Co.pdf</p>
11	Empathy	<p>It is a in progress project managed by the Swiss Federal University for VET which focuses on the impact of teacher empathy on learning in vocational education and training. At the same time, the research is intended to inform teachers and principals at vocational schools of the importance of empathy as a key teaching competence in vocational education and training. The study team will produce a booklet containing practical tips that should help teachers to retain the beneficial aspects of empathy while at the same time avoiding the detrimental aspects that can lead to burnout.</p>	<p>https://www.sfuvet.swiss/research/projects/empathy-catalyst-motivating-learners-and-creating-effective-learning-environment</p>

12	Empathy	This paper " Empathy in Education: a critical review " offers a systematic review of the literature on the nature of empathy in educational research. Some useful topics for VET educators may be the value of empathy in teaching, empathetic tutors enhance student learning, empathetic tutors are skilled communicators.	file:///C:/Users/lenovo/Downloads/Empathy in Education A Critical Review.pdf
13	Empathy	It is the regional project "Learning for Empathy: Teacher Exchange and Support Program" initiated by UNESCO Bangkok which has been implementing in Bangladesh, Indonesia, Pakistan and Sri Lanka and supported by the Japanese Government. This project aims to create conditions for education professionals to revisit their teaching practices through the SDG4 lens. The report " Promoting Empathy through Experiential Learning " provides tips on learning for Empathy through Global Citizenship Education ideas for classroom that can be useful for VET educators.	https://dshe.portal.gov.bd/sites/default/files/files/dshe.portal.gov.bd/moedu_office_order/df5dfabd_1c67_4781_a770_c569f133e9f7/Learning%20For%20Empathy%20Report%20DSHE.pdf
14	Empathy	This study provides a systematic review of prior empirical research on the role of teachers' empathy in effective teaching, which comprises the quality of teacher-student interactions and student development.	https://link.springer.com/article/10.1007/s10648-021-09649-y
15	Empathy	This article demonstrates how educators can leverage empathy as part of an anti-racist approach. For teachers, empathy can increase awareness of the experiences faced by marginalized groups and strengthen their relationships with students across lines of difference. This article can be useful to VET educators who work with migrants to increase empathy and enhance the learning experience.	https://www.ascd.org/el/articles/empathy-as-a-tool-for-equity

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Active Listening

AREA	DESCRIPTION	Learning Outcomes		
		Knowledge and understanding	Skills	Values and attitudes
Active listening and observing	<p>Effective communication between educators and learners</p> <p>Understanding of students' needs and concerns</p> <p>Gaining valuable insights to tailor support and teaching to the student' needs.</p>	The learner knows the elements encompassed in the active listening and observing process	The learner effectively listens, observes and interprets verbal and non-verbal insights in the personal, professional and educational contexts.	The learner increases the awareness on the importance to foster positive interpersonal relationships, effective communication and open-mindedness.

OER Collection

	AREA	DESCRIPTION OF OER	Link to the resource
1	Active listening and observing	The four ways of hearing can be useful for us depending on the situations serving different purposes. However, I (and probably most of the readers) don't experience very often hearing with an open heart or open will. Probably I should, and the readers too, have more opportunities of training a better hearing. Not only we would feel more connect with the world around us, but also happier.	https://www.intellighq.com/four-ways-of-listening/
2	Active listening and observing	This article shows the richness of giving the floor and the need to listen to teachers, which is, at the same time, an external listening and a listening to oneself in order to understand their ways of doing evaluation, their "bricolages" for dealing with problems of various kinds (violence, non-attendance, lack of dreams and expectations in students, professional devaluation, mismatched policies, lagging salaries, etc.).	https://www.researchgate.net/publication/338252760_UM_ESTUDO_DE_OBSERVACAO_E_ESCUTA_EM_ESCOLAS_DO_ENSINO_FUNDAMENTAL_PUBLICAS_A_ARTE_DE_FAZER_A_AVALIACAO_DA_APRENDIZAGEM_DE_PROFESSORAS_DE_Ciencias_NATURAIS

3	Active listening and observing	The module 5: Sensitive Interpersonal Communication Skills shows the skills of open communication comprise nonjudgmental, permissive, spontaneous, etc. Awareness of body language, sensitive listening skills comprise active listening, observing body language, etc.	https://www.researchgate.net/publication/322611633_Module_5_Sensitive_Interpersonal_Communication_Skills
4	Active listening and observing	This article presents not only seven techniques of active listening for better communication, but also, it shows the importance of active listening in several areas (in relationships, at work, etc.) and several ways to improve active listening.	https://www.verywellmind.com/what-is-active-listening-3024343
5	Active listening and observing	Active listening can be challenging when we have strong disagreements or we're just too stressed and busy to concentrate. This can often be the case in campaigns and co-ops! This article offers key tips for how we can listen actively in every day contexts like meetings, peer reviews or one-to-one chats.	https://www.seedsforchange.org.uk/activelisting#tools
6	Active listening and observing	The module “Active listening and open communication” is included in the OERs developed within PRACTICE project (Preventing Radicalism through Critical Thinking Competences) co-funded by EC focusing on promotion of social, civic & intercultural competences of secondary school students. This module provides opportunities to explore communication styles that teachers and educational support staff can adapt successful examples in personally and professionally both in academic and non-academic cognitive settings.	https://practice-school.eu/part1/module4/
7	Active listening and observing	The article presents five key active listening techniques to help educators become a more effective listener in the education setting. For each key technique, useful tips are provided.	https://www.mindtools.com/az4wxv7/active-listening
8	Active listening and observing	This article shows 7 steps mentors should take note to increase their active listening skill. The tips included in this article can be applied in various settings which requires an effective communication in the VET field as well.	https://mentorloop.com/blog/active-listening/

9	Active listening and observing	In this link there is a lesson and related activity resources enabling teachers and trainers to examine and practice active listening skills in the education setting and to explore the role of active listening in managing conflicts. The materials have been developed by United States Institute of Peace (Washington)	https://www.usip.org/public-education-new/what-active-listening
10	Active listening and observing	This module is included in the COMMONS OERs and is intended to serve as either a stand-alone learning module on listening. It introduces students to academic study of listening and treats listening as a thriving sub-discipline (of interpersonal	https://oercommons.org/courseware/lesson/55679/overview

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Culturally Responsive Pedagogy

AREA	DESCRIPTION	Learning Outcomes		
		Knowledge and understanding	Skills	Values and attitudes
Culturally responsive pedagogy	Understanding cultural backgrounds, experiences and perspectives of all individuals. Creation of learning environment that are inclusive, affirming and empowering for all learners.	The learner knows the principles and components of culturally responsive pedagogy	The learner recognises the cultural assets and backgrounds of other people; develops and creates learning environments that empower the cultural identities and foster equity in education.	The learner increases the awareness and understanding of own cultural biases, assumptions and privileges in order to address the cultural diversity in the learning setting.

OER Collection

	AREA	DESCRIPTION OF OER	Link to the resource
1	Culturally Responsive Pedagogy	Nala focuses on inclusive teaching strategies for diverse learners (ESOL, literacy challenges) and offers culturally responsive teaching materials.	https://www.nala.ie/
2	Culturally Responsive Pedagogy	Global framework for inclusive VET systems and case studies on integrating migrant/refugee learners	https://unevoc.unesco.org/home/
3	Culturally Responsive Pedagogy	National Youth Council of Ireland - Equality, Inclusion, and Intercultural resources	https://www.youth.ie/articles/equality-inclusion-and-intercultural-resources/

4	Culturally Responsive Pedagogy	Work-based learning_A handbook for policy makers and social partners	https://www.etf.europa.eu/sites/default/files/m/8EFD210012D6B04EC1257CE60042AB7E_Work-based%20learning_Handbook.pdf
5	Culturally Responsive Pedagogy	Strategies Checklist for Teaching with a Multilingual, Multi-literate and Multicultural lens.	https://www.mic.ul.ie/sites/default/files/uploads/4135/Plan-Teach%20with%20a%20Multilingual%20Lens%20Checklist.pdf
6	Culturally Responsive pedagogy	The article discusses the importance of culturally responsive adult education (CRAE) in addressing systemic racism and injustice. CRAE incorporates culturally significant experiences, life histories, and identities in curricula and instruction, and engages learners in local social movement activities to strengthen the connection between the classroom and learners' home communities. The article emphasizes the need for adult education to return to its activist roots to educate learners and lead the response to calls for systemic change.	https://www.proliteracy.org/resources/culturally-responsive-adult-education-embracing-the-power-of-experience-collaboration-and-collective-action/?utm_source
7	Culturally responsive pedagogy	A practical guide explaining what culturally responsive teaching is.	https://www.edweek.org/teaching-learning/culturally-responsive-teaching-culturally-responsive-pedagogy/2022/04
8	Culturally responsive pedagogy	This educational module explains what CRT is related to the adult education context, its benefits and use.	https://www.ged.com/wp-content/uploads/Culturally-Responsive-Teaching-for-Adult-Learners.pdf#page=4.00
9	Applying Culturally Responsive Pedagogy to the Vocational Training of Immigrants	This scientific article explains the application of Culturally Responsive Pedagogy in the Vocational Education and Training of immigrants, explaining the approach's impact on trainees' social and learning experience.	http://files.eric.ed.gov/fulltext/EJ1085054.pdf
10	Culturally responsive pedagogy	This scientific article proves the impact of teacher's participation to Professional Learning Communities on their culturally responsive competences. The results showed that participating in a PLC seems to result in joint work or shared practices. Moreover, it seems to	https://www.researchgate.net/publication/346910277_Improving_culturally_responsive_teaching_through_professional_learning_communities_A_qualitative_study_in_Dutch_pre-vocational_schools

		change the attitude and beliefs of all teachers and the knowledge and skills of some teachers.	
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