

# **European Sustainability Expert Course**

**Work Package 4: Train-the-trainer CPD  
Programme**

**- MODULE 6 -**

Elaborated by: **Group for European Integration (GIE)**

## Module 6: *Integrating Sustainability Across VET Programmes*

| Module 6: Integrating Sustainability Across VET Programmes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                    |
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| Partner organisation:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Group for European Integration (GIE)                                                                                               |
| Country:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Romania                                                                                                                            |
| Main contact person:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Georgeta CHIRLEŞAN                                                                                                                 |
| Module Overview                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                    |
| <p>The <b>purpose</b> of this module is to strengthen trainers' capacity to embed sustainability across VET programmes while ensuring effective, consistent and quality delivery of the <b>ESE course</b>.</p> <p>This module <b>focuses</b> on supporting VET trainers to effectively integrate sustainability principles and practices across VET programmes. It provides trainers with practical methods for planning, delivering, monitoring and continuously improving sustainability-focused learning activities aligned with the European Sustainability Expert (ESE) curriculum. The module is highly <b>relevant</b> for VET trainers as sustainability is becoming a key competence across sectors, requiring educators to adapt their teaching approaches and embed sustainability within existing programmes and institutional practices. Through structured facilitation planning, portfolio development and peer collaboration, this module <b>supports trainers</b> in confidently delivering the ESE course while maintaining pedagogical quality, accessibility and alignment with European quality assurance standards. It also strengthens trainers' capacity to mentor others and contribute to a sustainable and collaborative training ecosystem.</p> |                                                                                                                                    |
| Module Learning Outcomes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                    |
| LO1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Outline methods for integrating sustainability across VET programmes, including monitoring, reporting, and continuous improvement. |
| LO2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Develop and implement facilitation plans aligned with the six modules of the ESE curriculum.                                       |
| LO3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Compile and manage a Trainer Portfolio demonstrating learning design, quality assurance, accessibility, and reflection.            |
| LO4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Facilitate the ESE course independently, ensuring pedagogical, ethical, and technical quality.                                     |
| LO5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Adapt materials and examples to local or institutional contexts while maintaining the European quality-assurance framework.        |
| LO6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Mentor new trainers and contribute to national and transnational ESE trainer networks.                                             |

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| LO7                   | Engage in peer moderation and continuous improvement, contributing to the sustainability of the ESE training ecosystem.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Module Content</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Topic 1               | <b>Strategies for Embedding Sustainability across VET Programmes (LO1, LO5):</b><br><i>Focuses on practical methods for integrating sustainability across curricula, including curriculum mapping, systems thinking, stakeholder engagement, and continuous improvement approaches.</i>                                                                                                                                                                                                                                                                                                                                                            |
| Topic 2               | <b>Planning and Delivering ESE Training Sessions (LO2, LO4, LO5):</b><br><i>Focuses on designing facilitation plans aligned with the ESE curriculum, selecting appropriate learning methods, and adapting materials for diverse learning contexts.</i>                                                                                                                                                                                                                                                                                                                                                                                             |
| Topic 3               | <b>Professional Practice, Collaboration and Continuous Improvement (LO3, LO6, LO7):</b><br><i>Supports trainers in strengthening their professional practice through reflective learning, peer collaboration, and quality assurance processes. Trainers explore how to document and evaluate their facilitation practices, contribute evidence to their ongoing Trainer Portfolio, engage in peer moderation, mentor new trainers, and participate in national and transnational trainer networks. Emphasis is placed on continuous improvement and sustaining the quality and impact of ESE training across different institutional contexts.</i> |

## Face-to-Face Training Session

This module must include **3 hours of face-to-face training**.

### Session Structure

| Time       | Activity                                         | Method                                                      | Materials/resources                                                                     |
|------------|--------------------------------------------------|-------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| 0–30 min   | Introduction to the module and learning outcomes | Presentation / group discussion / reflection activity       | PPT slides (selected ESE Unit slides), Worksheet 1 – Personal Sustainability Reflection |
| 30–75 min  | Core content input                               | Presentation / guided discussion / practical examples       | PPT slides from ESE Units 1–9, sustainability models and frameworks                     |
| 75–120 min | Practical activity                               | Group work / practical exercise / systems-thinking activity | Worksheet 3 – Programme Integration Design, Iceberg Model,                              |

|             |                                           |                                                           |                                                                                               |
|-------------|-------------------------------------------|-----------------------------------------------------------|-----------------------------------------------------------------------------------------------|
|             |                                           |                                                           | Stakeholder Mapping, SWOT activity                                                            |
| 120–160 min | Application to training practice          | Case study / collaborative discussion / planning activity | Sustainability case studies (Triodos, GHG, Slovenia, ILVA), Worksheet 4 – Case Study Analysis |
| 160–180 min | Reflection, feedback and link to SDL task | Reflection activity / peer discussion                     | Worksheet 5 – Trainer Reflection, reflection questions, SDL task instructions                 |

## Teaching Methods

Tick the methods used in this module.

|                                     |                                                          |
|-------------------------------------|----------------------------------------------------------|
| <input checked="" type="checkbox"/> | Presentation                                             |
| <input type="checkbox"/>            | Demonstration                                            |
| <input checked="" type="checkbox"/> | Group discussion                                         |
| <input checked="" type="checkbox"/> | Case study                                               |
| <input checked="" type="checkbox"/> | Practical exercise                                       |
| <input type="checkbox"/>            | Micro-teaching                                           |
| <input checked="" type="checkbox"/> | Peer feedback                                            |
| <input checked="" type="checkbox"/> | Reflection activity                                      |
| <input type="checkbox"/>            | Other: Collaborative group work / Problem-based learning |

## Self-Directed Learning

### SDL Activity Description

| Field | Partner input |
|-------|---------------|
|-------|---------------|

|                               |                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Title of SDL activity         | Designing an ESE Training Session                                                                                                                                                                                                                                                                                                                                          |
| Duration                      | 1 hour                                                                                                                                                                                                                                                                                                                                                                     |
| Instructions for participants | Participants select one ESE unit and design a short training activity or mini-session based on it. They should define learning objectives, choose an appropriate teaching method, describe a learning activity, and identify how learning will be assessed. Participants are encouraged to adapt examples and approaches to their own VET sector or institutional context. |
| Expected output               | A short draft training session plan including learning objectives, teaching method, activity description, and evaluation approach.                                                                                                                                                                                                                                         |
| Link to Trainer Portfolio     | The activity contributes directly to the Trainer Portfolio by providing evidence of facilitation planning, contextual adaptation, instructional design skills, and reflective practice. It supports the development of portfolio artefacts demonstrating trainer readiness and continuous professional development.                                                        |
| Materials/resources needed    | ESE Unit materials (Units 1-9), selected PPT slides, module worksheets, Trainer Portfolio template, and the SDL activity worksheet (Designing an ESE Training Session).                                                                                                                                                                                                    |

## Assessment and Trainer Portfolio

### Assessment Methods Used in This Module

| Select:                             |                       | Short description:                                                                                                                                                                                                                                                   |
|-------------------------------------|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/>            | <b>Quiz</b>           | Not used in this module.                                                                                                                                                                                                                                             |
| <input checked="" type="checkbox"/> | <b>Practical task</b> | Participants complete practical activities such as the Iceberg Model analysis, Stakeholder Mapping, SWOT analysis, and Programme Integration Design task. These activities assess the application of sustainability concepts, systems thinking, and planning skills. |

|                                     |                                      |                                                                                                                                                                                                                                                             |
|-------------------------------------|--------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/>            | <b>Micro-teaching</b>                | Not used in this module. Participants design a mini-session during SDL but do not deliver training sessions.                                                                                                                                                |
| <input checked="" type="checkbox"/> | <b>Peer feedback</b>                 | Peer discussion and feedback are integrated during group work, case study analysis, presentations, and reflection activities. Participants share ideas and provide constructive feedback on proposed approaches and solutions.                              |
| <input checked="" type="checkbox"/> | <b>Trainer portfolio (Mandatory)</b> | Participants contribute evidence to their Trainer Portfolio through worksheets, reflections, SDL outputs, and planning activities. The portfolio documents facilitation planning, adaptation, reflective practice, and continuous professional development. |

## Trainer Portfolio (Mandatory)

The Trainer Portfolio is a **mandatory assessment component** as it provides evidence of participants' ability to apply pedagogical, digital, and facilitation competences in real teaching practice.

### Minimum required Trainer Portfolio components:

- lesson plan
- teaching activity / micro-teaching activity
- reflection

### Trainer Portfolio output

| Module contribution | Brief description |
|---------------------|-------------------|
|---------------------|-------------------|

|                                               |                                                                                                                                                                                              |
|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Programme Integration Design Worksheet</b> | Group activity output demonstrating the application of systems thinking, sustainability analysis, stakeholder mapping, and planning approaches to a VET sustainability challenge.            |
| <b>Case Study Analysis</b>                    | Analysis of sustainability case studies (e.g., GHG reporting, Slovenia, ILVA) showing participants' ability to identify challenges, interpret actions, and transfer lessons to VET contexts. |
| <b>Reflection Worksheet</b>                   | Individual reflective output documenting key learning points, intended actions, and professional development needs related to sustainability integration.                                    |
| <b>SDL Mini Training Design Task</b>          | Draft facilitation plan developed during self-directed learning, including learning objectives, teaching method, activity design, and assessment approach.                                   |
| <b>Facilitation Planning Evidence</b>         | Documentation demonstrating participants' ability to structure and adapt sustainability-focused learning activities using ESE materials.                                                     |