

MODULE 6: Correlation Matrix – Phases, Activities, Slides, Topics, LOs

Timing of phase and goal	Timing of activity and title	Slides numbers	Topic	Learning Outcome addressed	Type of activity
0-30 min INTRODUCTION PHASE Goal: Build shared understanding and engagement	0-5 min Welcome and Opening	Slide 1	Cross-topic (1-3)	AR1	Presentation
	5-10 min Module Overview	Slides 2-7	Topics 1-3	K7, S6, AR1	Presentation / discussion
	10-20 min Sustainability Foundations	Slides 8-11	Topic 1	K7	Presentation
	20-25 min Brief Opening Group Reflection	Slide 12	Topic 1	AR2	Group discussion / reflection
	25-30 min Worksheet 1: Sustainability in My Training Practice	Slide 13	Topic 1	AR2	Reflection activity / practical exercise
30-75 min CORE CONTENT PHASE	30-35 min Systems Thinking Introduction	Slides 14-15	Topic 1	K7	Presentation

Goal: Develop sustainability concepts and systems understanding	35-40 min Iceberg Model and Systems Thinking Deepening	Slide 16	Topic 1	K7	Presentation
	40-45 min Short Discussion	Slide 17	Topic 1	AR2	Discussion
	45-50 min Applied Discussion	Slide 18	Topic 1	AR2	Discussion
	50-60 min Stakeholder Mapping	Slide 19	Topic 1	K7, AR2	Presentation / discussion
	60-75 min Worksheet 2: Mapping Sustainability in Your VET System (Stakeholder Integration)	Slide 20	Topic 1	K7, AR2	Practical activity
75-120 min PRACTICAL ACTIVITY PHASE	75-85 min Sustainability Measurement (the basics)	Slides 21-22	Topic 1	K7	Presentation
Goal: Apply sustainability tools and concepts	85-100 min Change Management Models	Slides 23-25	Topic 3	K7, AR6	Presentation

	100-105 min Short Discussion: Change Stages	Slide 26	Topic 3	AR6	Group discussion
	105-120 min Worksheet 3: Designing Sustainability Integration (only Steps 1,2,3)	Slide 27	Topics 1 & 2	S6, AR2	Practical activity / group work
120-160 min APPLICATION TO TRAINING PRACTICE Goal: Transfer sustainability knowledge into real trainer practice	120-135 min SWOT Analysis + Worksheet 3: Designing Sustainability Integration (Step 4)	Slides 28-31	Topic 1	K7	Presentation + Practical activity / group work
	135-140 min Case Study Introduction (Triodos Case)	Slides 32-34	Topic 3	AR2, AR6	Case study / discussion
	140-160 min Worksheet 4: Case Study Analysis (Learning from Sustainability Cases)	Slides 35-47	Topics 2 & 3	AR2, AR6	Practical activity / case study

160-180 min REFLECTION AND NEXT STEPS Goal: Consolidate learning and connect to SDL	160-170 min Worksheet 5: Reflection and Next Steps	Slide 48	Topic 3	S7, AR6	Reflection activity
	170-175 min Group Reflection	Slide 49	Topic 3	AR6	Group discussion
	175-180 min SDL Task	Slide 50	Topic 2	S6, S7	Presentation
	Summary and Closing	Slides 51-56	Topics 1-3	S7, AR1	Reflection / presentation

WP4_MODULE 6

Worksheet 1: *Personal Sustainability Reflection*

Used at: 25-30 min

Supports: Topic 1

Type of activity: Reflection activity / Practical exercise

Purpose: Activate prior knowledge and contextual thinking

Title: Sustainability in My Training Practice

INSTRUCTIONS FOR PARTICIPANTS:

- Reflect individually on your current teaching or training practice.
- Answer the questions below based on your own experience.

QUESTIONS

1. Where is sustainability already included in your training or teaching?

(e.g., environmental topics, resource use, ethics, social responsibility)



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2. Where do you see opportunities to integrate sustainability further?



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3. What challenges do you face when integrating sustainability into your training?

(e.g., lack of resources, time, examples, institutional support)



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Group Discussion Prompt

- Be ready to share one key insight from your reflection exercise, with all participants – the trainer might invite you to do so.



WP4_MODULE 6

Worksheet 2: *Sustainability System Mapping*

Used at: 60-75 min

Supports: Topic 1

Type of activity: Practical activity

Purpose: Develop systems thinking and identify sustainability relationships within VET contexts.

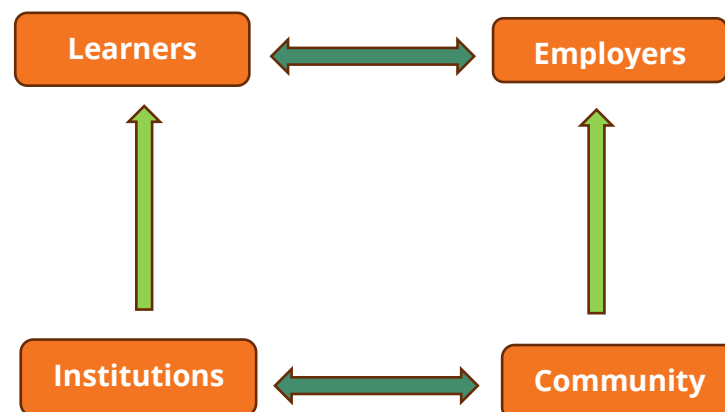
Title: Mapping Sustainability in Your VET System

INSTRUCTIONS FOR PARTICIPANTS:

- Work individually or in pairs.

Task 1: Identify System Elements

Use the diagram below to identify key elements influencing sustainability in your training system: stakeholders and influences.



List of stakeholders (e.g., learners, employers, institutions)

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List of sustainability influences (e.g., policies, curriculum, resources)

.....

Task 2: Identify Relationships

- Add on the diagram your other stakeholders or sustainability influences relevant to your context (those you listed above).
- Draw additional arrows to the diagram, to show relationships in your system (between elements that influence each other).

Reflection Question

What is one key connection that influences sustainability in your training?



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WP4_MODULE 6

Worksheet 3: *Programme Integration Design*

Used at: 105-135 min

(105-120 min Steps 1,2,3; 120-135 min, after presentation of slides 28-31, Step 4)

Supports: Topics 1 & 2

Type of activity: Practical activity / group work

Purpose: Apply sustainability tools and design integrated responses to real training challenges.

Title: Designing Sustainability Integration

INSTRUCTIONS FOR PARTICIPANTS:

- Work in groups (3–4 participants).

STEP 1: Define the Sustainability Challenge

- Choose a sustainability challenge relevant to your training sector.
- Describe the issue (*e.g., waste, energy use, digitalization*).



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STEP 2: Apply the Iceberg Model

- Fill in the elements below.

Event: What is happening?



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Patterns: What trends exist?



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Structures: What systems influence this?



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Mental Models: What beliefs influence behaviour?



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STEP 3: Stakeholder Mapping

- Identify the stakeholders' role and influence by filling in the table below:

Stakeholder	Role	Influence

STEP 4: SWOT Analysis

- Perform the SWOT Analysis of your Sustainable Investment Planning by filling in the matrix below:

STRENGTHS	WEAKNESSES
OPPORTUNITIES	THREATS



WP4_MODULE 6

Worksheet 4: Case Study Analysis

Used at: 140-160 min

Supports: Topics 2 & 3

Type of activity: Practical activity / case study

Purpose: Analyse real sustainability practices and transfer lessons to VET contexts

Title: Learning from Sustainability Cases

INSTRUCTIONS FOR PARTICIPANTS:

- Work in groups.
- Read the assigned case study.
- Discuss and answer the questions below.

Case name (e.g., GHG Reporting case, Slovenia Waste case or ILVA case):

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Question 1: *What sustainability challenge did the organisation face?*

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Question 2: *What actions were taken to address the challenge?*

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Question 3: *What leadership or management strategies were used?*

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Question 4: *What lessons can be applied to your VET training context?*

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Group Output:

- Prepare 2-minute presentation



WP4_MODULE 6

Worksheet 5: *Individual Trainer Reflection*

Used at: 160-170 min

Supports: Topic 3

Type of activity: Reflection activity

Purpose: Consolidate learning and support action planning for future practice

Title: Reflection and Next Steps

INSTRUCTIONS FOR PARTICIPANTS:

- Reflect individually.
- Answer the questions below.

Question 1: *What is the most important thing you learned today?*



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Question 2: *What is one action you will apply in your training practice?*



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Question 3: *What support or resources do you need?*



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Personal commitment

Write one personal commitment for your future professional practice:

 "To strengthen sustainability in my training practice, I commit to"

.....

.....

..... "

Examples (*for inspiration only*):

- integrating sustainability examples into lessons

- collaborating with colleagues on sustainability initiatives
- continuing to develop sustainability knowledge and skills
- adapting ESE materials to my training context

Note:

The trainer may delete the examples before distributing the worksheet to participants...



WP4_MODULE 6

Worksheet 6: *Mini Training Design Task*

Used at: After the trainer presented the SDL Task at 175-180 min

Duration: 1 hour

Supports: Topic 2

Type of activity: Self-Directed Learning

Purpose: Strengthen facilitation planning and apply ESE learning design principles

Title: Designing an ESE Training Session

INSTRUCTIONS FOR PARTICIPANTS:

- Work individually.
- Select one ESE unit and design a short training activity (lesson plan).

STEP 1: *Select Unit*

Unit Number: _____

Unit Title: _____

STEP 2: *Define Learning Objectives*

What should learners achieve?

STEP 3: *Select Teaching Method(s)*

- ☐ Discussion
- ☐ Case Study
- ☐ Practical Activity
- ☐ Demonstration

STEP 4: *Design Activity*

What will the activity consist of? What will the trainer do (you), what will the participants do?

STEP 5: *Define Evaluation Method*

How will learning be assessed?

STEP 6: *Lesson Plan*

Check & polish the results at the above steps and then finalize the designing of your short training activity by filling in the Lesson Plan template below.

Title and duration of your short training activity:	
Lesson Plan element	Description
Learning Objectives	LO1: LO2: ...
Teaching Method(s)	☐ Discussion ☐ Case Study ☐ Practical Activity ☐ Demonstration
Activity	
Evaluation Method	

