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Inclusion ToC project presents



## NEWSLETTER NO 4

Project „Theory of Change for the Inclusion of Women Migrants in VET”.



### *A few words about the InclusionToC project*

The InclusionToC project uses Theory of Change (ToC) to support the inclusion of underprivileged groups, such as migrant women, in vocational education and training.

Theory of change is a method that helps organizations describe the needs they are trying to meet, describe the changes they want to implement, and describe the actions they plan to realize. It is a planning, participation and evaluation methodology that promotes change by identifying long-term goals and then backwards mapping to identify the necessary preconditions.

# The theory of change is implemented in

# 10 steps!

1. Situation analysis,
2. Target group,
3. Impact,
4. Outcomes,
5. Activities,
6. Change mechanisms,
7. Sequencing,
8. Diagram,
9. Enabling factors,
10. Assumptions.



For each of the 10 aforementioned stages, InclusionToC offers a set of tools and guidelines on how to implement the respective stage, while directly engaging staff and stakeholders in the vocational education and training (VET) sector and supporting the processes of analysis and selection of appropriate solutions, proposals, and ideas.

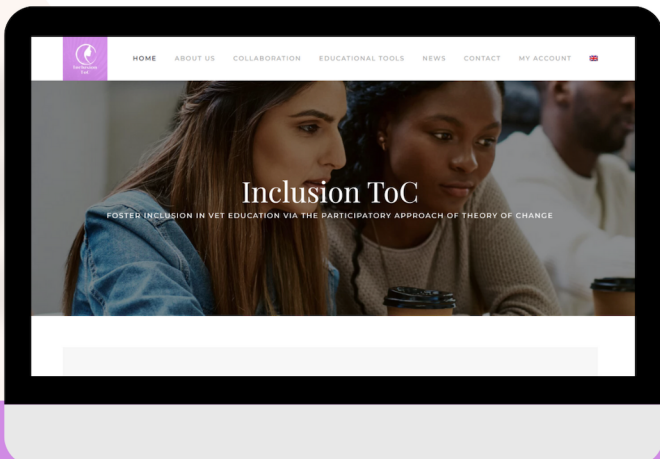
As part of the project, a consortium of 6 educational institutions has developed outcomes supporting training institutions and migrant women in the VET sector.

One of the project outcomes is the DIGITAL PLATFORM containing a self-assessment tool for current practices and solutions used in VET institutions, available under the link <http://inclusiontoc.cfserver3.net/>



*The digital platform is aimed at:*

- VET sector organizations,
- managerial staff, educators, and other personnel of training institutions,
- adult learners, including migrant women.



The platform promotes participatory implementation of the Theory of Change to more fully integrate migrant women into the vocational education and training system in their current country of residence.

The platform includes a self-assessment tool for VET organizations - assessing practices and solutions that involve adult learners (especially those from migrant backgrounds) in the vocational education and training system.

## *What is the 360o assessment tool of the InclusionToC project?*

The platform offers an online space where VET organizations can apply the Theory of Change methodology to develop their future change strategies. The platform includes a self-assessment tool that offers a 360-degree approach.

On the one hand, it engages VET organization staff working in various positions (management, teachers, trainers, administrative staff), and on the other hand, training participants/students. Both target groups are invited to participate in the process of developing strategies for the inclusion of disadvantaged individuals (especially migrants) into the VET system.

## *How does it work?*

In 4 simple steps:

- You open a free account at the link <http://inclusiontoc.cfserver3.net/>
- You define the number of respondents and the type of respondent for your organization (managers; VET teachers/trainers/administrative staff; VET students).
- You send the survey link and access codes generated by the tool to individuals from your organization participating in the self-assessment.
- After respondents provide their answers, you gain access to reports on the results generated by the system.



# The value of the InclusionToC 360o assessment tool

It enables VET organizations to assess their current practices and solutions regarding accessibility for individuals from migrant backgrounds.

It assists VET organizations in mapping current practices, engaging other members of the institution and adult learners in planning and implementing organizational and procedural changes.

It includes diverse questions from 5 areas of integrating migrants into the VET system (educational support; vocational service support; employment support; multilingual support; cultural support and combating discrimination and violence).

It supports educational institutions in adapting to the needs and expectations of individuals from migrant backgrounds as current and future participants in the VET system.

It includes questions for 3 target groups (VET managers; VET teachers/trainers/administrative staff; VET students).

It includes examples of useful digital tools supporting the inclusion of disadvantaged groups, such as migrant women, in the vocational education and training system.

The online platform and self-assessment tool are available in 6 language versions (English, Polish, Greek, Dutch, Romanian, Italian).

More information about the project "Theory of Change for the Inclusion of Women Migrants in VET" can be found on the website <https://theoryofchange4inclusion.eu/>



## PROJECT CONSORTIUM:



Poland



Cyprus



Romania



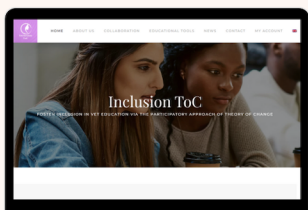
Greece



Netherlands



Italy



**Project website:**

<https://theoryofchange4inclusion.eu/>

