

Learning Outcomes Matrix [LoM]



CURSOR: Crafting Career Roadmaps

LoM Prepared by P3: University of Pitești (UPIT)



The content of this publication is the sole responsibility of the publisher and the European Commission is not liable for any use that may be made of the information.

The Learning Outcomes Matrix (LoM) has been prepared based on the findings from the desk and field research performed in Cyprus, Ireland, Poland and Romania, according to the Learning Outcomes identified and presented within the national research reports elaborated by CURSOR project partners.

Learning Outcome	Knowledge	Skills	Attitudes/ Competencies
LO1: Learning how to support the young people develop their sense of self within society	K1.1 Have knowledge of how to use popular models to help young people develop and maintain a positive self-image.	S1.1 Develop self-image in young people S1.2 Use tools to support young people in work- personal life reconciliation	C1.1 Amplified sensitivity in work- personal life reconciliation issues
LO2: Learning how to enable the young people build on their strengths	K2.1 Have knowledge about models that help understand which types of professions are matching to each personality	S2.1 Use inventories that reveal the professional personality of the young people (i.e the Holland test)	C2.1 Increased understanding of the relationship between personality and career.
LO3: Learning how to enable the young people to develop relationships and network of support	K3.1 Have knowledge how to build professional networks	S3.1 Use LinkedIn to build a professional network online	C3.1 Increased awareness of the importance of social networking in career planning
LO4: Learning how to support young people to access and use effectively a full range of career management products and services at a time and place that suit their needs	K4.1 Have intermediate knowledge of the topics of the CURSOR Career Management Resources K4.2 Have advanced knowledge of how to use the CURSOR Resources in a range of settings K4.3 Have advanced knowledge of the key learning outcomes to be achieved on completion of the CURSOR Career Management Resources	S4.1 Use the CURSOR Career Management Resources in an educational setting with young people S4.2 Teach in a blended learning environment S4.3 Develop an assessment framework for the CURSOR Resources to be used with young people	C4.1 Demonstrate how to use the CURSOR Career Management Resources with young people C4.2 Develop a lesson plan for integrating CURSOR Career Management Resources into teaching/coaching sessions C4.3 Assess if the learning outcomes for each of the CURSOR Resources have been achieved

Learning Outcome	Knowledge	Skills	Attitudes/ Competencies
LO5: Learning how to enable the young people to identify opportunities to develop their learning goals and employability skills	<p>K5.1 Have intermediate knowledge of the range of education and training programmes available to young people locally, nationally and also online.</p> <p>K5.2 Have intermediate knowledge of digital tools and resources that can be used to develop career management skills.</p> <p>K.5.3 Have intermediate knowledge of how to set realistic learning goals for disadvantaged learners</p>	<p>S5.1 Identify learning opportunities for young people</p> <p>S5.2 Use digital resources to encourage young people to re-engage in education and training</p> <p>S5.3 Formulate learning goals for disadvantaged learners that are SMART.</p>	<p>C5.1 Demonstrate how to identify learning opportunities</p> <p>C5.2 Demonstrate how to use digital tools to find learning opportunities online</p> <p>C5.3 Instruct young people on how to set SMART learning goals for themselves</p>
LO6: Learning how to support young people to research possible career pathways, how to plan a career for themselves and understand how the labour market works	<p>K6.1 Intermediate knowledge in how to research different careers</p> <p>K6.2 Intermediate knowledge of how to plan a career pathway for different careers, using the information that is available online</p> <p>K6.3. Advanced knowledge of the processes involved in applying for a job</p>	<p>S6.1 Research skills</p> <p>S6.2 Critical thinking skills</p> <p>S6.3 Coaching skills</p>	<p>C6.1 Demonstrate to young people how to research potential careers</p> <p>C6.2 Demonstrate to young people how to plot a career pathway for their chosen careers</p> <p>C6.2 Explaining the job application and acquisition process to young people</p>
LO7: Acquiring Social and civic competencies	<p>K7.1. Define general and specific social, political and cultural concepts</p> <p>K.7.2. Identify general and specific social, political and cultural features and trends of various environments (local, regional, national, European, international)</p> <p>K7.2. Describe the peculiarities of different social, political and cultural environments</p>	<p>S7.1. Explain social, political and cultural concepts</p> <p>S7.2. Apply theoretical knowledge to investigate and assess the environment according to social, political and cultural particularities (especially with a focus on cultural existing realities: traditions, habits, patterns, practices, etc.)</p>	<p>C7.1. Instruct trainees in relation to interpersonal and cultural competencies</p>

<i>Learning Outcome</i>	<i>Knowledge</i>	<i>Skills</i>	<i>Attitudes/ Competencies</i>
LO8: Working strategy according to a heterogeneous group	<p>K8.1. Present and explain working strategies</p> <p>K8.2. Select and match working strategies according to individual and group profile</p> <p>K8.3. Determine (identify or outline) the heterogeneous group characteristics</p>	<p>S8.1. Diagnose the characteristics of a heterogenous group</p> <p>S8.2. Analyse and plan/organize the work strategy according to the group peculiarities</p>	<p>C8.1. Develop peer-to-peer learning</p> <p>C8.2. Apply group integration strategies</p>
LO9: Acquiring different techniques and resources of career planning according to the background of the learners	<p>K9.1. Have knowledge of techniques of career planning and of new career planning resources</p> <p>K9.2. Have knowledge upon the group members' background identification</p> <p>K9.4. Recognise and explain advantages/benefits of the online learning environments</p>	<p>S9.1. Demonstrate understanding of the career planning techniques</p> <p>S9.2. Connect career planning techniques to the learners' background</p>	<p>C9.1. Apply correct profile identification tools</p> <p>C9.2. Use efficiently career planning techniques and new resources</p> <p>C9.3. Develop a career plan according to the profile</p> <p>C9.4. Act independently within online learning environments</p>