



Factory of learning

A metaphoric exercise to stimulate daily reflection and make the learning process more visible



Aims

- To support daily and on-going reflection during the activity
- To increase awareness of personal and group learning processes
- To identify and document learning outcomes as they occur



Group

- Any



Needs

- Empty wall
- Markers
- Post-it notes, masking tape
- Posters
- Optional: creative material and camera



Time

- 30-45 mins/day
- 2hrs conclusion



Step by step

Introduce participants to the 'factory' metaphor. The main product of the factory is the learning within the activity (youth exchange, training course or EVS).

Put posters on the wall with the following titles and questions:

- | | |
|-------------------------------|---|
| 1) Ingredients | - What did you personally put into the learning process? |
| 2) Machines | - What kind of settings did your learning take place in? |
| 3) Personnel | - Were there any other people involved? |
| 4) Product | - What did you learn and how do you know you learnt it? |
| 5) Operator | - How did you feel during the activity (emotions)? |
| 6) Marketing and sales | - What is the value of your learning? Where can you use your experience afterwards? |

Introduce participants to the poster wall at the end of the first day of your activity and explain that it is the space for their daily reflection on learning. In a youth exchange or training course, give participants 30-45 minutes at the end of each day to reflect on the questions on the wall. At the same time, encourage them to use the 'factory' as an on-going reflection tool and invite them to write down or illustrate their learning whenever they feel like it.

On the last day of the activity, give participants two hours to work on the self-assessment for Youthpass certificate (part three of the certificate). Ask participants to work in smaller groups and identify their learning outcomes by looking at the wall. They can take different elements from each poster to document their learning outcomes in the self-assessment part of the Youthpass.

Identifying & documenting

Describing outcomes

Introducing Youthpass

Role of facilitator

During this two hour session, the facilitator can also introduce the background, history and concept of Youthpass, including some guiding questions for 'key competences'.

After this, participants should have individual time to write down their own learning outcomes (in order to prepare the Youthpass certificates). Participants are invited to do so in a dialogue with other participants.



Debriefing

- How was this 'factory' process for you?
- What was it like to put your learning into words? What was easy or difficult?
- How would you sell your 'product'?
- How can you put your acquired experience and learning into practice in the future?



Adaption

- You can adapt this method to visually impaired people by using computers or recordings
- You can use different metaphors according to the topic of your activity or according to the target group (e.g. cooking, sailing, sports, creative stories etc.)
- Keep track of the learning needs and processes of the group. The facilitator can use the information from the factory to guide the participants in their learning.
- In a mid-term evaluation, it can be useful to reflect on the learning process so far, and adapt upcoming activities accordingly.

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