Hybrid
Education in VET

#6
Booklet

Breathe The Future Hybrid Education in VET

A tested and trusted methodology and tools for the future of VET

www.hvet.eu

![Hybri Education in VET logo]

Table of
Contents

Hybrid Teaching – The First Step Towards the Future of Hybrid Education!

About
The Project

The digital transformation of education, accelerated by COVID-19, has emphasized the need for more flexible learning models. Reports like the Digital Education Action Plan 2021-2027 and EC recommendations on blended learning highlight this shift. Now is the time to harness educational technology while ensuring equitable access and support for learners with special needs, addressing gaps exposed in recent years.

At the core of the hVET project is a collaborative and innovative approach that adapts a hybrid teaching model—blending physical and virtual learning—specifically for the VET sector. The project's main objective is to equip VET schools for an evolving educational landscape, ensuring readiness for challenges such as pandemics, natural disasters, and other disruptions. This was achieved by developing, testing, and implementing a flexible hybrid teaching model with tailored tools, resources, and materials for VET teachers, trainers, practitioners, and students.

The hVET project offers a set of tools designed to help VET teachers effectively navigate hybrid learning, enhancing student participation, collaboration, and motivation while inspiring both educators and learners despite potential educational disruptions.

A Tested and Trusted Model for the Future of VET

hVET Project (Hybrid Education in Vocational Education and Training) — an initiative designed to modernize how vocational training is delivered. With its five practical, research-backed results, hVET equips teachers, learners and institutions with the tools they need to adapt to and thrive in hybrid education settings.

🧪 Piloting in the hVET Project: From Theory to Practice

The piloting was not a box-ticking exercise — it was an essential quality assurance mechanism. It ensured that hVET's tools are ready for scale, fit for purpose and genuinely valuable in the day-to-day realities of VET teaching. It also confirmed that the project supports digital equity, helping to bridge gaps in access, inclusion, and educational continuity.

By anchoring innovation in hands-on experience, the hVET Project delivers more than concepts — it delivers tested, teacher-approved solutions. In doing so, it doesn't just respond to the challenges left by the pandemic. It helps vocational education evolve — into a model that is resilient, flexible and ready for whatever comes next.

🛠️ What was piloted?

Five key tools were tested across VET schools in multiple partner countries:

📘 Methodology of Hybrid Teaching in VET Schools

🎓 Professional Certification Course for VET Teachers

📊 Hybrid Teacher Competence (HTC) Assessment tool for VET teachers

🧠 Hybrid Learner Quality (HLQ) Test diagnosing the learning styles of VET learners

🕵️ Hybrid Mystery - educational game for VET students

✳️ What did piloting achieve?

✅ *Real-World Validation*
Confirmed that tools can be applied by the VET schools across partner countries.

✅ *User-Driven Refinement*
Teachers and students gave feedback that directly improved design and function.

✅ *Support for Inclusion*
Ensured the tools work for diverse learners, including those with special educational needs.

✅ *Practical Usability*
Proved that the tools are adaptable across vocational fields and skill levels.

Hybrid Education in VET

Revolutionizing VET: The hVET Methodology

The hVET project introduces a dynamic and future-ready model for vocational education. Developed through European collaboration, research and fieldwork, this methodology equips VET institutions to meet the challenges of a digital, post-pandemic world with flexibility, innovation and inclusion at its core.

Built on purpose: a smart, inclusive approach

This methodology is rooted in a simple truth: learning must be accessible, active and relevant. Whether learners are in the classroom or logging in remotely, the HVET model ensures everyone stays engaged, supported and connected. It's not just about technology — it's about making education work for every learner, everywhere.

Key topics covered by the hVET Methodology:

- Introduction to hybrid education in VET
- Transition from in-person to hybrid learning
- Benefits & challenges of hybrid education
- Core features of the hVET hybrid model
- 7E teaching framework & lesson examples
- Role of companies in hybrid VET education
- Competency profile of hybrid VET educators
- Designing & managing hybrid courses
- Active learning, gamification & inclusion
- Assessment & collaboration strategies
- Ethics in hybrid education
- ICT tools, facilities & support

The power of 7E: A teaching model that works

At the heart of the hVET Methodology lays the 7E teaching model:

Engage, Explain, Explore, Elaborate, Exchange, Evaluate, Empower

This framework gives educators the tools to create interactive, flexible lessons that blend theory, practice and real-world application — all while keeping learners at the center of the experience.

How it came together: research meets reality

The methodology didn't come from theory alone. It's backed by:
- Extensive research into hybrid learning trends
- Almost 100 VET educators surveyed across partner countries
- 28 experienced VET educators in 5 focus groups in partner countries
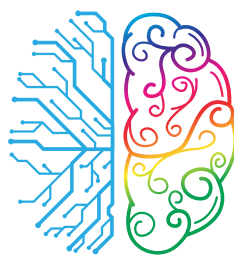
🧭 **Design principles that set the standard**

The HVET model is built on 5 bold principles:
🔗 **Inclusion** – every learner, every background, every location
💻 **Digitalisation** – smart use of ICT for real teaching impact
🏭 **Business-relevance and cooperation** – learner skills shaped by real industry needs
🌱 **Sustainability** – promoting ecological awareness and responsibility in VET
🔄 **Flexibility & adaptation** – combining online and in-person methods

🎓 **For whom? Designed to empower educators in hybrid settings**

This methodology is built for VET teachers, trainers, school leaders and education planners. It's a toolkit for those shaping tomorrow's workforce — one that helps learners build skills, stay motivated and thrive in hybrid educational settings.

For more about methodology

🌐 **Visit Website**

hVET Certification: Step Into the Future of Hybrid VET

The hVET Certification course focuses on professional development and helps VET educators and institutions master the tools and strategies of hybrid education. Through a structured learning and assessment process, participants gain the skills to lead inclusive, flexible and digitally enhanced training programs.

15 training sessions with KEY TOPICS such as:

- hybrid teaching tips,
- student motivation,
- personalised learning,
- lesson planning,
- learner assessment,
- effective use of digital tools,
- cooperation with industry partners.

Why get certified?

🧠 *Professional growth*
Deepen your knowledge of hybrid teaching models and active learning strategies.

🥇 *Recognition across Europe*
Earn a certificate that enhances your credibility in modern VET settings.

🤝 *Stronger professional network*
Join a European community of educators shaping the future of vocational training.

Who is it for?

👩‍🏫 VET Teachers & Trainers
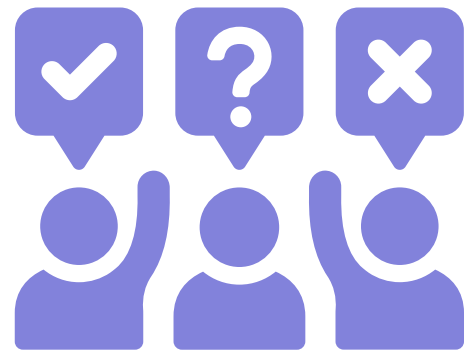🏫 School Leaders & Administrators

To start the course

🌐 Visit Website

Hybrid Teacher
Competence Questionnaire (HTC)

The HTC Questionnaire is a **free**, **standarized, self-paced** online tool designed for VET educators to evaluate their competencies in hybrid teaching environments — where online and in-person instruction happen simultaneously. It's part of the hVET Project's mission to empower educators across Europe.

HTC covers **8 key competencies**:
1. Adaptability
2. Creativity
3. Collaboration
4. Communication in hybrid education
5. Digital literacy
6. Managing the group process in hybrid education
7. Designing the development process and hybrid learning process
8. Conducting hybrid education

How it works

📍 *Step 1:* **Visit the test platform**

📝 *Step 2:* **Complete the questionnaire**
Answer a series of carefully crafted statements that explore your key competences in hybrid educational settings.

📊 **Step 3: Get your report**
Receive a detailed feedback report highlighting your strengths and tailored suggestions for growth.

To start the Questionnaire

🌐 **Visit Website**

Hybrid Learner Qualities (HLQ) Test

HLQ test helps VET learners ages 15-19 who are currently participating in or planning to participate in hybrid learning discover their preferred ways of learning — whether in-person, online or a mix of both. It is based on the 4 styles identified by David Kolb:

- **Diverging** (Feel and Watch)
- **Assimilating** (Think and Watch)
- **Converging** (Think and Do)
- **Accommodating** (Feel and Do)

The HLQ test also assesses the essential qualities that contribute to success in hybrid education, such as **self-motivation, problem-solving, persistence, adaptability, self-confidence, autonomy** and **openness.**

After completing the HLQ test, you will receive a **free, detailed report** that includes:

- Your dominant learning style(s)
- The level of your diagnosed qualities
- Personalized development tips to help you enhance your learning experience

What you'll learn

👂 Do you learn better by listening, seeing, or doing?

♣ Are you more reflective or hands-on?

🧪 Do you need structure, or do you thrive with flexibility?

💬 Do you prefer independent work or group collaboration?

Your results will help you study more efficiently — and feel more confident navigating hybrid learning.

How it works

📍 *Step 1: Visit the test platform*

📝 *Step 2: Answer the Statements*
Respond to simple statements about your preferences, habits, and learning behaviors.

📊 *Step 3: Get your yesults*
Receive a personalized report with a breakdown of your preferred learning styles and the level of qualities important for hybrid education.

To start your HLQ test

🌐 Visit Website

Hybrid Mystery Game
– educational game for VET learners

The Hybrid Mystery is more than just a game — it's a powerful educational tool that transforms hybrid learning into an engaging, collaborative and story-driven experience. This game connects students at local, national and international levels, seamlessly bridging digital and real-world learning to motivate, educate and inspire like never before.

🎭 The plot: A hybrid galaxy awaits

Welcome to a hybrid planet in a distant galaxy — where giant mushroom trees, colorful terrains and unexplored lands await. Guided by the ever-curious Professor Amazing, students must solve mysteries, adapt to challenges and work together to colonize this strange new world.
Players are immersed in a unique storyline where they solve mysteries and tackle challenges linked to real-world scenarios, particularly in VET.

Learning outcomes

🔥 Motivation boost
Ideal for engaging all learners to boost their self-motivation and self-confidence skills.

🤝 Stronger teams
Promotes communication, openness, adaptability and and teamwork.

🧠 Critical skills for the future
Enhances critical thinking, autonomy, coping and problem-solving skills.

📚 Better learning retention
Hands-on tasks make learning stick — and make it meaningful.

What makes it unique?

🎮 Digital meets physical
Blends interactive tasks with real-life actions, bringing education off the screen and into students' hands.

🌍 Local to global collaboration
Connects students across classes, schools and countries for a shared learning mission.
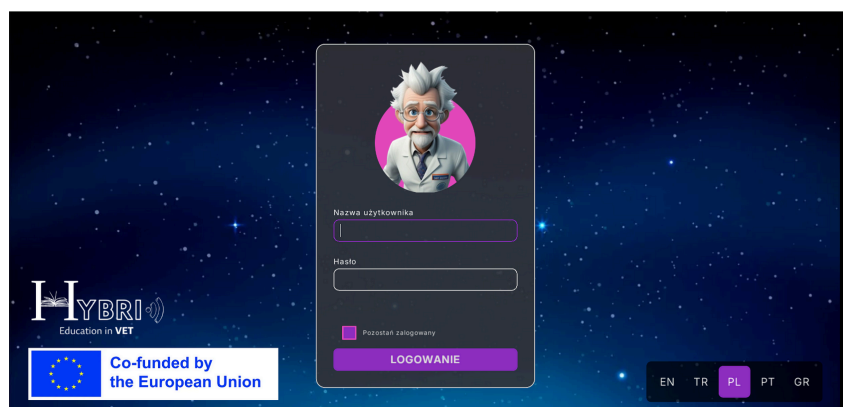
🧩 Mystery, challenge & fun
Students solve puzzles, complete creative tasks and tackle real-world vocational problems — together.

To learn more about the Hybrid Mystery game

🌐 **Visit Website**

Partners

of the Project

Hybri — Education in VET

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