

Lintilä, T., Marstio, T., & Sivén, S. (2024). A DIGITAL TOOL TO HELP WORK-ORIENTED PROJECT STUDIES IN HIGHER EDUCATION INSTITUTIONS. *Education and New Developments 2024*, 175-179. <https://doi.org/10.36315/2024v1end037>

The following factors are significant for work-oriented learning, according to the research:

Real-Time Competence Development:

Students gain a real-time perspective on the competence requirements of working life through participation in Learning by Developing (LbD) projects. This allows them to relate their skills to actual industry requirements, enhancing their employability.

Setting goals for professional development:

Participation in LbD projects enables students to plan their professional development goals based on their experiences and feedback from project clients. This proactive approach helps them consider potential employers and career paths.

Collaboration with Clients:

Clients involved in the projects gain insights into the competencies of future employees, allowing them to identify and communicate the skills needed for their organizations. This collaboration guarantees the alignment of educational content with industry needs.

Reflection on Competence Levels:

We encourage students to reflect on their current and desired competencies, fostering a mindset of continuous improvement and self-assessment. This reflective practice is crucial for personal and professional growth.

Development of Generic Skills:

The research emphasizes the importance of generic skills such as teamwork, communication, problem solving, and time management, which are essential in today's workplaces. Collaborative projects and real-world challenges often encourage the development of these skills.

Apply of Digital Tools:

The introduction of new digital tools aids students in understanding and tracking their competence development. These tools help in recognizing the broader skills acquired during projects, beyond just the subject-specific knowledge.

Structured Methodology:

A structured approach to work-oriented projects is necessary for effective learning. This includes clear roles for students, lecturers, and clients, as well as defined competence objectives that align with course content.

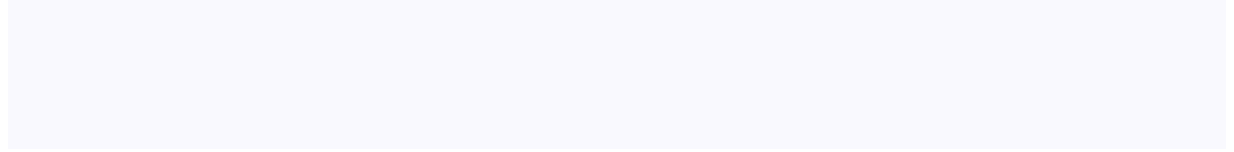
Adaptability to changing environments:

We highlight the ability to adapt to new technologies and changing market demands as a **critical factor**. Students learn to navigate uncertainty and develop **resilience** through their project experiences.

Authentic learning environments:

Students engage in real-life projects that reflect the complexities of the working world, underscoring the significance of authentic learning environments. This type of learning is more impactful than traditional classroom settings.

These factors collectively contribute to a more effective educational experience that prepares students for the realities of the workforce, ensuring they possess both the specific and generic competencies needed in their future careers.





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Incorporating of achievement-oriented and creative work competencies

Tongprasong, P., Meekun, K., Nirunthawee, S. and Poovatanakul, V. (2024). An Administrative Model for Developing Achievement Oriented and Creative Work of the Ratanakosin Rajabhat University Instructors. *Journal of MCU Buddhapanya Review*, 9(4). 133-147.

Incorporating achievement-oriented and creative work competencies into the work-oriented learning framework can significantly enhance the educational process in several ways:

1. Enhanced Motivation and Engagement

- **Achievement-Oriented Competencies:** Focusing on achievement encourages students to set and pursue specific goals, fostering a sense of purpose and motivation. When students see their progress and accomplishments, they are more likely to remain engaged and committed to their projects.
- **Creative work competencies:** Encouraging creativity allows students to explore innovative solutions and express their ideas freely, leading to a more stimulating learning environment. This can increase their enthusiasm for learning and participation in projects.

2. Developing problem-solving skills

- **Achievement Orientation:** By setting high standards and striving for excellence, students learn to tackle challenges head-on, developing resilience and problem-solving skills. They become adept at identifying obstacles and finding effective solutions.
- **Creativity in Problem-Solving:** Creative competencies enable students to approach problems from different angles, fostering out-of-the-box thinking. This diversity in problem-solving approaches can lead to more effective and innovative solutions in project work.

3. Team dynamics and collaboration

- **Achievement Orientation:** When students work towards common goals, it fosters a collaborative spirit. They learn to support each other in achieving individual and group objectives, enhancing teamwork and communication skills.
- **Creative Collaboration:** Creative competencies encourage a variety of perspectives and ideas within teams. This can lead to richer discussions, more innovative outcomes, and a stronger sense of community among students.

4. Real-World Application of Skills

- **Achievement Orientation:** Students who are achievement-oriented are more likely to seek out opportunities that align with their career goals, making their learning experiences more relevant to their future careers. They can better connect their academic work to real-world applications.
- **Creative Work Competencies:** By emphasizing creativity, students can apply their skills in unique and practical ways, such as developing innovative marketing strategies or designing user-friendly digital products. This prepares them for dynamic roles in the workforce.

5. Increased adaptability and flexibility

- **Achievement Orientation:** Students learn to adapt their strategies to meet their goals, which enhances their ability to navigate changing circumstances in the workplace. This adaptability is crucial in today's fast-paced job market.
- **Creativity and Flexibility:** Creative competencies encourage students to be open to new ideas and approaches, making them more flexible in their thinking and problem-solving. This adaptability is essential for success in creative industries.

6. Stronger Portfolio Development

- **Achievement Orientation:** Students can build a portfolio that showcases their achievements, demonstrating their competencies to potential employers. This tangible evidence of their skills can help them be more employable.
- **Creative Work:** Projects that highlight creative competencies can lead to unique and impressive portfolio pieces, showcasing students' ability to innovate and think critically. This can set them apart in competitive job markets.

7. Feedback and Continuous Improvement

- **Achievement Orientation:** A focus on achievement encourages a culture of feedback, where students seek constructive criticism to improve their work. This iterative process fosters a growth mindset.
- **Creative Competencies:** Emphasizing creativity allows for experimentation and learning from failures. Students can iterate on their ideas, leading to continuous improvement and refinement of their skills.

Conclusion

By integrating achievement-oriented and creative work competencies into the work-oriented learning framework, educational institutions can create a more dynamic and effective learning environment. This approach not only prepares students for the specific demands of their future careers but also equips them with the essential skills to thrive in a rapidly changing and competitive landscape. The combination of these competencies fosters a holistic development process that emphasizes both personal growth and professional readiness.