

Good Practice examples

University of Turku



ECHOO
PLAY

Project no. 2020-1-IS01-KA202-065802

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About the project

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CONTEXT

As declared by OECD, it is more and more important the learning systems could provide opportunities to acquire skills that are in demand in the labour market. But this is challenging in the context of constantly changing skill needs.

At European level, EC has detected that:

- many in Europe cannot find a job because they do not have the right skills or they are working in jobs that do not match their talents. Indeed, 30% of higher education graduates are working in jobs which do not need a university qualification.
- at the same time, 40% of employers cannot find people with the right skills to fill their vacancies, and too few people have the preparation, mindsets and competences to set up their own businesses or look for new opportunities.

REASON FOR THE PROPOSAL

ECHOO PLAY project would like to develop, test, adapt and implement a brand-new methodology that could support educators to direct learners to careers and foster their guidance roles.

The proposal is based on the introduction of strong innovation, creative and disruptive approaches and methodologies in the Vocational Education system thanks to the intensive use of gamification elements via an educational play with LEGO® bricks and a board-game in order to create a cutting-edge novel system aimed at a more effective career identification and to empower the occupational orientation.

It is about the development of some innovative outputs ready to be used by teachers, trainers, VET providers, occupational staff, employment centres, educational system etc.

OUTCOMES/OUTPUTS

The PROJECT PARTNERSHIP will:

- INTRODUCE and SPREAD THE KNOWLEDGE the concept of Gamification, Creativity and Educational Play
- Create an EVIDENCE-GATHERING GUIDE by exploring and detecting the needs for better employability to be used then in the building of tailored approaches of educational play and gamification
- Provide a TOOLKIT and METHODOLOGY GUIDE about LEGO® bricks for CAREER Identification as an effective approach to FACILITATE and UNLOCK the “open mind” trainers’ skills useful to identify and select a career pathway for each learner
- Design and deliver a brand-new BOARD GAME for OCCUPATIONAL ORIENTATION tailored on the learners’ adaptation in accordance with the market and employment real needs
- Validate the methodology thanks to a RESEARCH PAPER about the methodological and pedagogical approach used during the project implementation

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- Built-up a NETWORK OF EXPERTS and creating a brand-new PROFESSIONAL PROFILE for project partners' staff as "European Career and Orientation PLAY Facilitator and Trainer" recognised under the ECVET and EUROPASS systems
- Launch a WEBSITE integrated with Blog and Social Networks containing a DATABASE OF MATERIALS TRANSLATED in different languages to promote and encourage extensive exploitation and dissemination
- Arrange a series of MULTIPLIER EVENTS involving a large number of stakeholders to foster exploitation and dissemination of PROJECT Intellectual Outputs

IMPACT ENVISAGED

The partnership will bring together partners coming from several countries and their stakeholders, both academic and private, with the synergic power to reach a very large and diverse audience.

The double-route to follow in the project is:

- Transfer innovative and disruptive methodologies/approaches ready to be implemented in VET classes and courses but also in other contexts (VET, University, adult learners, employment centres, students, Youth, teachers, enterprises, formal education system etc.)
- Recognise and validate the knowledge within partner staff thanks to the ECVET system and a Memorandum of Understanding to create a "European Career and Occupational Orientation PLAY Facilitator and Trainer" profile.

PARTNERS

- MIDSTOD SIMENNTUNAR A SUDURNESJUM, Iceland
- EURO-NET, Italy
- UNIVERSITY OF TURKU, Finland
- KELJE PRODUCTION, France
- STUDIODOMINO SRL, Italy

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Document background

The document contains the result of the Good practice (GP) research under the project lifetime.

The research about good practice examples is about successful cases of innovation in career guidance and effective occupational orientation in Europe.

It is composed by the Best example (selected by project partners) from each country with the following focus: innovative and alternative approaches for unemployed and students carried out by educators in order to increase their employability

CRITERIA used to select GPs:

- Transformative (i.e. in terms of change in career guidance and effective occupational orientation and therefore the creation of more chances for students and unemployed to be employed)
 - Transferability (i.e. being replicable)
 - Sustainability (i.e. capable of enduring)
-

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GP 1 – KOROKE - Guidance and Language Clinic for Highly Educated Immigrants

How it works

KOROKE project strengthens the opportunities for highly educated immigrants to find employment in their field of education and increases their participation in the Finnish society. The aim is to create permanent operating models for counselling and guidance of graduates with an immigrant background. The project is a joint initiative of the Finnish language and Finno-Ugric language research units and the Brahea Centre at the University of Turku.

Within the job market that requires higher education, vocational training and in-service training, in-depth Finnish language skills are required in all areas. In addition to language skills, and in order to secure highly educated immigrants to find employment in their own field, immigrant job seekers must have a deep knowledge of the Finnish working culture and job search practices.

The target group of the KOROKE project is educated immigrants and non-native-speaking university students in the Turku region. The project pays special attention to, for example, those completing a degree in English.

Within KOROKE project, highly educated immigrants and international degree students can participate in individual guidance and targeted language courses, supporting academic Finnish language skills and developing working life skills in various fields. In addition to developing language skills, the participants take part in job search training with practical exercises at different stages of the job search process and are assisted in the process of recognizing qualifications, especially in the case of regulated professions: teachers, healthcare workers, psychologists, social workers, lawyers.

This project supports the employability of international degree students and highly educated immigrants and their integration within the Finnish society and job market.



Geographical Area:

Finland

Criteria:

**Transferability,
Transformative**

What:

create permanent operating models for counselling and guidance of graduates with an immigrant background

Implementation:

Regional

Reasons for Success:

**Academic partner,
supported by City of Turku**

Links:

https://www.utu.fi/sites/default/files/media/ARD/Maa_hanmuutto%20ja%20moni_kulttuurisuus/KOROKE_Ty%C3%B6haku_koulutukset%20verkossa_kev%C3%A4t%202021.pdf

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The project is funded by the Finnish Ministry of Education and Culture and the activities are provided free of charge for the participants. Projects funded by the Ministry strengthen, expand and further develop the activities of higher education institutions responsible for immigration and the pathways of immigrants to higher education and working life.

Source of the materials:

https://www.utu.fi/sites/default/files/media/ARD/Maahanmuutto%20ja%20monikulttuurisuus/KORO_KE_Ty%C3%B6hakukoulutukset%20verkossa_kev%C3%A4t%202021.pdf

<https://www.utu.fi/fi/yliopisto/brahea-keskus/koulutusta-ja-ohjausta-maahanmuuttajataustaisille>

<https://www.utu.fi/fi/ajankohtaista/uutinen/turun-yliopistolle-224-000-euroa-korkeakoulutettujen-maahanmuuttajien-ohjaus>

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GP 2 – Oma TYKY - Supporting the employment and working capacity of caregivers

How it works

The OmaTyky project aims at improving the working conditions, employability and career opportunities of caretakers. The project focuses especially on family caretakers.

In Finland, it is common that family members take care of their relatives and they receive for this work financial support. It concerns e.g. grandparents taking care of their grandkids, kids taking care of their parents or a spouse taking care of her/his partner. This way, the person can remain at home and receive care from a relative who does not have professional qualification for the job. In 2018, there were more than 47.500 custodians in Finland. According to various estimates, 30-40% of them are of working age group. Existing employment services do not take into account the diversity of the caregiver' situation.

The project examines the factors promoting the well-being of family carers, everyday management, career planning and, in addition to family care, employment opportunities. Based on the findings, goals are set together with them to support their well-being and employability. For that, the project offers services to smoothen everyday life, one's own endurance, lifestyle and ergonomics. In terms of employment, the services are related to, for example, raising awareness of one's own skills, identifying opportunities and promoting job search skills.

Within the project, caretakers have the opportunity to participate in individual and group counselling which are organised online.

Caretakers take part in developing support services that are suitable for their needs and aim at improving their ability to work, their employability and career development. In practice, this is done by providing services based on perceived need and demand, which are developed together with the participants, into



Geographical Area:

Finland

Criteria:

Transferability,
Transformative,
Sustainability

What:

improving the working conditions, employability and career opportunities of caretakers

Implementation:

National

Reasons for Success:

Online material, counselling, user-driven services

Links:

<https://www.turkuamk.fi/fi/tutkimus-kehitys-ja-innovaatiot/hae-projekteja/omaishoitajien-tyollistymisen-ja-tyokyvyntukemine/>

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user-driven services. These services can be categorized into two groups: 1. Services aimed at finding job opportunities and developing skills, 2. Services increasing the resources and daily management of caretakers.

The project will complete an employment-oriented operating model that supports carers' work ability and career development and will be published online. The approach has the potential to be widely used at national level and can be adapted to regional needs.

Several broadcasts have been organised on the following topics:

- Working as a caregiver - guidance support!
- Identification of competence to support job search
- Aids to support everyday fluency I
- Aids to support the smooth running of everyday life II
- In good mood at home

Source of the materials:

<https://www.turkuamk.fi/fi/tutkimus-kehitys-ja-innovaatiot/hae-projekteja/omaishoitajien-tyollistymisen-ja-tyokyvyn-tukemine/>

<https://www.facebook.com/OmaTyky>

<https://www.turkuamk.fi/fi/ajankohtaista/2463/tyoikaisten-omaishoitajien-hyinvointiin-ja-tyollistymiseen-etsitaan-uusia-ratkaisuja/>

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Photos, pictures, logos

Project Facebook page



Screenshot from <https://www.facebook.com/OmaTyky> (3.2.2021)

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GP3 – KETTU - Agile Career Guidance as part of Vocational Education and Training

How it works

Kettu – Agile Career Guidance as part of Vocational Education and Training project is funded by the European Social Fund (Häme ELY Centre) and aimed at developing career guidance for secondary vocational education and training in Päijät-Häme area. The aim was to improve the capacity of teaching and guidance of the staff to support career guidance and, on the other hand, to improve students' working life skills and abilities, reduce drop-out rates and improve the employability of young people.

At the beginning of the project, a compilation of good practice models for career guidance as well as studies, reports and surveys on career guidance in vocational education and training were prepared and setting the frame for the further activities. The project developed a career guidance coaching program for teaching and guidance staff in secondary vocational education. To support the coaching program, online material was created to facilitate students' guidance and other groups in different situations and improves the quality of career guidance. Concretely, the project developed a Career Guidance Handbook for Vocational Training, a Toolkit for Career Guidance, discussions on the topic of "Guidance for Uncertain Career Planners", agile career guidance workshops for trainers on e.g. visual CV, workshops to social and health students, 5 coaching on career guidance and an online course.

To support students' orientation, an online course for students was launched via Moodle platform. The course gathered all the relevant information, material and links that a new student needs. It includes personalization of studies, preparation of a career plan and issues related to career guidance. In the future, the course can also be utilized with students throughout the year and the student can get acquainted with the material partially or completely independently. During the course, the student is also given the opportunity to write their own goals on the student management system's career plan form. The Tiitus job search application is also used within the course. Students can create a

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Geographical Area:

Finland

Criteria:

**Transferability,
Transformative**

What:

**developing career guidance
for secondary vocational
education and training**

Implementation:

Regional

Reasons for Success:

**Diversity of the material:
digital material,
discussions, workshops
and online course**

Links:

<https://www.salpaus.fi/info/kehitamme-toimintaamme/hankkeet/kettu-kettera-uraohjaus-osaksi-ammattilista-koulutusta/kettu-hanke/>

job search profile for themselves and apply directly for the most suitable places. Employers can advertise vacancies, study or training contract places or, for example, available projects directly to the students. The project involved teaching and mentoring staff as well as employers, recruitment companies, trade unions and business advisory services.

Students who have completed a vocational undergraduate degree have the possibility to apply for polytechnic or university studies. The project compiles and describes the most typical postgraduate study paths in different fields of education, and organized postgraduate study workshops where students draw up concrete plans for the transition to postgraduate studies. Within the project lifetime, 35 different postgraduate study paths have been published.

A Master degree student from the University of Tampere did her final thesis on the perception of career guidance on the KETTU project.

The project was coordinated by the Salpaus Training Centre and co-implemented by Kiipula Vocational College, Lahti University of Applied Sciences, Lahti Folk High School, Finnish Diakonia College SDO Oy and the National Coaching and Sports Center Oy (Pajulahti).

The project run between May 2018 and October, 2020.

Source of the materials:

<https://www.salpaus.fi/info/kehitamme-toimintaamme/hankkeet/kettu-kettera-uraohjaus-osaksi-ammattillista-koulutusta/kettu-hanke/>

<https://www.facebook.com/kettuhanke>

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Project Facebook page



Screenshot from project Facebook page <https://www.facebook.com/kettuhanke> (3.2.2021)

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GP 4 – “OSATA” Competence Journey – Developing Career Guidance Competencies

How it works

The focus of OSATA project is to build up the career guidance and counselling competencies of guidance personnel in multi-vocational public guidance services and educational institutions. The aim is to increase co-operation in the long term guidance processes especially in transition phases both into and within the educational system from 1st to 3rd tier education and working life in order to guarantee high-quality guidance to everyone in need regardless of age or educational background. The development work will be carried out in cooperation with different actors (VET, public guidance services, project personnel, end users).

The project is expected to produce:

- Increased regional and local co-operation between all career guidance providers
- Online training course for personal career paths guidance
- A digital Open Badge for career guidance competence

The primary target group is counselors working within various counselling services. Teachers and counsellors within comprehensive school level and upper secondary education (general and vocational) are also targeted. The secondary focus groups are students and people that use guidance services, teacher and counsellor students.

The other organizations part of the project are: Finland Futures Research Centre at the University of Turku (coordinator), Häme University of Applied Sciences, Oulu University of Applied Sciences, Foundation for studies and education research (OTUS), Raahe Vocational Institute, Sedu Education and Vocational College Lappia.

The project is carried between August 2020–April 2022 and is funded by ESF/ELY Centre of North Ostrobothnia.



Geographical Area:

Finland

Criteria:

**Transferability,
Transformative,
Sustainability**

What:

Build up the career guidance and counselling competencies of guidance personnel in multi-vocational public guidance services and educational institutions

Implementation:

National

Reasons for Success:

**Material available online for free, supported by online tutorial
Tasks have been piloted**

Links:

<https://osata.fi/>

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This project is also the continuation of a previous project: OSATA – Paths to the Future, which produced understanding of the development of competence and skill-related identities needed in the changing work life. Future-oriented tools and pedagogical models to support the students in becoming future professionals were developed within the project. The produced results were:

- visibility for skills and informal learning previously unnoticed in vocational training
- tools for students in building their personal goals and skill sets for their future education and careers
- information on skills needed in future work life and tools for students and teachers in using it
- tools and framework for VET institutions and their personnel to support the development of skill-related identities and work life skills of their students

Source of the materials:

<https://osata.fi/>

<https://www.facebook.com/osata.hanke>

https://twitter.com/osata_hanke

https://www.instagram.com/osata_hanke/

<https://www.youtube.com/channel/UCtwXpt1YTeHYashGxs9C7wA>

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Photos, pictures, logos

Project Facebook page



Screenshot from <https://www.facebook.com/osata.hanke> (3.2.2021)

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GP 5 – Engineers in Finland

How it works

Engineers in Finland project aims at suggesting a new conceptual study path and operating model for updating the skills of engineers, conceptualized together with working life actors. The objective is to utilize the existing skills of highly educated immigrants to build a new operating concept updating skills, and thus to support employability for growth. The intention is not to complete overlapping degrees but to acquire verifiable specific skills based on the needs of the student and working life.

There is no clear study path for potential employees with an immigrant background that would provide them with information about Finnish working life and local language skills in addition to vocational studies. The project plans and conceptualizes a study path that combines preparatory and additional trainings, carried out in a continuous sequence. An individual study plan (HOPS) is made for each person selected for conversion training. Conversion training complements the skills acquired abroad so that it corresponds to Finnish engineering training.

Students have been selected for training through interview entrance exams in Finnish to ensure that their language skills are sufficient, as both courses are conducted in Finnish.

As a result of the project, a new conceptual study path is created for engineers with an immigrant background, who have completed their studies abroad, and other graduates. The study path speeds up access to employment and possibly increases opportunities to apply for a postgraduate degree. The participants in the project have become more aware of Finnish working life, their Finnish language skills have been strengthened and employment opportunities in their field of education have improved. After completing the conversion training, students also receive a university diploma as a certificate.

The project activities include coaching and conversion trainings to access to internships. The goal of the internship period is that everyone would be employed in jobs that require the knowledge and skills of an engineer in their field after completing their studies. Students look for their own internship place, but they are



Geographical Area:

Finland

Criteria:

**Transferability,
Transformative,
Sustainability**

What:

a new conceptual study path and operating model for updating the skills of engineers from abroad

Implementation:

National

Reasons for Success:

*Involvement of industry
Based on learners' needs
A model that can be transferred*

Links:

<https://insinooriksisuomee.n.turkuamk.fi/tietoa-hankkeesta/>

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helped to prepare the job application and are advised on how to act in a job interview situation.

In addition, it is essential to develop pedagogical solutions that emphasize community spirit, authentic learning environments at work and solutions that utilize digitalisation. The project also includes in the second phase, the development of a methodology for mapping competences, identifying skills gaps together with the industry, defining competence goals, planning a competence-based curriculum for supplementary studies and developing content in mechanical engineering and ICT through an innovative learning environment.

The trainings create a nationwide scalable operating model which could be utilized elsewhere. Defining competences also increase visibility to different educational institutions and companies. Through modelling, the Finnish education system can take better into account the needs and backgrounds of learners from elsewhere and thereby support the appropriate and planned mobility of the workforce.

The Turku University of Applied Sciences is coordinating the project. The University of Turku and Tampere University of Applied Sciences are partners of the project, which lasts from 1 September 2019 until 31 December 2021. Engineers in Finland is a project funded by the Social Development Fund from the Northern Ostrobothnia ELY Centre.

Teaching in piloting phase is carried out from basic funding at Turku University of Applied Sciences. After implementation, the operating model is evaluated and development needs are gathered together.

Source of the materials:

<https://insinooriksisuomeen.turkuamk.fi/tietoa-hankkeesta/>

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Credits



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