**WORK PACKAGE 4 – CAPACITY BUILDING**

**TEMPLATE FOR COLLECTION OF GOOD PRACTICES**

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| **Name of the best practice** | Digital Learning Management System for student’s individual study path: Workseed <https://www.workseed.fi/web/en/> |
| **Country** | Finland |
| **Description** | Workseed is a tool for students to track their study progress with the teacher. The content can be anything, but traditionally it’s used for the studies. The qualification is split into units/modules which include step-by-step phases for the completion of the qualification. When using Workseed, student can get easily an overall picture of their studies with visual and clear elements. For example, when a student acquires competence by doing practical exercises as a part of the qualification, he/she can demonstrate it by adding a photo, video, text etc. to Workseed. Workseed can be integrated for example to learning environments and student administration systems.The main features of the tool:SKILL BASED ASSESSMENT AND TRACKING* Students’ competence evaluation according to the official qualification requirements in all learning environments (e.g. workplace, school based training, e-learning environment, training simulator).
* Visualisation of students progress, accumulated and lacking knowledge.

MANAGEMENT OF WORKPLACE LEARNING* Traineeship management, remote control and automation of communication between a student, workplace instructor and teacher.
* Workseed is usable on smartphones, anywhere, anytime.

INDIVIDUALISED LEARNING PATHS* Practical training and other exercises, considering the existing expertise of students and the needs of special support.
* Shared content development by teachers and other pedagogical experts.
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| **Who is involved? How were they motivated to participate?** | 1. Student
2. Teacher
3. Workplace instructor (optional)
4. Study counsellor and special needs education teacher (optional)
5. Managers (optional)

From the teacher’s point of view, tracking, giving feedback, counselling and being in contact with the workplace is flexible and clear. Participants can find all of the information in the same place.  |
| **Benefits**  | TEACHERS* Saves administrative work.
* Simple to use with the minimal needs of training.
* Systematises the tracking and development of students.
* Possibility to give feedback (for example during work placement)
* Facilitates communication between all participants.

STUDENTS* Motivates and assists to create a progressive study path.
* Suitable for students with special needs.
* Visualises the structure of the qualification and the means to acquire the missing competence.

ENTERPRISES AND TRAINING PLACEMENTS* Clarifies students’ guidance and increases interaction between workplace instructors, teachers and education providers.

EDUCATION PROVIDERS* Suitable for many VET sectors and qualifications.
* Enhances the legal and data protection of the student and the education provider. All customer information is retained within the EU and the service complies with the GDPR.
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| **Challenges and how they were overcome** | Learning the new digital tool as well as creating the material, tasks and exercises for the “storage” requires teacher’s time and training before it can be utilised fully.  |
| **Step by step for the implementation of the good practice (transferability to other VET college)** | * Purchase of the digital tool, discussion with the provider in regards with the features, requirements, concepts.
* Curriculum planning, content development and transfer to the digital tool – Workseed platform: curriculum units/modules and their smaller parts. In addition, on-the-job learning diary, planning of the assessment.
* Training for teachers and afterwards for students and other stakeholders.
* Integration with the student administration system and learning environment (optional).
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