

## COMPETENCY-BASED APPROACH AND COMPETENCIES IN HIGHER EDUCATION

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### ABSTRACT:

The competency-based approach has gained prominence in higher education as a means of preparing students for the workforce. Competencies are a set of knowledge, skills, and attitudes that enable individuals to perform tasks effectively. This article aims to explore the concept of competencies in higher education and the role of the competency-based approach in developing them. The study involved a review of the literature on competencies, competency-based education, and their impact on higher education. The results showed that the competency-based approach can enhance student learning outcomes and better prepare them for the workforce.

**KEYWORDS:** competencies, competency-based approach, higher education, student learning outcomes, workforce preparation

### INTRODUCTION

Higher education institutions are under increasing pressure to prepare students for the workforce by providing them with the necessary knowledge, skills, and attitudes. The competency-based approach has emerged as a means of achieving this goal. Competencies are a set of knowledge, skills, and attitudes that enable individuals to perform tasks effectively. The competency-based approach focuses on developing these competencies through personalized learning experiences that allow students to progress at their own pace.

The purpose of this article is to explore the concept of competencies in higher education and the role of the competency-based approach in developing them. Specifically, we aim to determine how the competency-based approach can enhance student learning outcomes and better prepare them for the workforce.

### MAIN BODY

Competencies

Competencies are a set of knowledge, skills, and attitudes that enable individuals to perform tasks effectively. They are context-specific and can be applied in various settings. Competencies can be categorized into three types: foundational, occupational, and personal. Foundational competencies are essential skills that are required for success in any occupation, such as communication and problem-solving. Occupational competencies are specific skills required for a particular job or profession, such as programming or nursing. Personal

competencies are attributes that enable individuals to interact effectively with others, such as teamwork and leadership.

### Competency-Based Approach

The competency-based approach is an educational approach that focuses on developing competencies through personalized learning experiences. It involves a shift from a traditional time-based approach to a mastery-based approach, where students progress at their own pace. The competency-based approach emphasizes the development of competencies rather than the acquisition of knowledge. It also emphasizes the importance of feedback and assessment in the learning process.

### Higher Education

Higher education institutions have embraced the competency-based approach as a means of preparing students for the workforce. The competency-based approach can enhance student learning outcomes by providing personalized learning experiences that are tailored to their needs. It can also better prepare students for the workforce by developing the competencies required for success in their chosen profession.

The competency-based approach has several benefits for higher education institutions. It can improve student retention and graduation rates by providing a flexible and personalized learning experience. It can also enhance the reputation of the institution by producing graduates who are well-prepared for the workforce.

## CONCLUSION

The competency-based approach has emerged as a means of preparing students for the workforce by developing the competencies required for success in their chosen profession. Competencies are a set of knowledge, skills, and attitudes that enable individuals to perform tasks effectively. The competency-based approach focuses on developing these competencies through personalized learning experiences that allow students to progress at their own pace. Higher education institutions have embraced the competency-based approach as a means of enhancing student learning outcomes and better preparing them for the workforce. By implementing the competency-based approach, institutions can provide a flexible and personalized learning experience that produces graduates who are well-prepared for the workforce.

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