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DEVELOPMENT OF A MODEL OF FORMATION OF PROFESSIONAL AND CREATIVE POTENTIAL IN THE PROCESS OF PROFESSIONAL TRAINING

Abstract. The development of professional and creative potential in the process of professional training is a key factor in preparing highly qualified specialists capable of innovation and continuous self-improvement. This paper presents a model for fostering professional and creative potential, integrating theoretical foundations and practical methodologies. The study highlights the role of educational environments, psychological factors, and competency-based approaches in shaping future professionals. The proposed model aims to enhance students' adaptability, problem-solving skills, and creative thinking in their respective fields.

Keywords: professional training, creative potential, competency-based approach, innovation, psychological factors, educational environment, problem-solving skills.

Professional training is a crucial stage in preparing specialists for the labor market.

In today's rapidly evolving labor market, professional training plays a crucial role in preparing specialists who can meet industry demands. Modern economies require not only technical expertise but also adaptability, creativity, and problem-solving skills. Employers seek professionals who can integrate theoretical knowledge with practical experience, demonstrating innovation and efficiency in their fields.

The relevance of professional training is further emphasized by globalization, technological advancements, and automation, which are reshaping job requirements. Traditional education alone is no longer sufficient; continuous skill development and lifelong learning have become essential for career growth.

Effective professional training ensures that graduates are equipped with the necessary competencies to navigate dynamic work environments. It bridges the gap between academic knowledge and real-world applications, fostering workforce readiness. By incorporating industry-specific curricula, hands-on experience, and interdisciplinary approaches, professional training programs enhance employability and contribute to economic growth.

Thus, investing in the professional education of specialists is a key strategy for sustainable workforce development, fostering innovation, and ensuring a competitive labor market.

Modern industries demand not only technical expertise but also creativity, adaptability, and problem-solving abilities. The formation of professional and creative potential ensures that future professionals can navigate complex challenges and contribute effectively to their fields. This paper explores a systematic approach to developing professional and creative potential in students through an educational model that integrates psychological, pedagogical, and methodological aspects.

Theoretical Foundations. The development of professional and creative potential is based on several theoretical approaches:

- Competency-Based Learning: Emphasizes skill development and the ability to apply knowledge in real-world situations.
- Constructivist Theory: Focuses on active learning, self-directed exploration, and problem-solving.
- Creativity Theories: Highlight the importance of fostering divergent thinking, innovation, and interdisciplinary approaches.
- Psychological Factors: Motivation, emotional intelligence, and self-efficacy play a crucial role in students' ability to develop their potential.

Model of Formation of Professional and Creative Potential.

The proposed model consists of the following components:

1. Educational Environment

- Developing a student-centered learning environment.
- Providing access to diverse resources, mentorship, and collaborative projects.

• Integrating interdisciplinary approaches to encourage innovative thinking.

2. Psychological and Motivational Support.

• Encouraging intrinsic motivation through goal-setting and self-reflection.

• Implementing psychological training sessions to boost confidence and reduce anxiety.

• Fostering a growth mindset to enhance resilience and adaptability.

3. Competency-Based Approach

• Aligning curricula with industry needs and professional standards.

• Incorporating problem-based learning and real-world case studies.

• Using assessment methods that evaluate both technical skills and creative thinking.

4. Practical and Creative Activities.

• Encouraging participation in research projects, internships, and competitions.

• Promoting entrepreneurship and innovation through incubator programs.

• Facilitating collaboration with industry experts to provide real-world insights.

Implementation Strategies.

To effectively implement the proposed model, institutions should:

• Provide professional development programs for educators to enhance their ability to foster creativity.

• Develop partnerships with industries and research centers for practical exposure.

• Utilize digital tools and platforms to support interactive and adaptive learning.

• Regularly assess and refine the model based on student feedback and learning outcomes.

Benefits of the Model.

• Enhances students' problem-solving and decision-making abilities.

• Encourages interdisciplinary collaboration and innovation.

• Improves adaptability to the dynamic labor market.

• Strengthens intrinsic motivation and lifelong learning habits.

The formation of professional and creative potential in professional training is essential for preparing specialists capable of innovation and continuous improvement.

The proposed model integrates competency-based learning, psychological support, and practical engagement to foster well-rounded professionals. Future research should focus on empirical validation of the model and its application in different educational contexts.

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