

# CURRENT COMPETENCIES REQUIRED FOR TEACHER EDUCATION MARKET

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**ABSTRACT:** Today, when we refer to the competence profile of a teacher in a traditional manner, understood that this must have multiple skills such as those related to curriculum, but also by teaching field, research, lifelong learning, negotiation and communication, ICT competencies, all forming the „professional side”, and emotional skills or socio-cultural and environmental. In this context the question could arise: „Ask the world of tomorrow a teacher, share the same skills as before or future teacher must submit another profile?” In research conducted in 2007, the labor world in 2020, Michael Rendell talks about the three worlds of the future: blue - specify large corporations, world environmentalists and the green-world-world careers flash orange. Based on these three worlds and the employee profile for each such scenario, this paper aims to outline the profile of teachers, so that it can be interpreted as part of the corporate world, and as a militant activist and ecologically, as a member of the guild and professional portals. We will try to answer the question whether the current training is sufficient, or the teacher the world of tomorrow will be to complete the profile with new abilities and skills, the nature of the world to meet future challenge.

## 1. INTRODUCTION

In 2007, a team from PriceWaterhouseCoopers and James Martin Institute for Culture and Civilization, led by Michael Rendell have initiated an investigation, using scenarios to predict how it will look in the labor market 2020, and will be the future of human resources.

Starting from the idea that the future must be built and not accepted, research has focused on interviewing a total of approximately 3,000 university graduates, members of „Generation Y”, as the researchers called, familiar with the technique and the generation of electronic means communication graduates in the U.S., China and Britain. In 2007 these graduates just entering the workforce, therefore segment analysis were most representative of future labor market in 2010.

The answers given by graduates, together with the method used to shape future scenarios, led to the identification of three possible worlds that can exist independently coexist in different parts of the globe. Following these three worlds identified: blue - large corporate world, Green - the world of ecology and environmental protection and world-orange flash careers, research has revealed three models of the future organizational:

1. large corporations will be turned into small states and will have a prominent role in society;
2. specialization will increase co-operation networks;
3. environmental programs will require fundamental changes in business strategies.

Interestingly, as shown in research by 2020 we could see a series of radical changes, of which the most important are:

- the boundaries between life at work and private life will disappear, as companies will increasingly take responsibility for the welfare of older employees;
- stringent measures will be promoted to assess the activity of individuals to control and monitor the productivity and performance;
- will increase the importance of social capital and relationships, the main drivers of business success.

In this paper we propose to create a short foresight exercise and we outline a framework of these worlds, that is to define how

to show the teacher's competence profile, which is the one who will be the creator of the work force in 2020.

Blue World, as I said, the will be the world of large corporations, whose turnover will be higher than the GDP of many countries. Employee Profile in such a world will have the following features:

- individuals will be analyzed and grouped into various categories up to age 16, as shown intellectual abilities and preferences;
- top talent will be the highest price and employers will struggle to have the best in the organization. Individuals will be tied to corporation before 18 years;
- university education will be conducted by the company, according to organizational career who choose individual;
- at the top level, employees will have greater control over their careers, and retaining her best roles and business;
- lower-level employees will pay attention to their careers. Aware of the value of human capital, they will be very careful where to invest this capital;
- those outside the corporation will find employment opportunities are limited and only in areas of small companies, who are unable to provide the same level of development and the same financial benefits, employees.

## 2. TEACHER PROFILE

How can we show, in such a world, a teacher profile? To give the answer, we got to go with what is now teaching profession skills, i.e. skills certification:

- **methodological** - related to being able to apply principles in an effective manner teacher in class work. Knowing what and how you do in a creative manner;
- **communication and relationships** - necessary to achieve a climate of trust, cooperation and partnership for learning and expressing their emotions and recognition of others;
- **assessment** - needed to make the evaluation process in an objective manner and stimulating for alternate ways and traditional assessment techniques with alternative and complementary;
- **psycho-social** - to help identify the nature of changes occurring in the labor market, but also to generate and sustain partnerships between school and community and educational partnerships with other schools in the country and abroad;

- **technical and technology** - to allow him to use electronic means in the lesson was to make and use learning environments in accordance with the latest advances of technology;
- **career management** - allowing for a continuous and upward professional path.

To understand which of these skills would be necessary and useful teacher's blue world, to analyze four of the most important characteristics of the trainee profile, as they are required in the corporate world:

- (1) an extremely high segmentation of skills required of the employer, sometimes going up to the definition of thousands of features that must possess work force to meet a defined profile, but also to be found in corporate organizational culture carefully monitored;
- (2) a very deep and narrow specialization of labor, such as to ensure high efficiency and productivity;
- (3) integration into the company before the age of 18 years and maintaining an individual whole life, if they meet the job requirements.

Analyzing the requirements of paragraphs 1 and 2, it is found that the teacher in this situation are all skills required today, because there segmentation requires specialists, both in terms of teaching, and human resources able to meet these requirements.

Differentiation is starting to paragraph 3, which speak about the integration of early labor. A first conclusion regarding this paragraph is that the role of teacher, as it is currently defined stop after age 18 students. Moreover, companies will deal with academic and professional career development path of the individual. As features are the blue world, there is a clearly defined role of universities. It is understood rather in a higher education, but directly to the workplace and company staff. This company does not rule out that there a number of universities / academies own, capable of meeting its requirements, especially to provide a flexible change of formation, if the labor market requires. In this universe „blue” teacher's role is taken by technocrats hyper-specialized instructors, they are the ones that provide specialized training, but as I say, directly at work, with which he can operate and specialists in human resources, who always take the pulse of the organization to see where it is heading culture.

If you still use the scenario method, hypothesis can even replace the teacher with a car full of trained / specialized computer<sup>1</sup> whose software is likely to provide all information necessary training<sup>2</sup> young.

The second world of the 2020s is the world green, ecology and environmental protection policies. Some characteristics of this world, as it resulted from research led by Michael Rendell, are:

- organizations will adopt a holistic approach in developing individuals, including personal development;
- employees will be involved and as a result, they often have a job for life (career for life);

<sup>1</sup> The idea is not new. It was circulated at the time "eLearning" by Skinner, but then entered into a cone of shadow, because the involvement of educators who spoke about losing influence on youth training and just focusing on informing

<sup>2</sup> A "sunrise" of this world, even in the Romanian society is already observed. Today the distinction is made by legislative items, between teacher and trainer. Under the requirements of the NATB, a teacher can not be named and can not work as a trainer, even if the teacher has a number of specialized for a certificate competent authorities.

- employers will be looking for graduates with social and environmental recommendations very strong;
- most companies will offer employees transportation solutions between work and home, to minimize the need to use cars;
- training and personal development will be core values of individuals. The number of people who decide as bonus training and personal development will be triple the number of those who want material rewards;
- see current youth surveyed in the 2020s the world enjoying a global mobility and working overseas. Future leaders, they say, must have international experience and this has grown since the beginning of their careers.

Reviewing the defining elements of the green world, the classic image of the teacher education system that exists now, take the shadows and fades, incompatible with the demands of this world. As if anticipating the changes that occur on the educational path, and come to meet this new green world, in 2003 Henry Mintzberg published book „Manager, not MBA”, volume deep in the system that brings a critical initial training of young managers<sup>3</sup>. Mintzberg's vision of how the training of specialists should be, assumes that learning is not only practical, but rather reflection on practice. Short courses may have an essential contribution to the formation, because they transmit knowledge structured and lead to the development of certain skills. Systematic movements produced during his career, coupled with mentoring and evaluation of progress, contributing to the learning experience. Active learning, accompanied by an appropriate reflection, this strengthens.

### 3. PROFESSIONALISM AND PROFESSIONAL EXPERIENCE

Based on these considerations, the author brings into question an important aspect of education, namely that it should be applied only to specialists with professional experience. According to his theories, new professionals can not be created in a classroom; traditional training methods are useful only if continuous training of existing professionals.

Corroborating dimensions of the green world with Mintzberg's ideas about professionalism, results in a change in the new teacher's skills profile. Thus, it is primarily a Coach, which help the young to set the main directions of the route followed by intervening and advising, when only the reflection is not enough, driving when motivation decreases, and counseling when professional paths intersect unnatural.

In this world, a number of skills, such as assessment, but also the managerial overshadowed the teacher playing a larger role on the level of communication and relationship competencies, but also the psycho-social. Emphasis is placed on communication, meaning helping young people to discover their own values, and limits, which then put them in harmony with those of employers.

Orange World, the future scenario of the third world is the world short career, career-portfolio-flash career. Some features of this world are given below:

- companies are highly fragmented because it means less agile, innovative and highly adapted to change;

<sup>3</sup> Mintzberg, H. Managers, not MBAs. A rigorous analysis of flexible practice management and management training. Meteor Press Publishing House, Bucharest, 2004.

- individuals adopt flash careers, such as to ensure a successful sphere enough to withdraw from active life, even at a young age;
- powerful and flexible connections, but short-lived;
- career management by professional guilds, which will build business portals, and even personal and professional development paths. Work can be bought, sold and traded.

In the world of orange, the teacher should form the ones that work the ability to quickly seize opportunities for their career. The teacher shapes the image even as a member of the guild; he is actually the manufacturer of the young professional paths. This implies an important shift work on the side of formative teacher, on the anticipation of opportunities to familiarize youth and professional portals. In this world, teacher trainers diminish their role in favor of outlining a different role, more active and visible, which is a member of the HR team.

#### 4. CONCLUSIONS

Following the requirements for teachers in the three worlds, to achieve an education to students in accordance with the requirements of the society in which he will sit, it is found that he will undergo a series of changes, in terms of new skills acquirement binding to Social play is required. No doubt that the current formats competent teachers will be there, but they will only be abc's teaching profession. They will add new skills, such as the Mentor and Coach, whose utility will find its purpose in that it will support teachers give students understanding and integration into the labor market.

Since the future world will bring a lot of flexibility and mobility of the workforce, graduates will be easily and quickly familiar with the cultural elements of different continents and countries, absolutely necessary for professional integration. Also as a result of such mobility, certainly the forms of instruction will be diversified and reorganized according to new trends in technology. As a result, teachers of these students must have competent leadership and administration, but they must also be adapted to work themselves, and teach students to work within organizational boundaries vanish.

Perhaps most surprising role of the teacher will be „conscience” of the student, the „Gimini” for virtual Pinocchio, because we can not believe that no student in 2020 will lack

motivation or lazy student. This ad, no doubt, more teacher training to the realm of psychology, if not that of neuroscience to find the best language, depending on the student in question.

If we take into account all these considerations, we believe that today's school should develop more in future teachers, critical thinking, creativity and intuition, leaving the flexibility of the young professional path, depending on their knowledge and need.

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In an attempt to give an outline portrait of the teacher as the world will be developed in the 2020s, have failed to show an extremely important thing for the future of education. Namely that we will not talk about school, just as he etched not understood and now, but as we develop new learning environments, so that „school” can be everywhere: at home, at work, etc. in the organization.

Under these conditions, the natural question that emerges is „the teaching profession will no longer be independent, with its own definition and status, or any specialist when they will form the future in his profession, and will get competent staff to be always able to support the training of those around him? „It is a question as hard as it is sad. We believe that every world, no matter how tech will be, will need these „seeds of knowledge and cultivators of souls.

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