

**Marzena Kielbasa, Henryk Noga,  
Piotr Migo**

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**Modern Determinants of the  
Vocational Education**

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Tekst jest udostępniony do wykorzystania w ramach  
dozwolonego użytku.

**Marzena KIELBASA**

Państwowa Wyższa Szkoła Zawodowa w Nowym Sączu, Polska

**Henryk NOGA, Piotr MIGO**

Uniwersytet Pedagogiczny im. Komisji Edukacji Narodowej w Krakowie, Polska

## **Modern Determinants of the Vocational Education**

### **Introduction**

Practical education in a future vocational school will take place in the workshop of practical instead of the current school workshops and practical training centers. The organization of a modern vocational school should take into account the current changes at the labor market. It is likely that in time of professional activity, worker will change his profession several times, which for he will have to acquire new skills. To face up these challenges, one should be taught resourcefulness in solving an independent problem, the ability to use different sources of information and willingness to adapt, to follow changes in technologies and working conditions.

### **Professional work and the labor market**

The modern social and economic development depends on changes in technology, organizational forms, management and computer science tremendous progress in human life. These conditions have a major impact on the labor market, where the essence and nature of change in a flash.

According to this more human labor have been replaced by hi-tech machines, robots in the process. Newer solution transforms the nature of the work, because higher qualifications have been require from an employee. Therefore qualifications and personality represent the essence of professional competence, and latter also work leading us to statement [Baraniak 1998] that, requirements of modern professional work define not only qualified, but also and competence”.

Working life is a term derived from work. Each of sciences defined work differently. The issue of work interested in philosophers, psychologists, educators, sociologists and economists.

Preparation for work in different professions requires the new definition of work. You can rely on the theory of T. Tomaszewski, according to which professional career „human activity is organized in such a way to lead to the formation of socially valuable creations and to improve the quality of life of working people” [Baraniak, Butkiewicz 1998].

From this view teachers identify with the, taking it as a „system of internally coherent actions, performed regularly or permanently, based on the specific knowledge and skills aimed at the production of goods or services” [Wiatrowski 2000].

Pedagogy and Psychology of work in addition to their profession, focusing on a profession personality, and so on the theory about the characteristics of a working man. They have a significant impact on the performance of work, as is supported by the results, successes and aspirations, tasks, motivation, etc. Components of professional personality, make possible to understand the work in terms of its value and as sensible, useful, necessary, worthy, free, precise, economical, business, good-winning, respected, performed under humane, safe and adapted to human capabilities, developing and valuing the executive [Furmanek 2000, 2014], allowing self-realization [Lewowicki 2003]. Acc. to T. Nowacki „self-realization is a derivative of human activity” [Nowacki 2004]. More and more innovative solutions of machine and gear technology, are effect of economic benefits of work. Here we can distinguish among such aspects as shorter, limited human physical effort, so mans work was replaced by a machine, an automaton, and nowadays robots. New working conditions and environment for humans are improving. Therefore, we can overcome the barrier of exhaustion, increase productivity, efficiency and production. Changing the nature of work is a creative activity that causes employee to raise his qualifications so needed in modern work [Vargova, Depešova, Noga 2010].

### **A need for new qualifications**

The progress of civilization requires highly skilled workers. Modern economy is being increasingly based on a knowledge. This situation places high demands on a people, especially young, which form just entering the labor market. Intense competition on the labor market, a consistent development of information technology, globalization and advancing process of flow of human resources within the Union, mean that educated people having high qualifications will decide about the development of individual countries. The higher qualifications are skills for which demand grows.

Changing nature of work raises the question: What areas of training in the near future will correspond to the forecasts of professional development? According to S.M. Kwiatkowski [Kwiatkowski, Symela 2001] These can include:

- various agencies, offices, allowing setting and conducting business,
- maintenance and operation of modern technology (computer support),
- operation of machines and devices of modernized industries (operators in the following industries: grocery and wood industry, paper, glass),
- protecting the environment,
- Building & Construction and renovation.

Occupations that will dictate the labor market course, and current in the near future:

- Offices agents supporting development of business,
- Computer support,
- Operators of optical and electronic hardware,
- Operators of automated production lines,
- Investment Advisers,
- Stockbrokers [Kwiatkowski, Symela 2001].

At our home labor market we observe the regularity in line with the views of A. Toffler and E.C. Wragg [1999] who, based on worksite, living conditions and longer human life, confirms the development of the information society. The overall objective are for them high qualifications. Combining them with other features such as teamwork, communication, independence, ability to adapt to new conditions, resourcefulness – we assign employee of today [Baraniak, Butkiewicz 1998].

### **The need for occupational classification**

Too slow change in occupation structures show outdated state, demanding a large number of corrections and changes in the following years. The transformation will then only be possible when we create employees with new specializations, ie those which will reflect the actual state of demand in the modern services sector.

One needs to consider how to create a classification of occupations and isolated them in labor market needs?

Across this demands comes classification of human work by Schaff [Kwiatkowski, Woźniak 2004], which selects five groups that are adequate for the near future:

- The first group includes inspiration activities, especially research, related to science and the art of artistic and utilitarian. Schaff provides the extension of employment opportunities in such workplaces as: film, TV, radio, fashion, architecture, arts and crafts.
- The second area of human activity is related to the functioning of social institutions, including education, health care, banking, commerce and other services.
- The third area includes activities having the character of services, providing assistance to the elderly and disabled, consulting firm, serving professionals, providing assistance in family planning, the choice of fields of study, etc.
- The fourth group of schedule – according to Schaff – should cover the preparation of highly educated professionals to the organization of production, services and ensuring computerized systems.
- In the fifth group are located competencies related to the life and valuable use of free time. Classes here include the rank of sport, tourism and culture, guided by professionally trained instructors.

Analysis of occupations for vocational education in Poland shows the changes, expressed by the presence of new specialties, professions such as information technology, technician, tradesman, car mechanic, technician organization of tourism, information technologies. This profession will be chosen more often than heavy industry, metallurgy, etc. Classification opens the way to meet the aspirations of non-productive services, affecting the market in Poland, causing its development. An example is eg. The activities of commercial services, banking, telecommunications, so called outsourcing etc. This sector is one of the most dynamic areas of work where the key will be competences shown by the European Union (White Paper on education and staff development) [*Kompetencje...* 2005]. The one fall:

- language skills, under which tasks mastering at least two foreign languages at school,
- Technical competence understood as the ability to use hi-tech equipment, including elements of IT that determines the professional preparation,
- Social competence understood as the ability to cooperate, teamwork, creativity, etc.

Extremely big concern is to educate professionals and support staff for computerized systems. These people are few in a classification of professions and specialties in school. We have professions having operators of industries. They can be a preliminary stage of dissemination of modern technology mechanization in work.

According to R. Gerlach [2003] This amendment clarifies the direction and speed of change that belong to the tasks of education and address the needs of modern students preparation, which will dominate the computer as a tool to obtain information for workflow and process control, as well as the need to shape attitudes, ideas, conceptual thinking, innovative, creative and appropriate respect to the values of society, others, themselves, the world of culture, environment, etc. The market analysis provides growth of sales, economics, network operators, tax advisors, pension, health insurance and trading in securities and stock exchange. Other professions will force predisposition to consult the use of online information, search engines for messages on behalf of using information systems, databases. Other industries – tourism, telecommunications, social services, management, culture and health care, own business – call for new skills. The diversity of knowledge and skills needed in the labor market requires a consistent changes in education in most fields.

## **Summary**

From professional work follows the concept of vocational qualifications that leads to vocational training. According to Z. Wiatrowski [2000] the results are understood as a set of personality features of employee describe not only layouts of mental and practical skills crucial for accuracy, usefulness and effectiveness of work, but also a positive motivating system and the status of professional competence, setting qualifications a highest skill. It should be noted that consid-

eration professional training in terms of the result comes down to assumption that the competence are emerging from the professional qualifications, and have impact on the quality of professional work.

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## Abstract

New education goals, a new teaching content requires from a teacher application of other, also more active teaching methods, and from students require a lot of commitment and increased independence.

This paper shows selected conditions of vocational education, paying attention to the needs of acquiring new skills and the need for classification of occupations.

**Keywords:** vocational education, professional career, the labor market, modernization, qualifications.