



Skills and Employability: Transmission to Transaction to Transformation in Education

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How should instructors born, bred, and educated in the 20th century teach students born and bred in the 21st century?

Times are constantly changing and tertiary education today is not about knowledge, information, and content; it is about SKILLS

Approaches to Teaching and Learning

1.

Transmission is a good approach for teachers looking to impart a lot of information on to students. This strategy relies way too heavily on the ‘banking method’ of teaching whereby students are viewed as mere empty vessels that need to be filled. The one-way flow of content from teacher or textbook to the students is also of concern.

Approaches to Teaching and Learning

Transmission:

Pros: easily covers much content
suited for accustomed passive learners
easy to assess level of knowledge gained

Cons: little to no creativity is encouraged
very linear and suited for some learners
not an interesting or exciting way to learn

Approaches to Teaching and Learning 2.

Transaction is an important approach to consider when wanting to elicit more interaction and group work in the class.

This strategy provides more opportunity to create a 'dialog' between the teacher and the students. The classroom management skills of the teacher should be pretty good or else this might end up being mere approved socialization in the class.

Approaches to Teaching and Learning

Transaction:

Pros: tends to be engaging
fosters inductive/deductive reasoning skills
begins to focus on critical thinking skills

Cons: not suited for accustomed passive students
depends much on questioning skills of teacher
some students may resist the strategy

Approaches to Teaching and Learning 3.

Transformation is a good approach for teachers looking for an 'active' element in their teaching.

This strategy involves movement, role playing, simulations, drama, skits, and similar kinesthetic activities.

The teacher will have to make sure that the shy or quiet student is also taking part and is involved in the learning experience.

Approaches to Teaching and Learning

Transformation:

Pros: focuses beyond just intellectual development
strong bonds between student and content
caters to all intelligences

Cons: not much focused on intellectual development
time consuming
alternative assessment approaches to be used

**Approaches to Teaching and Learning
Which one to follow and use in the classroom?**

While all three are important at some point in any classroom, today relying heavily on **Transmission and **Transaction** will not benefit our students in the long run.**

****Transformation** must be brought into the classroom and students need to have opportunities to use and apply the content learned in new situations.**

Approaches to Teaching and Learning

Transmission:

This approach is well suited for the early years and elementary classrooms

Transmission:

This approach is well suited for the middle and high school classrooms

Transformation:

This approach is well suited for the college and university classrooms

What Employers Want from University Graduates

The top 10 skills employers look for in university graduates:

1. Commercial Awareness (Business Acumen):

This is about knowing how a business or industry works and what makes a company tick. Showing understanding of what the organization wants to achieve through its products and services, and how it competes in the marketplace.

2. Communication:

This includes verbal and written communication, and listening. It's about being clear, succinct, and focused; being able to tailor the message to the particular audience and listen to the views of others.

3. Teamwork:

It's about building positive working relationships that help everyone to achieve more. It is also about delegating to others and taking on responsibility.

What Employers Want from University Graduates

The top 10 skills employers look for in university graduates:

4. Negotiation and Persuasion:

This is about being able to put forward your way, but also being able to understand where the other person is coming from so that both can get what is wanted or needed and feel positive.

5. Problem Solving:

This is the ability to take a logical and analytical approach to solving problems and resolving issues. It also focuses on looking at problems from different angles.

6. Leadership:

Being a manager is easy. This involves the potential to motivate teams and other colleagues. It involves assigning and delegating tasks well, setting deadlines and leading by good example.

What Makes a TEAM?

Together

Everyone

Achieves

More

OR

A bunch of morons doing exactly as the boss says

What Employers Want from University Graduates

The top 10 skills employers look for in university graduates:

7. Organization:

This is about prioritizing, working efficiently and productively, and being a good time manager. It is also important to show how to determine what is important to focus on and get done and how deadlines will be met.

8. Perseverance and Motivation:

This is the ability to get-up-and-go. Working life presents many challenges; finding a way through even when the going is tough is important.

9. Ability to Work under Pressure:

This is about keeping calm in a crisis and not becoming too overwhelmed or stressed.

What Employers Want from University Graduates

The top 10 skills employers look for in university graduates:

10. Confidence:

This is about striking a balance of being confident in yourself but not arrogant. It is also about having confidence in your colleagues and the company one works for.

None of these 10 skills have anything to do with content and information.

It has everything to do with skills.

Any wonder then, why we should be developing skills in our students. Their success is dependent on the skills they acquire while with us. Employability increases with and through skills.

The Graduate Outlook Survey (2013) asked employers and potential graduates to rank 10 selection criteria looked for, favored, and rated highly during interviews.

The comparative results of what the Employers wanted and what the Potential Employees thought they wanted follows:

Transmission to Transaction to Transformation in Education



Selection Criteria	What Employers want in their Employees	What Employees think Employers want
Interpersonal Communication Skills	1	1
Passion	2	3
Logic/Technical Skills	3	4
Academic Results	4	6
Work Experience	5	2
Cultural Alignment / Values Fit	6	9
Emotional Intelligence	7	7
Teamwork Skills	8	5
Activities besides Study	9	10
Leadership Skills	10	8

Top Tips for Developing the Skills Employers want:

Make the most of university life and co-curricular activities to develop the general skills

Plan early to get relevant work experience and voluntary work which will give transferables that show you are work ready; plan something in your vacations and get ready for internships or service-learning opportunities

Keep a complete record of the skills you gain and work experience activities so that you can put out good examples on applications and in interviews

Network! Use family, friends and contacts to get work experience and to find out more about career areas that interest you.

Always do your homework before applying for jobs. Employer research will help you identify the skills and competencies a particular organization places most emphasis on. In turn, you can tailor your application so that it stands out.