

Formation of the Future Teacher's Readiness to Professional Activity in the Dual-Oriented Education Conditions

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Abstract: The reorientation of society to the market relations was required major changes in the system of vocational education. When employment, the employer is interested not store of theoretical knowledge of graduates of higher and secondary special educational institutions, but their preparedness to fulfillment of professional activities in this area. In connection with these requirements of employers and society in our country, were started the implementation of dual system of education.

There has developed the innovative labor market in Kazakhstan. And it is necessary to review the traditional approaches in system of vocational education. However, the educational institutions cannot to shift to the new goals of specialists training yet.

"Duality" means "double unity, duality". Dual training, as showed the practice of European education system is the product of close cooperation between educational institutions and employers for successful professional and social adaptation of future specialists.

Together with this, given manuscript demonstrates the necessity of dual oriented education in educational system of the Republic of Kazakhstan for enhancement the professional preparation of the specialists

Keywords: Duality, self-realization, employer, institution, training, enhancement.

INTRODUCTION

According to the article of President of Republic of Kazakhstan, Nursultan Nazarbayev "Social modernization of Kazakhstan: twenty steps to Society of Universal Labor" was said: "It is important to develop the dual vocational education.

It is necessary to open the advance centers of applied qualifications, which will make it possible to overcome the staff shortage of mass occupations" [1].

President of the Republic of Kazakhstan N.Nazarbayev during his visit to Germany in February 2012 spoke about the intention of the Kazakh side to build a system of training professional and technical personnel on the basis of the German dual model. In order to implement these proposals, the Ministry of Education and Science of the Republic of Kazakhstan and the German Society for International Cooperation accepts the Agreement on the implementation of the pilot project called "Introduction of dual training in Kazakhstan" dated April 1, 2013.

This research paper reviews the significance of the dual oriented education of the future specialists in terms of formation of their readiness to the activity.

The competitiveness of the state is to a great extent concluded in the possibilities and abilities to orient young people towards labor values for self-construction of life in comparison with other states in the formation of progressive, labor values and dominant value orientations in the self-construction of the life strategy and self-improvement.

In addition, at the second international Congress, UNESCO noted that the 21st century is a time of a radically different economy and society, and this will certainly affect technical and vocational education, which is a bridge providing training for highly qualified specialists.

The current graduate of higher and secondary special educational institutions should have not only excellent theoretical knowledge, but also to be a competent specialist in their professional activity, have the skills to work in the corporate team, to acquire the culture of professional work. Most importantly, the future specialist should have a respect and love to work, their chosen profession. The introduction of dual system of education allows all of these.

In modern Kazakhstan, an innovative labor market has been formed and it becomes necessary to revise traditional approaches in the system of vocational education. However, educational institutions are not yet in a position to restructure taking into account new goals in the training of specialists. The reorientation of

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society to market relations has seriously transformed the system of vocational education. An employer in the process of recruiting reveals how a graduate of higher and secondary special educational institutions is ready to carry out professional activities in this field. In connection with these requirements of employers and the whole society, the introduction of a dual system of education is actualized in our Republic.

Dual training gives a high percentage of graduates' employment, since they fully meet the requirements of the employer. Training is maximally focused on production requests. High efficiency of dual training in the smallest group in it is highly motivated to gain knowledge; the psychology of the future worker is built.

First, we specify the conception – "values of labor". The labor is the only way of humanity survival, therefore, in any society are created, and are formed the system of values, not just explaining the need of labor, and its value, the higher meaning. The economists believe that the most important factor of production is labor, and human resources - the most valuable potential of the national economy. The physiologists consider the possibilities of the human body for the implementation of specific employment action. The sociologists study the phenomenology of labor at the level of social and professional groups. For the manager of the control object is the people, and the subject of control - their work. Under labor is understood as purposeful human activity aimed at the creation of material and spiritual wealth. "Work" – is purposeful human activity aimed at creating with the help of the means of production the material and spiritual values. The inculcation of skills in any professional and economic activities is as a matter of aboriginal teaching [2].

The work – as an ethical phenomenon is the same as costs, use: the individual finds own application, spends force and energy. The work requires performance of work and "diligence" [3]. It not only meets with resistance of things, but also achieves required result, squeezes out everything. Human desire is directed to ensure that rise above difficulty, to master the process of labor. In his work, he always learns as yourself and thing itself - the spontaneity of applied energy, both physical and spiritual; thing - in its resistance to this energy. They are inseparably connected with each other; they are the real-world experience.

Work - is an activity in which people can express themselves, to realize their potential, to find the meaning of life. Labor is the main factor of self-creation and self-realization, but changing its character, it is not only a new look at the nature of man and his place in the world, but also to understand the new content philosophical orientation and values of the modern social order, in particular the development of the ability decision-making, making choices, possibilities of self-identification, self- realization and self-actualization[4].

Research entity value of work shaping the future experts in the dual education system, its values and the existential nature, suggests a new way to solve the ratio in the natural and social work, to find ways of overcoming the contradictions between labor as exhausting duty, routine, ordinary, monotonous and boring necessity and pleasure of self-realization in work, the ability to overcome themselves and release. "Duality" means "double unity, duality"[5]. Dual training, as showed the practice of European education system is the product of close cooperation between educational institutions and employers for successful professional and social adaptation of future specialists. The trainee involves in the production process as an employee of the company, which disposes of the functional responsibilities of dedicated resources, shall be the responsibility of officers, possession of skills, in some cases, receive a salary.

METHODS

The study was done on a group of a hundred thirty Kazakh undergraduate learners learning in BA degree in university. Most of the students were juniors (59 %), (41%) were seniors. In terms of the gender, the students were not balanced with 106 Females (81%), 24 males (19%) and their age ranged from 18 to 21.

Dual form of vocational education is considered by scholars as hastily adapted to the market economy educational phenomenon. Instead of preparing a separate tradition master student, like himself, the economy claimed a new form of training through social partnership enterprises and vocational schools.

When the dual training of future specialists acquire the early stages of learning certain professional competence, as well as personal qualities such as teamwork, skills optimal choice of technological solutions, responsible for the charged portion of the activities and to learn the culture of professional work.

Table 1: Survey Results: Motivation and Expectations

Item	Source	AG	DA	M	SD
3. If I learn this profession very well, I will have many opportunities to use it.	KAZNPU	91%	6%	1.59	0.81
5. I would like to learn this profession so that I can get to know.	KAZNPU	87%	--	1.76	0.67
13. If I learn this very well, I will help get a good job.	KAZNPU	93%	2%	1.8	0.71
20. It is important to be a professional.	KAZNPU	78%	7%	2.07	0.82

In the process, he comprehends a new future profession and to make informed decisions about the correctness of the profession and brought up to respect and understand the value of work. Above all, the future specialist with conscientious work can provide additional income and work experience, it is extremely necessary for employment in today's market conditions.

The dual education system works in following scheme: the employer - has their own idea of the specialist, has the ability to "interfere" in the learning process, complementing the content of teaching terms of specific issues for this production. Partnership with the institution enables the early stages of training to assess the potential human resources and in the case of apparent inconsistencies in advance to refuse graduate work or enroll him for the post of lower wages. In turn, the educational institution - is also interested in business partnership with the production, as has access to timely information about the current state of production processes, and it allows you to make adjustments to the training program and update certain discipline.

However, today is not enough developed in theoretical and methodological aspect of dual education, taking into account regional peculiarities reproduction ratio of professional training and a willingness to work with educational institutions on the part of industry and enterprises. Although the necessary legal and regulatory background. You can specify in the Law of the Republic of Kazakhstan "On Education" is introduced: the concept of "cooperative learning" (similar to the dual model) as a form of organization of training, based on the responsibility of the state, employers and educational institutions [6]. The State Program of Education Development in the Republic of Kazakhstan for 2011-2020. Stated: "It is widely implemented cooperative learning based on the actual demand of enterprises. Education in schools will be attractive and prestigious for young people [7]. Labor Code of the Republic of Kazakhstan provides for the establishment of the National Qualifications

Framework, the development of employers of professional standards, the creation of an independent system of certification of the qualifications of workers in industries [8].

RESULTS

Because of the introduction of the dual system in educational institutions based on market demand in the region, will improve the quality of training in the school and will lead to increased competitiveness of not only the high school or college but also the future specialist. Attitude towards work and most important work values may have national identity and professional self-determination under the influence of this factor may have national characteristics. However, the presence and even dominance of work values, such as the use, benefit (not characteristic of the Kazakh mentality) is necessary in the process of professional self-determination of the individual. As a conscious orientation is useful for a particular result, especially if it is supported by the available information on the state of the labor market, the real supply and demand occupations, content of different professions and labor would ultimately professional self-realization of the personality, closer to the attainment of a state of well-being of the individual. What is the primary purpose of the development of modern society and the individual?

DISCUSSION

The dual system essentially means parallel training in an educational institution and in production field. The basis of learning is the principle of the interaction of theory with practice. The implementation of the dual form of training allows solving the main problem of vocational education - the gap between theories (university) and practicing (production).

The advantages of the dual system of training specialists became apparent already at the first release of students who studied on this system: higher results based on the results of the state certification, the

results of defense of the thesis and the level of employment.

Depending on the profession, the training period is from 2 to 3.5 years. Pupils receive a monetary reward from this enterprise. The system is financed by enterprises and the state. The dual system does not coincide with a purely dual training, known in many countries, with two characteristic features: 3-4 days a week students are trained at the enterprise and 1-2 days - in a professional school.

Training at the enterprise is related to the competence of the Ministry of Education and Science of the Republic of Kazakhstan. Technical and vocational education and training is the competence of this region. Training at the enterprise takes place in conditions that meet modern technical requirements, on modern machines and equipment. Large enterprises are trained in their own training workshops and directly in the workplace. In small enterprises, students master the profession at the workplace.

The dual system is constantly developing due to new academic professions in new areas of work activity and modernization of the organization of vocational training in traditional occupations. In recent years, new academic professions have been associated with the field of information technology and the media [9].

From the outset, this type of training is practice oriented. Therefore, immediately after graduation, the graduate already has many years of experience in the specialty. However, the theoretical training took him/her much less time than his peers, who had been trained in classical programs. The imperfection of the system is excessive intensification, limiting the time for in-depth study of objects.

Students are trained without a vacation they have days off in a vacation time [10].

The dual system in educational institutions needs teachers of a new format -

Teacher-tutors with an acme logical vector of a professional orientation. The further development of the education system in the dual format is seen in the following light: on the one hand, it is necessary not to destroy the existing education system, based on the continuity of the principles "from simple to complex", "from common to private".

The undeniable advantages of dual training:

1. Provides a high percentage of employment of graduates, as fully meet the requirements of the employer. Training is maximally oriented to production requests;
2. There is a high motivation to acquire knowledge; a new psychology of the future worker is formed. Students, working at the enterprise, show great interest in learning.

The position of the passive consumer of educational information passes into the proactive position of the specialist in production, responsible and independent. The student adapts to the production relations in the team, develops social potential;
3. The principle "from training to theory" is implemented, the student is not limited by number of texts and sign systems, is included in production situations. Complex theories are easier to perceive through practice and solving real professional problems.
4. The employers themselves estimate the quality of the training of specialists. From the first days, the student spends his/her time in the workplace, develops his/her skills, and shows diligence. Employers judge the opportunities, the level of preparedness of future specialists directly in production conditions;
5. Teachers know not only theoretical, but they also orient themselves in everything new in production field;
6. The burden on the budget is reduced. Part of the cost of vocational training refers to the enterprise. However, today there is no readiness on the part of industry and enterprises, although the necessary legal and regulatory prerequisites are formulated [11].

According to V. Yarovenko, the dual system has a number of obvious advantages:

- Direct transfer of knowledge and skills;
- Widespread youth coverage;
- High degree of adaptability to modern technical and economic progress;
- Preparation of qualified specialists in exact accordance with the profile of the enterprise;

Thus, the dual system of education is an innovative type of organization of targeted vocational training, based on the coordinated interaction of the educational and production spheres in training specialists.

Youth, as a generation, for whom the future, is interested in tomorrow, assesses its capabilities, clearly determines what knowledge and skills are useful in the future. The current youth is an exceptional and important factor of change, the carrier of new ideas. In connection with this, modern state policy is needed, responding to the demands of the 21st century [12].

As is known, the dual system of professional education, recognized in the world, is the most common form of training, integrating theoretical education in an educational institution and industrial training at a manufacturing enterprise.

CONCLUSION

Dual training allows the future competitive specialist to reveal personal potential, develop abilities, and eventually be a competent member of society. The main factor in the functioning of the dual system is the needs of production, society and the individual. Therefore, this system is built as flexible, mobile, and variable. An agreement is needed between vocational training and employment systems; Concretization of the content, goals, objectives when negotiating between the enterprise and educational institutions; it is necessary to structure the content of teaching in relation to a particular topic; making educational level of dual education meaningful; to develop a positive attitude towards values; connected with work, using the dual training system.

Thus, the construction of a system of dual training of future specialists, aimed at the real needs of the labor market, specific enterprises, social and career expectations of young people, helps to interact on a qualitatively new basis the institutions of vocational

education and enterprises, and thereby improve the quality of training specialists.

Preparing future teachers for the organization of dual training for students has great importance, since it is the level of training of specialists that determines the quality of the organization of dual training in colleges. In this regard, the level of knowledge of the teachers of the regulatory and legal foundations of the organization of the educational process on the dual training of students acquires significance meaning.

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