

# A demand in changing approach to the educational process in Latvia

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## Abstract

As practice shows, many people experience difficulties in choosing a career path for a variety of reasons. Rapid changes in all aspects of our lives are happening simultaneously in different countries. The planning horizon is impossible to determine, it is difficult to predict what other environmental factors may be decisive in the near future. Economic, political indicators, sudden blockages of social networks, sanctions and shifts in priorities at the personal level, at the level of the country or political alliances - all this has a huge impact when planning further career actions. A change in the approach to the educational process is the most important condition for people in need of career changes to be able to receive high-quality new knowledge, be competitive and be able to meet the changing requirements of employers in the near future.

Keywords: career, education, career guidance

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## Introduction

The object of this article is area of higher education in Latvia

The subject of the research is the determination of existing trends and issues on the market of higher education in Latvia in regards with current economic and political situation.

Objectives of the article: to determine existing requirements of labor market stakeholders and to offer an approach able to change the educational process in an order to satisfy better existing market needs.

The study used both theoretical and empirical methods of analysis.

## Overview

At a certain stage of life, every person has to make one of the most important decisions in his life: to decide on the field of education and choose a profession. As practice shows, many people experience difficulties in choosing a career path for a variety of reasons. These reasons differ markedly depending on the age and position of a person, but there are also inherent in almost everyone without exception.

It is all the more difficult to make decisions about planning or changing your career now. Rapid changes in all aspects of our lives are happening simultaneously in different countries. The planning horizon is impossible to determine, it is difficult to predict what other environmental factors may be decisive in the near future. Economic, political indicators, sudden blockages of social networks, sanctions and shifts in priorities at the personal level, at the level of the country or political alliances - all this has a huge impact when planning further career actions.

The future is uncertain and changing much more rapidly than one might have imagined even five years ago. The

impact of the pandemic, government intervention, a sharp change in policy and an unpredictable economic downturn are all having an impact on the labor market.

Unfortunately, at the moment, no large-scale and systematic work is being carried out nationwide to help in professional self-determination, from schoolchildren to adults. And if for adults such career guidance work is partially carried out by employment services, although it is considered more as an additional service, then in schools the career guidance of schoolchildren is at the mercy of the administration and teachers. Fortunately, many understand the importance of choosing a profession and arrange various events aimed at identifying students' inclinations and abilities for a particular profession. Among such events are psychological testing, excursions to enterprises, lessons with presentations of professions, and much more.

## Decision

A change in the approach to the educational process is the most important condition for people in need of career changes to be able to receive high-quality new knowledge, be competitive and be able to meet the changing requirements of employers in the near future. In the mentioned circumstances, "immersive learning, experiential learning, is the pedagogy of choice, because it's not just a fixed body of knowledge that you want to transfer. It's a whole contextual set of lessons that you have to learn almost at the muscle memory level, to make them real" [1]

As education leaders consider their options in the age of the existing crisis, they must rethink the conventional wisdom.

The core mission of the university—instruction, research, and service—has not changed. Nor has the need for advanced education to prepare individuals for a fulfilling

life and to drive the knowledge economy. For individuals, the economic benefit of earning a college degree remains clear. College graduates are on average wealthier, healthier, and happier over a lifetime. [2]

In order to be able to provide competitive knowledge, universities need to take into account the following trends:

- Teaching technologies are outdated
- The pandemic has accelerated change.
- New approaches to the forms of knowledge transfer - remotely, combo approach, self-sufficiency
- McKinsey: 2026 is the peak of higher education, then we need to be prepared for a decrease in demand [3]
- Knowledge becomes obsolete faster than we can get it.
- Specializations are shrinking
- The range of applications is expanding
- The turnover of the labor force is growing.

### Conclusion

It is difficult to teach a person what is needed in the modern world. It is important to grow interest - this is more like education than the classical paradigm of education, test papers kill competence.

Thus, modern education should provide the following:

### References

- [1] Johansen B 2012 Why business acumen is more important than ever in a VUCA world. <https://celemi.com/blog/2019/business-acumen-vuca-world/> 24 Mar 2022
- [2] Emmons R, Kent A, Ricketts L. 2019 Is college still worth it? The new calculus of falling returns. Federal Reserve Bank of St. Louis Review, 2019, Volume 101, Number 4, pp. 297–329

- Arouse interest, make it possible to choose education and, thus, your career development consciously
- Individualize the offer, make it custom
- To make the possibility of obtaining the necessary knowledge and skills more independent, the choice - more autonomous
- The main emphasis in the transfer of knowledge to place on competence
- In addition to the transfer of hard skills - specific knowledge, to develop mastering and soft skills - additional skills (communication, languages)
- Keep in mind that modern knowledge must be "hybrid", because the requirements for the profession and skills become blurred, combine requirements from several areas (for example, the profession of a marketer includes knowledge of business, digital technologies, communications)
- The role of a teacher should move from a demanding mentor to the role of an accompanying guide, a coach.

A good university is not only knowledge, it is also networking, and managers should understand this.

In addition, the range of study programs at the university needs to be expanded, offering, among other things, life long learning.

- [3] Dua A., Law J, Rousanville T Viswanath N. 2020 Remaining higher education in the United States <https://www.mckinsey.com/industries/education/our-insights/reimagining-higher-education-in-the-united-states> 18 Mar 2022