

Proactive Training as a Factor of Enhancement of Professional Training of Specialists

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Abstract-In the article the topicality of the use of proactive training in vocational education and the system of continuing professional development of specialists is substantiated. It is demonstrated that proactive training prepares specialists for the fulfillment of professional activity in rapidly developing world, enhances analytical thinking and creativity. The effectiveness of applying of proactive training in vocational education of people with disabilities is proved. The major characteristics of proactive education and also the means of its realization in an institute of higher education and the system of continuing professional development are presented. The role of modular construction of curricula and information technologies in proactive training are revealed.

Keywords-proactive training, higher vocational education, system of continuing professional development of specialists, analytical thinking, creative potential of the person

I. INTRODUCTION

Education is an important factor, determining the sustainable development of Russian society. Today the transfer from the supporting education, focusing mainly on teaching the person to use the gathered experience of early generations rationally, to the proactive education becomes vitally important. Proactive education focuses on the solution of global problems of modernity, on revelation of the creative potential of the person and his ability to make important decisions in non-standard conditions.

II. THE ESSENCE OF PROACTIVE TRAINING

A. Area of Use of Proactive Training

First of all the idea of proactivity refers to the higher vocational education and the system of continuing professional development of specialists. Scientific information is enlarging and updating with such a velocity that today formulated inflexible statement may gain a probable character for tomorrow. It is known that nowadays the gathered bundle of knowledge is considerably going out of date during five-seven years. It means that all the people, in one way or another taking part in working process, must study continuously with proactivity, that is to say to raise methodically their professional and cultural level in some steady and effectively functioning system, gain and keep the proactive fund of knowledge and skills not to run out of time. The

person should be specially taught proper educational and real-life self-management, self-education, and self-perfection. Consequently, today the idea of proactivity in the development of education system operates as a kind of growing value.

B. The Advantages of Proactive Training

Innovative development of education focuses on the training of specialists with professional skills, which will allow them to work in those branches of knowledge and competences, and which will merely appear by the time of their graduation.

The strategy of proactive training is characterized by:

- heightened requirements to the level of preliminary preparation of trainees;
- proactive character of the content of training;
- innovativeness of realizable education technologies;
- elite character of academic schools;
- development of strategic partnership of institutions with scientific and research and production organizations.

All participants of the educational process are objectively interested in the development of system of proactive education. Orientation of institutions and academic staff towards the proactive education is becoming an efficient factor of the improvement of quality of young specialist's training, valid argument in competitive battle on the educational services market. Students get education, which will not lose its significance during a long period of time. Employers acquire confidence in a soon coming of colleagues, prepared for work in conditions, which are just in the state of formation, but can become dominant in future.

Realization of the conception of proactive education presupposes the forming of education system able to predict its own future and make decisions related to its present activity in accordance with this prediction. In the system of higher education it is important to create the conditions for the development of branches, which will

become the leading branches of the global economy, perhaps, not now, but in 20-25 years.

In deciding on the fields of proactive training of specialist for the predictable future one should follow «Blue Ocean» strategy [1]. «Blue Oceans» in the sphere of higher vocational education are the unknown, free of competition subject areas, in which the demand is not gained, but created. The «Blue Ocean» strategy aims at the reorientation of organization from the competitors to the alternatives, at taking it beyond the frames of «Red Ocean» of competition, at the creation of such market niches, where it shouldn't be afraid of competitors for some period of time.

C. Proactive Training and Social Rehabilitation Students with Disabilities

For that matter the students with disabilities feel comfortable at the institute of higher education. Nowadays many disabled people are aspiring to the getting of vocational education and mastery of professions, available in accordance with the diagnosis. There are a lot of not just able to work, but gifted persons among people with disabilities. Differentiation of the content of education and forms of training, distance teaching, real-time interaction with the teachers-tutors, organization of special services at universities, which deal with the accompaniment of students with disabilities, form the sphere of «Blue Ocean». This sphere presupposes the development of every student with disabilities along the peculiar professional trajectory in the conditions free of competition.

Therefore, proactive education carries out the function of social rehabilitation of students with disabilities, which provides complex parallel to the training preparation of the person for the professional activity, as well as for the professional self-realization.

III. ORGANIZATION OF PROACTIVE TRAINING

A. Designing the Educational Process

Proactive character of education, its orientation towards future stipulates the advancements of specific demands for the level and quality of training of specialists of new generation. Perfection of the process of modern specialist's training is happening by means of the increase of the part of use information technologies, gathered information resources in the form of databases, means of global telecommunication interaction, which create modern educational sphere [2].

Proactive character of education is provided with the modular structure of training courses. Systematical upgrade of the content of training course's modules and flexibility within their steady structure allow attainment of dynamism and the effect of proactivity of training.

Specific peculiarities of modern young generation represent significant factor in forming of the conception of specialist's training. In majority young people under the

age of 20 possess fragmented or mosaic type of thinking. This peculiarity makes possible the processing of great deal of information, relying on operative moments without going into details, comprehending the received information and carrying out logical analyses.

B. Development of Creative Abilities and Critical Thinking of Students

Different techniques are applied for the development of analytical abilities and critical thinking of youth. The requirements of time: modern technical processes, the velocity of occurring changes and great amount of incoming information predetermined the appearance of mosaic thinking, which contradicts the ability to think critically in order to solve difficult tasks. The majority of modern educational conceptions, realized in a secondary school and higher education organizations, are oriented to the mosaic thinking of students.

For this reason the basic quota of today applicants is able to process rapidly big amounts of information and makes general decisions, not thought-out, based on «Rough» overview of solving task.

Modern specialists, who are about to work in the nearest 20-30 years, must be able to work not only with new information technologies and big amounts of information, but be able to create and take creatively the solution of complicated tasks, put by the information-oriented society. It is important to develop analytical abilities of students, critical thinking and creativity for the purposes of maintenance and increase of scientific and productive potential of the country.

Exercise of scientific creation should become an integral part of educational process at an institute of higher education. To transfer to the qualitatively new level of professional training a student has to escape the sphere of knowledge and enter the sphere of activity.

The attainment of this goal provides creation of various academic centers and scientific laboratories, for close interaction with leading organizations in the given sphere. A university student has the possibility to try his hand at scientific and research activity in different areas and forms from the first year of education. Students not only work out new projects, but in many cases come up with the idea of them. Regularly hold contests reveal the best projects, form the skills of teamwork.

Proactive education is focused on the increase of accomplishment of the individuality: student gets modern knowledge in his subject (professional) area; practical skills; gains work experience and attainments in the concrete sphere of activity; knowledge in related spheres; aspiration to enrich the knowledge permanently.

C. Formation of Personal Qualities of Future Specialists

Besides the accomplishment, proactive education presupposes the development of personal qualities of future specialists, allowing them to avoid the competition

and prepare for the realization of its potential to the full extent.

Such qualities involve socialization, which presupposes the developed communicative features, well-formed work culture; initiative, readiness for an active professional and social activity; ability to orientate in the rapidly changing information space.

It also involves some personal qualities: readiness for the constructive labor; creative abilities; ability to think analytically; formedness of memory and thinking; self-development and self-education.

The peculiarities of the realization of innovative conception of proactive education are:

- applying of proactive approach to the training, presupposing the orientation towards the predictable future of social sphere and the level of economic development of the country;
- choosing the field of proactive training of specialists for the predictable future in accordance with the «Blue Ocean» strategy;
- applying of the self-organization method within the construction of predictable models;
- applying of active planning for the long-term outlook on the basis of predictable social and economic development of the country and preparation for it, including the planning of the industrial demand in the workers of certain professions, without limitation of advanced ones, and the recognition of it in educational programs;
- direct involvement of all participants of educational process in the procedure of planning;
- carrying out of in-depth and all-sided scientific and research cooperation among universities and educational establishments;
- activation of student's, undergraduate's and postgraduate's participation in scientific and research activity and experimental work, related to the fields of proactive training;
- assistance in the providing of continuing professional development, retraining, internship, second higher education for the corporate employees.

IV. CONCLUSION

Symbiosis of modern information and distant technologies, project-based learning, relation to the practical activity in scientific and research laboratories allow to get a synergistic effect, which presents the advantage of proactive training in comparison to other educational concepts by means of intensification and more qualitative learning.

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