

# Work based essay



Drawing on the chapter opposite evaluate a current issue facing professional bodies at the current time in terms of developing a professional workforce?

Week 4 Drawing upon a sector that you aspire to work in and the reading opposite, explain and justify the significant knowledge, skills and attributes that are important for you to develop as a professional of the future? Week 5 Evaluate Standard's (1987) 'model of change' and illustrate how this model could be applied to your learning in preparation for work placement?

Standard (1981) Self Development and Personal Change model phase 1 Unconscious Incompetence ; Looking at applications and background to the company Phase 2 Conscious Incompetence ; Job application Stage Phase 3 Conscious Competence ; Interviews Phase 4 Unconscious Competence ; Starting the job Assessment 1 ) Evaluate the importance of professionalism to the preparation for work based learning. [1 000 words] In order to evaluate the importance of professionalism to the preparation for work based learning, it is important to attain and understand definitions of the key words.

However, the term revisionism's cannot be contained under one singular definition.

The use of the word varies depending on the context which it is used within. For example, INS (2011) see professionalism as " the adherence to a set Of values comprising statutory professional obligations, formally agreed codes of conduct, and the informal expectations of patients and colleagues. "

These are all internal traits, characteristics and adherence to rules, which are all gradually learned over time.

This definition however is radically different to that referred to by Fox (1992) when he talks about the Coco's (International Olympic Committees) stance on professionalism within sport. Competitors will not be allowed to compete if they use sport as their main source of income, ceasing the use of professionalism within their games and bringing it down to an amateur level.

This stance taken shows anyone who gets paid full time as a professional. The final key words are 'Waver based learning'.

According to the Australian Government (2011) work based learning comprises of programs " which provide opportunities to achieve implementation competencies in the workplace. " They continue by explaining how workbasket learning " may take the form of work placements, work experience, workplace mentoring, instruction in general workplace competencies, and broad instruction in all aspects of industry. " Building upon this definition, workbasket learning teaches people skills that they may have otherwise been unable to achieve through theoretical teaching alone.

Some of the skills learned in practice can only be learned by experiencing them.

Depending on the definition of professionalism, it can be hard to justify the importance of professionalism in preparation to work based learning. Many people will experience work based learning as a placement during their educational career. At this point it is likely that they will have had little to

non prior experience in leisure work situations and as their education is incomplete they have few qualifications.

Taking these points into account, to use professional as a noun would be difficult. However this does not mean that professionalism cannot be applied in an educational situation. When using professionalism as an adjective it can be seen as highly important in preparation for work based learning for a variety of reasons: It can be seen that by acting in a professional manner will make people more employable.

The logic behind this is that employability and professionalism's share many traits.

Harvey (2004) defines employability as “ the acquisition of attributes (knowledge, skills and qualities) that make graduates more likely to be successful in their chosen occupations”. The words knowledgeable, skillful and good qualities are often used in reference to a professional and employers will seek out employees with these traits. Bearing this in mind, professionalism is greatly important in preparation for work based learning, as during the job application process it will greatly increase the chances of gaining employment.

This point is supported by Tortellini's (2005) statement of “ without men and women of vision and standing, and without qualified and trained staff, no leisure service can hope to be efficient, let alone effective in meeting the needs and aspirations of its public”. This suggests that all organizations need to employ professionals in order to succeed and also supports the general idea of professionals being a group of employees who complete their work to

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the highest standard. He explains how employing professionals is vital for any leisure organization to succeed and achieve any ambitions.

Therefore managers will look for professional traits when employing staff.

Entering fulfillment profession in the leisure industry for the first time can be a difficult and daunting task. This fear can be heightened by the fact that both the industry itself and the employees working within it are rapidly changing, evolving and adjusting. The sport and leisure market is estimated to have a Gross value Added of E. 2 billion and a workforce Of 4. Million (Selective 2007).

With such a large and overcharging workforce, it can be easy to become left behind.

Acting in a professional manner in preparation for work based learning will allow students to be more glassware, highly skilled and dynamic. These traits are essential in the leisure market, as without them many people will struggle. This point has been picked up by Freeing (2004) who observes “nearly one third of bosses in the hospitality, leisure, travel and tourism sectors say skills gaps are affecting their bottom line” thus showing that acting in a professional manner is vitally important.

It is further supported by WHICH (Bibb) explaining how professionals in all sectors of industry will find themselves unable to keep up with rapidly changing knowledge and technology if their knowledge and career skills are not regularly updated.

Due to the speed at which the world's economy is now evolving means that the knowledge and experience with which a professional begins his or her career dates rapidly it is essentially important to act professionally in preparation for work based learning.

So far, all the points made have been in favor of professionalism for work based learning. However, it can be argued that professionalism IS not quite as important as it seems. Using techniques such as CAP, lifelong learning can take effect. This theory shows that skills learned in the work place are gradually learned over time and simply cannot be learned in preparation for work.

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