

AWARENESS OF THE NEEDS FOR LIFELONG LEARNING AMONG TEACHERS

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Abstract

Awareness about lifelong learning is one aspect need to aware of teacher career. Therefore, to develop the awareness of lifelong learning, a teacher should comprehend genuinely about lifelong learning. Lifelong learning is a process of learning that teachers require to master in order to maintain the quality of teaching in their profession. The quality of teacher teaching is one of the important to produce successful and holistic students in all fields. According to some previous research, to foster teacher awareness, the related issues about lifelong learning need to recognise, acknowledged and addressed. Thus, this literature review aims to examine prior studies for information related to lifelong learning — all the journal articles uploaded from the e-journal system provided by the university. The method of selecting journals performed through manual selection by selecting journals related to the theme of lifelong learning and has empirical data for information related to the topic. From the findings, 25 articles found to critically elaborate on the concepts of lifelong learning, the importance of lifelong learning, issues and problems and the implications for future education. Some literature says this awareness is not readily adaptable to any individual. However, through this findings and discussion from this literature review, it is hoped that the teachers and stakeholders will be aware of cultivating lifelong learning and some suggestion for future research will conduct to identify the competency teacher in lifelong learning for establishing future educational goals

Keywords: Lifelong learning, concept, important and issue

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1.0 INTRODUCTION

In a world in which rapid change has become a constant, the concept of lifelong learning already seems to have amazed an impressive range of supporters. Through this vital agenda, the third outline rise in Malaysia Education Development Plan 2013-2025 (MEDP) was the appreciating Lifelong learning in Malaysia Higher Education. Based on [1] said that lifelong learning is one of the elements that can contribute to the development of teacher professionalism in future education goal. Therefore, the diversity of education in Malaysia inspires teachers to have self-initiative to enhance their knowledge, skills and competencies through lifelong learning [39]. In the line of [3] view that teacher development and learning is the most critical and potentially important aspect of improving knowledge and skills which in turn leads to increased individual and team commitment to school achievement. The issue about teacher quality is very critical and need to be attention for radical and large-scale improvements in education, especially schools, is urgent and global [4]. According to [40], stated that in the 21st-century role of the teacher are different. The role of the teacher in the 21st century is to focus on student-centric teaching and be holistic in the field subject area. Other than that, the teacher is the communicator, learner, have visions, leader, role-model, collaborator and risk-taker. These eight characteristics require teachers to be creative, productive and dynamic with the millennium era.

Furthermore, education is a leading concept which abilities the development of all aspect of society and paves the way to achieve this. More than that, the revolution of industry 4.0 (IR4.0), causing changes in technical jobs. The advanced robotics and autonomous transport, artificial intelligence and machine learning, advanced materials, biotechnology and genomics brought by the Fourth Industrial Revolution (World Economic Forum, 2016). Align with [28], view that teacher need prepare to change because of the evolving technology. In other words, for future learning, ICT, personalised learning and individual mentoring become to reality and teacher will need training to search, acquiring the information and making a decision. Renewable skill by teacher wii provide experience, motivation for future challenges.

Changes and innovation in the world require individuals to evolve constantly, which has resulted in a need for lifelong learning throughout society. In other words, the teacher should cultivate awareness and appreciation in a lifelong learning approach. Discovering and learning about lifelong learning will have a positive impact on teachers' careers. In modern society, the lifelong learning approach plays a vital role in human lives and has emerged as a research subject which requires detailed examination. One of the things UNESCO emphasized at the end of the 21st century was the continuing education of all educators to keep them up to date. In the UNESCO 2013 report, UNESCO's goals and policies are to strengthen policies and articles to create a lifelong learning system. Teachers who are educators need to recognize

that lifelong learning is an active process whereby teachers develop knowledge, skills and understanding in reaching their professional needs.

■2.0 METHODOLOGY

This review paper, which explored the lifelong learning awareness according to different literature sources, is a qualitative study that used a journal screening model. In order to achieve this aim of the study, clarify about lifelong learning from a different kind of journal was uploaded from the different database provided by Universiti Teknologi Malaysia such as Scopus, Web of Science, Pro-Quest and Google Scholar as well and manual selection (handpicking and referral Selection). The period time of the journal obtained from 1990 to 2019. The selection of articles journal is in English Language and all journal as preferred to based on the word searching.

The word searching used in finding the articles is “lifelong learning”; “lifelong learning concepts”; “the importance of lifelong learning”; “continuing learning”; “teacher education”. The Boolean Operator (AND / OR) used. The PRISMA method was used to identification, screening, eligibility and included. The results of the 25 published articles selected for further analysis.

■3.0 RESEARCH FINDINGS

In this section, from the findings of the review paper, several of the themes have been provided and discussed. The results are as follows:

Table 1: The findings

Scope of study	Frequency	Reference Journal
The concept of lifelong learning	8	5,8,9,10,11,41,42, 43
The importance of lifelong learning	12	1,8,12,13,15,16,17 18,19,20,43, 44
Issues and problems in lifelong learning	3	10, 20,21
Implications for future education	5	10,22,23,26,37

From the (Table 1) shows that the research findings. The highest discussions by past researchers are about the importance of lifelong learning which about 12 journals articles found. Next, a discussion about the concept of lifelong learning and implications of future education approach provided five journal articles. Then, the last themes are about the issues and problems faced by teachers as a lifelong learner were have three journals articles.

Lifelong learning concept

Based on the results, eight articles were identify discussed the concept of lifelong learning. According to [41] stated that the concept of lifelong learning is comprehensive and was first introduced by Basil Ywaxlee in 1929. In this study, various concepts of lifelong learning were also found, such as from [42] view is that lifelong learning is involved with all strategies with aims to created opportunities for all people throughout life. Therefore, lifelong learning is a process of conscious, continuous learning that goes throughout life and directed towards providing both the individual needs and that of the relevant community.

While based on another source the concept of lifelong learning is an individual process of learning in their life from birth to death and follow-up of improvement in one’s career, and self-renewal is possible merely with lifelong learning [5]. Then, according to [43], he states that lifelong learning early discussed in 1919 because of the need in education and society. Lifelong learning is essential for who work in the industry and to instructing people.

The [8] states that lifelong learning is one of the ways and means of improving the quality of teaching and lifelong learning is life-wide, and support transcends narrow economic and vocational aspects. Discussions on the concept of lifelong learning also take into attention in worldwide opinion. In the book “The Treasure Within” published by UNESCO in (1996, p. 37) learning will be a necessity for the future education as the change will take place over time according to the needs of every human being in the world especially in the field of technology. Lifelong learning also has the concept of flexible, diverse and available at different times and different places [9].

In a recent study by [10] explained that lifelong learning is planned by organizations such as a university with a holistic approach and following with target as such to generalizing the pre-school education both in quantity and quality, constituting a real learning basis in compulsory education, the focalizing progression from school to the world of work. Align with [11] that stated the globalization and technological demands every country to seek for economic-based knowledge for survival purpose. Teacher and student should ready for these changes because it has become increasingly important in this decade of education.

Based on the diversity of general statements in previous studies, it can conclude that:

- Lifelong learning is the process from the cradle to the grave.
- Lifelong learning is flexible, diverse and available everywhere.
- Lifelong learning is professional development for job performance.
- Lifelong learning is increasing the knowledge, skill and talents of teachers.
- Lifelong learning is an approach to a different kind of learning and environment to make learners comfortable.
- Lifelong learning is a process to gain new knowledge, skill and innovations.

The importance of lifelong learning

In Malaysia, the Government was attention to the important in Lifelong learning. The Third Outline Perspective Plan rise in Malaysia Education Development 2013-2025 (MEDP), was recognized as the important of Lifelong learning. The Ministry of education at that time is Abdullah Badawi (2004) stated that “ *Lifelong learning is one to be highlighted due the increasingly important in the knowledge-based economy and skill need to be continuously updated and upgraded time by time.* ”

Then from that reasoning, 12 journal articles identified to the discussion. [12], in their research, identify a positive effect to the pre-service teacher in Korea when they are doing educational service-learning with the lifelong learning approach. The effect is in teacher professionalism, self- efficacy, desire for lifelong learning and social empowerment. Furthermore, in another journal by [13] and [44] explores the importance of Lifelong learning that helps us cope with change, provides teachers with the knowledge, skills, value, attitudes and understanding they will need in life. It makes communities more productive and innovative. Later studies by [1] also noted the important lifelong is for professional development in educator at learning organizations such as school and university to professional improvement and development. This statement is supported by [15] and added that teachers who are just starting their careers are not enough to receive training at the institute of learning so pursuing lifelong learning is one of the active efforts to master the theory of teaching and learning.

Next, [16] and [17] explains that lifelong learning and a teacher's life is always relevant. Lifelong learning provides teachers with opportunities to plan actions and think more creatively and prepare for the challenges of curriculum change. Whereas [18] state that lifelong learning creates a more positive teacher motivation because teachers often lose motivation when faced with a variety of problems at school, in organizations and personal issues.

Furthermore, [19] says that lifelong learning can sharpen the mind, sharpens the interpersonal skills and sharpens the career opportunities and sharpens the ability to communicate. Meanwhile, [11] stated that the importance of lifelong learning is globalization and technological changes, economic opportunity, quality of life and security. While European Communities [8] and [43] stated that it could learn new skills and needs in the field of education, namely technology and innovation. [43] added lifelong learning to make teachers as a role model for students to continually increase their knowledge by following lifelong learning. According to [20] emphasize that teachers are not the only role models but also mentors and advocates for students to become a lifelong learner.

Issues and problems in lifelong learning

According to [11], lifelong learning is not an option but is a must for teachers to keep up to date with current technological and knowledge developments. [21] conducted interviews with 30 teachers in the island of Cyprus and found that among them have a problem to become lifelong learners are: -

1. Financial problem
2. Instability in the educational policies
3. Gender
4. Support
5. Motivation
6. Learning environment

This is in agreement with [20] who found that teachers who teach in some rural and urban areas have low lifelong learning opportunities and desire due to:

1. Gender
2. Educational length of service

3. Professional field
4. Lack of activity in reading books, magazines and newspapers.

To address the issues and problems in learning, the teacher needs to be motivated to meet the challenge. Teachers, as a role model, require to continually reflect on their weaknesses and strengths to reinforcement self [18].

Implication lifelong learning in future education

Implications for lifelong learning outlined in this review of the study will affect the awareness of lifelong learning. Five articles discuss these implications in depth. Future education is related to 21st-century learning [10] and [26]. Changes in the development of information technology, information literacy and the need to address deficits in the last century require teachers to continue learning and learning [37]. In the 21st century, teachers need to practice learning that prioritizes creative, critical, and collaborative and communication skills [22]. Among the implications of lifelong learning in future education as outlined by [23]; [10]; [26];[37] and [22] are:-

1. Objectives - Give effect of long-term education on the formation of values and personalities in the face of reality.
2. Relationship with industry and others - Organizations in education need to implement different learning activities. Learning not only takes place in schools but involves the local community or industry parties to give students a real experience.
3. In-service training of teachers- Every teacher in the school needs continuous improvement plan for academic and personal skill embedded in the management system, and as a part, they related to the school development.
4. Role of teacher - In the concept of lifelong learning in the 21st-century teacher should be added a human resource by seeking skills, talents and knowledge.
5. Curriculum - In the 21st-century curriculum is based on skills and knowledge, the enhancement of self-esteem and the acceptance of lifelong learning values.
6. Support services - Introduce pupils frequently with learning guidance support systems such as the internet and useful tools of this technology to be used in schools and communities.
7. Evaluation - In a world that needs new ideas, teachers need to emphasize the value of contributing and sharing knowledge so that they can use together regardless of religion, race and ethnicity. Knowledge can evaluate for use in certain areas.
8. Instruction methods and techniques - In the 21st century, teachers play a role as influential motivators in encouraging students, instruction from teachers must be clear, and teachers should be highly skilled in the use of technology in teaching and learning.
9. School vision - The school in the 21st century aims to produce students who are holistic and meet the needs of the community outside. Every school needs to instill a positive attitude in the students. The focus in the learning process needs to change from academic focus to cover all aspects. Schools need to promote the school's talent and efforts in educating students. Collaboration and support of parents, as well as government and private parties, are needed to achieve the school's goals.

■4.0 DISCUSSIONS

Teacher's awareness needs to nurture in order to appreciate lifelong learning. The concept of lifelong learning that has described explains that lifelong learning extends from the cradle to death [25]. Thus, teachers are lifelong learners from the moment they are born [21]. This learning process is an ongoing process of gathering all the knowledge that will be used when needed [26]. Indeed, teachers need to be aware that learning will foster a culture of seeking knowledge for use throughout their lives.

Some teachers may find it difficult to master new areas, so lifelong learning can help teachers plan, organize and implement well-organized learning activities [36]. Teachers should give the importance of lifelong learning attention because the teacher is fully engaged in finding and organizing knowledge to deliver to students. The important of knowledge for students due to their need for knowledge survive in future life.

Besides, the need for access to 21st-century learning today has made lifelong learning a necessity for teachers to be more prepared for the current and changing curricula [28]. According to [27], lifelong learning can also enrich the soul and mind of teachers in education with quality knowledge, as outlined in the National Philosophy of Education in Malaysia. Today's technological developments require the efforts of teachers to learn new technologies [29]. This technology is not only necessary in the job as a teacher, but it is also essential in the life of the teacher's self-management [28]. To learn new technologies, teachers need to continue learning and learning to become more proficient. [30] emphasizes the four foundational pillars of future education: learning to know, learning to do, learning to live together and with others and learning to be. Teachers require to have high levels of knowledge and skills in order to present the content well to the students. Thus, in the pursuit of enhancing self-professionalism, lifelong learning is the appropriate approach [31]. Therefore, the need for lifelong learning seen as crucial to help teachers improve their skills, knowledge and personality.

Learning is also a prerequisite for enhancing existing skills through training in the development of teacher professionalism in Malaysia [32] and [33]. Changes in the workplace, as well as updates on current, less experienced and inability to use technology, will cause teachers to be less motivated to teach, a lifelong approach to developing teacher motivation in the field of teaching is essential. [32] and [14] also supports and explains that continuous training throughout life can systematically improve teacher skills and competencies. Research doing by Liberman, Miller & Little, (1990) explaining that motivation and good attitudes will open teachers' minds to new and proactive ideas about innovation.

Lifelong learning is of high importance to help teachers overcome literacy problems in information seeking. Today's information literacy is crucial to master because the information received is so fast and changing. It is the role of teachers who master the knowledge to provide students with the right information and can assist the development of student ideas. Furthermore, lifelong learning is essential in enhancing professionalism so that teachers are always ready to face the current challenges that require teachers to change in the delivery of knowledge to students [35]. Reflecting on the tasks that have implemented to look for problems that have not solved is one of the best actions' teachers should take to see the weaknesses and strengths of their teaching. Teachers need to continue to improve themselves by taking part in formal, informal and non-formal life-long learning in a stimulating environment.

Developing countries also take the approach of implementing lifelong learning to their communities such as North America, Europe and Japan and Korea promoting a one-time life-long learning program as described in the UNESCO report, [35]. Indeed, lifelong learning affords a positive perception of every individual who appreciates and implements it.

■5.0 RECOMMENDATION

As a recommendation to this study, future research has to lead to identifying the competencies in lifelong learning through Malaysia teacher fields because there is less research about lifelong learning in Malaysia. The effort to ensure this awareness has to improve the perspective view from teacher need to analyses. Then, the research more about Lifelong learning activities should be highlighted and introduced by a government, academic holder and community.

■6.0 CONCLUSION

Through various readings of articles, the author finds that lifelong learning has a positive effect on teachers. Thus, to meet future learning, the teacher must perform by renewing all skills and knowledge to be relevant to the student level. Mastering in technology is a privilege because it is common knowledge that technology can help teachers. Furthermore, with lifelong awareness, teachers require to change from being a knowledge recipient to a knowledge seeker. Technology transformation requires teachers to be proactive in their work. Teachers need to be aware that the responsibility for educating today's students has changed from just focusing on exam scores to developing and applying the skills, knowledge, attitudes and values to produce a holistic student. The needs of students, such as want variety in teaching, need to be fulfilled so that students feel satisfied at school. However, in this case, support from various parties is essential to realize this goal. Academician, administration and management team need to assist teachers in providing chances and opportunities for teachers to improve themselves continuously. This support will motivate teachers to continue to learn and gain knowledge to improve their weaknesses.

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