Technology Education Recruitment

Challenges For The 21st Century

Technology Education teacher educator vacancy rates are up, turnover is high, and the supply of qualified personnel continues to dwindle. Accordingly, research suggests the next years will bring continued teacher education vacancy rates to our states. These are just a few of the recruitment challenges which our profession is facing.

But, how can this occur, especially when the benefits of our discipline should be obvious since all human endeavor, to one extent or another depends on technology? Let's face it, without technology, we would not be able to handle contemporary math and science; and even our daily activities, routines, and understanding of our place in society would be seriously compromised. If the way we live is so greatly affected by the devices, products, and services provided through technology, then is it not necessary for our profession to provide better mechanism nationally for recruiting future technology teachers?

Perhaps, one of many reasons for not recruiting enough qualified personnel is that students do not know our discipline exists. If this is the case, one important question should be asked. How will our profession plan to fill this teacher educator vacancy void? Is it possible, that we can collaborate and come up with a strategic plan to answer this question? Until then, the best kept secret on campus, Technology Education, will not meet its recruitment demands.

The following suggestions are cited and may be an interim solution to our present problem. The attempt is to assist in promoting teacher education programs nationally.

- Scholarship, tuition, reimbursement, and internship programs can play important roles in maintaining and increasing the pool of teachers.
- Cross training of current students and promoting reentry programs could help tap into a previous untouched source of future teachers.
- Networking with other departments on campus during periods of low census would provide another alternative that has the potential of increasing retention and decreasing turnover and vacancy rates.

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- Develop a creative and customized recruitment and retention program.
- Establish a technology club on campus with students enrolled in teacher education programs. Empowering students is key. It allows them to take ownership and offers leadership responsibility on the local and national level. Students are the best recruiters!
- Provide opportunities for students to view the profession first hand. Technology education is complex and diverse. If students attend professional conferences, they will learn how the profession is organized and how it represents our discipline.
- Work with career planning and placement officials on campus. When it is understood that vacancy rates are at a peak, advisors will do what they can to support departmental needs.
- Collaboration and flexibility are essential to understanding student needs. Maintain a proactive not reactive attitude.

Final thought, can there be any more important task than to help future generations develop capability in and understanding of this most powerful force in our society? 

Reference

ITEA Placement Service

The International Technology Education Association is beginning a new placement service on its homepage. The service will function in two ways. First it will provide professional members who are in search of technology education teaching positions the opportunity to place biographical data and the position desired on the homepage, free of charge for a 2 month period. Second it will provide schools, colleges, and universities the ability to reach a wide audience with the placement of ads for position openings (a fee will be charged for this service).

Costs to schools to place position opening ads are $100 for a one month listing and $175 for two months. The listing may be renewed as often as necessary by submitting a request, billing information, and copy for the ad (not to exceed 250 words) via e-mail by the first of the month for which it is intended.

Professional members in search of positions may e-mail their copy (not to exceed 150 words) by the first of the month to ITEA. This listing is free to ITEA professional members. An individual's listing will appear on the homepage for two months.

Good luck in your search. We know that you will be successful.

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