National VET Team



19 OCTOBER 2026

Competence and Skills Development in VET

Empowering Learners and Teachers for the Future of VET

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The Future of Learning

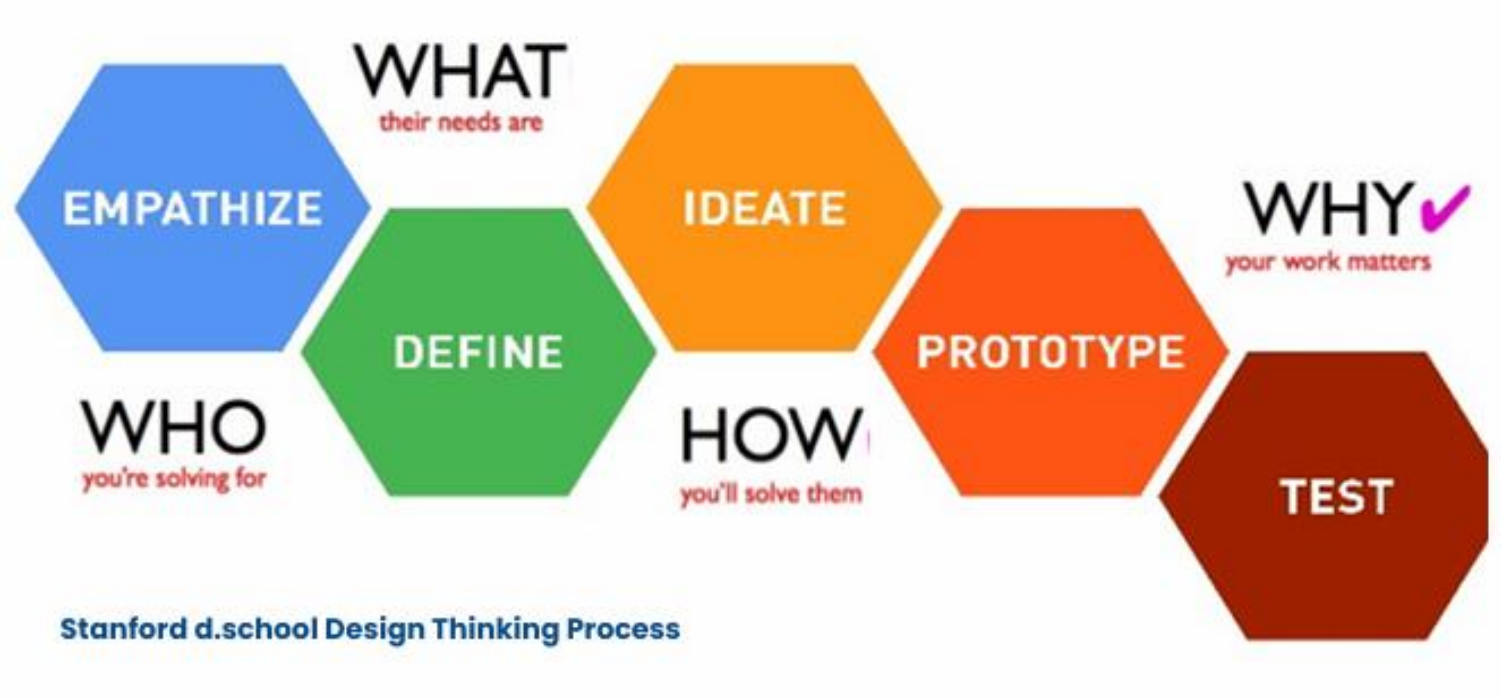
Competencies Teachers Need for Effective Teaching of Generation Z and Alpha Design Thinking Interactive Workshop

Eva Rozman
VET Expert, National VET Team in Hungary

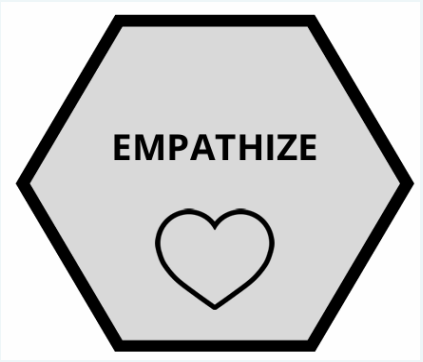
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Design thinking phases

In the process of developing
the **2030 TEACHER COMPETENCY MODEL**



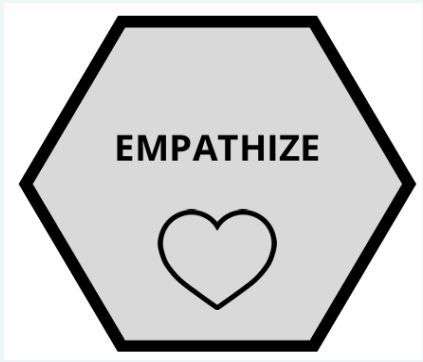
What is the first word that comes to mind when you think of Generation Z and Alpha?



Understand the learners

Menti.com

1. What do we observe in Generation Z and Alpha learners?



Observation and understanding

Examples of learner behaviours from your teaching experience

Questions:

- ✓ What behaviours do we observe among Generation Z and Alpha learners?
- ✓ What do we notice in lessons?
- ✓ How are today's learners different?
- ✓ What learning and digital habits do they have?

1. What do we observe in Generation Z and Alpha learners?



Observation and understanding – second step

What might be behind these behaviours?



Observation



Possible reason

Ex.: They expect rapid feedback

They are accustomed to immediate responses in digital environments

2. What challenge does this create for teachers?



Design Thinking: DEFINE

- Make groups of different behaviors
- Transform learner characteristics into pedagogical challenges

Example:

Transform →

Learner Characteristic	*Teacher Challenge*
Need for immediate feedback	How can we provide continuous formative assesment?

Choose one priority challenge to address in the next phases!

3. What teacher competencies are needed to address these challenges?



Generate ideas for teacher competencies - BRAINBSTORMING

What knowledge, skills and attitudes will teachers need in 2030 to respond effectively to the challenge we have identified?

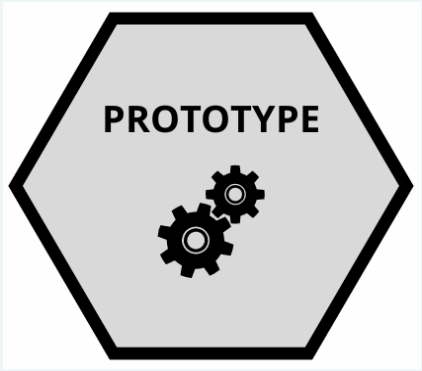
generate many ideas, defer judgement, build on other people's ideas and encourage unconventional solutions

Cluster the ideas

organise ideas into competency areas

A set of possible teacher competencies.

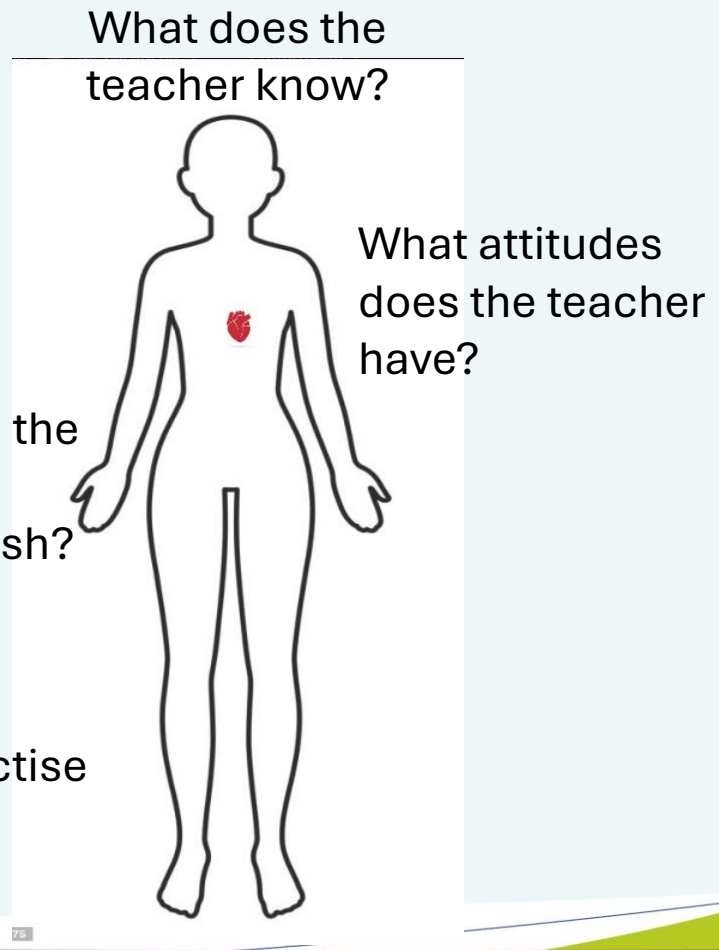
4. The 2030 Teacher Competency Model



TEACHER COMPETENCY MODEL for 2030

Digital toolkit: What technologies does the teacher use?

International perspective: What global competencies does the teacher possess?



- ✓ Five to eight essential competencies
- ✓ One concrete example of how a teacher demonstrates each competency in practise
- ✓ One competency you belive will become more important by 2030

5. Prioritisation and Shared Recommendation



Share, evaluate and prioritise

Peer review

- ✓ Is anything important missing?
- ✓ Are the proposed competencies relevant to real classroom challenges?
- ✓ Which competencies will be most important in 2030?

VOTING

- ✓ select the competencies you consider most important.
- ✓ Votes can be distributed across different competencies.

Shared recommendation

- ✓ **PRIORITISED COMPETENCY MAP**

National VET Team

Thank you for attention!

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