

Sustainability across the Lifespan? A Multiple-Group Path Analysis of the Role of Age, Self-directed Learning Orientation and Job Characteristics for Employability among Teaching Staff Members.

Isabel Raemdonck (UC Louvain)

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The educational sector is one of the sectors that is being challenged by a rapidly ageing staff as well as an increased pressure to innovate. In order to cope with these challenges, educational institutions require teaching staff members including teachers, support staff and managers to show a high level of employability. I will present a study which investigates the predictive value of, quantitative and qualitative job demands, job autonomy and self-directed learning orientation for three employability competences (occupational expertise, personal flexibility, anticipation and optimization). Comparisons have been made between three age groups [< 35 years (starters), 35-50 years (middle-aged), and > 50 years (seniors)] of teaching staff members. Results and implications for school principals and HRD managers are discussed.