

Strategic Importance of Teacher Professionalism and Employee Training in the Transportation Field

Hamil Babazada and Tunzala Alifova

Mingachevir State University, Azerbaijan

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ABSTRACT

The article comprehensively analyzes the strategic role of the transport sector in the global economy in modern times, the importance of personnel training, and teacher professionalism in this field. It is noted that the effectiveness of transport systems is determined not only by the technical infrastructure, but also by the level of knowledge and skills of human resources. The uninterrupted operation of logistics chains, the safe organization of passenger transportation, and the development of international trade directly depend on the efficiency of transport systems. It is emphasized that the modern transport sector is developing with the application of digitalization, automation, and artificial intelligence technologies, and it is shown that these changes require new approaches to personnel training. The training of highly qualified personnel makes a significant contribution to increasing transport safety, optimizing logistics costs, and implementing innovative solutions. At the same time, it is noted that teacher professionalism directly affects the quality of the educational process, and their continuous development is necessary. The article substantiates the importance of personnel training based on the principle of lifelong learning rather than being limited to higher education institutions. The article also analyzes existing problems including the lack of full compliance of educational programs with modern requirements, limited practical opportunities, weak technical base, and lack of development opportunities for teachers. Strengthening cooperation between the state, universities, and industry is considered necessary to solve these problems. Ultimately, increasing teacher professionalism and establishing a modern personnel training system are identified as one of the main conditions for the sustainable development of the transport sector, increasing economic competitiveness, and international integration.

Keywords: Transport sector; personnel training; teacher professionalism; logistics; intelligent transport systems; practical training; professional skills

1. INTRODUCTION

In modern times, the transport sector acts as one of the most important and strategic pillars of the global economy, since the expansion of inter-country economic relations, the increase in international trade turnover, and the acceleration of globalization processes directly depend on the existence of efficient and reliable transport systems. The uninterrupted and optimal functioning of logistics chains,

the safe, comfortable, and efficient organization of passenger transportation, as well as the timely delivery of products and services, depend not only on the level of development of modern transport infrastructure, but also on the quality of management (Rodrigue et al., 2020). In this regard, the effectiveness of transport systems is determined not only by technical capabilities, but also by the level of knowledge, skills, and professionalism of human resources operating in this field. As a result, the economic development indicators of countries are often directly related to the modernity of their transport infrastructure, the efficiency of management systems, and the high level of qualification of personnel working in this field. Therefore, the preparation of competitive and highly qualified specialists in the transport sector acts as a strategic priority, and the foundation of this process is a high-quality education system, modern teaching methods, and professional teaching activities.

2. THE IMPORTANCE OF PERSONNEL TRAINING IN THE FIELD OF TRANSPORT

The transport sector is a dynamic field that is rapidly developing, constantly updating, and applying high-tech innovations in modern times. The specificity of this field is that specialists working here should not only acquire theoretical knowledge, but also have practical skills that can be applied in a real production and management environment, because the correct and effective management of transport systems has a direct impact on both economic efficiency and public safety (Banister, 2021). Modern transport systems are moving away from traditional approaches and are characterized by the widespread use of digitalization, automation, intelligent control systems, and artificial intelligence technologies. These changes have made the management of transport infrastructure more complex and multifaceted, and at the same time have necessitated the application of new approaches in the personnel training process. Specialists now need to master not only traffic rules and technical knowledge, but also the management of digital systems, data analytics, and the use of modern logistics platforms.

The training of highly qualified personnel plays a crucial role in the sustainable development of the transport sector. Such personnel contribute to improving transport safety and reducing road accidents; ensure cost optimization through more efficient use of resources in logistics and transportation processes; accelerate the implementation of new technological and innovative solutions; and strengthen the country's integration into the global transport system by operating in accordance with international standards. At the same time, the requirements of the modern labor market indicate that specialists working in the field of transport must be capable of flexible thinking, analytical approaches, and problem-solving. Therefore, the education system should not be limited to the function of transferring traditional knowledge, but should also act as a comprehensive platform that forms analytical thinking, decision-making, teamwork, and innovative approaches in students (International Transport Forum, 2023).

The professionalism of teachers in the field of transport extends beyond the transfer of theoretical knowledge. Teachers working in this field must have both technical knowledge and practical experience. The modern teacher must be open to innovations, follow technological developments, and teach students analytical and critical thinking skills. At the same time, teachers' pedagogical skills, communication abilities, and level of use of innovative teaching methods are the main indicators that determine their professionalism. The process of personnel training in the transport sector is not an activity limited to higher education institutions, but rather a strategic direction that must be implemented continuously and systematically based on the principle of lifelong learning. The rapid development of this field, the constant renewal of technological innovations, and changes in

international standards necessitate the continuous improvement of personnel's knowledge and skills (International Transport Forum, 2023).

Effective personnel training covers several main areas. The integration of theoretical and practical knowledge—whereby theoretical knowledge acquired by students is applied in a real transport environment—strengthens professional skills and develops decision-making abilities. The organization of internship programs in enterprises and transport organizations allows students to become acquainted with the real work environment and gain operational skills. Training personnel in accordance with international norms and standards is of great importance for integration into the global transport system. Finally, training in digital platforms, software, and intelligent systems is an essential component in the management of modern logistics and transport systems. As a result of the correct implementation of these directions, the overall safety level of transport systems increases, the quality of service noticeably improves, and economic efficiency is ensured through more effective management of resources. At the same time, the formation of professional personnel strengthens the sustainability of the country's transport infrastructure and increases international competitiveness (Rodrigue et al., 2020).

3. MATERIALS AND METHODS

During the research, local and international scientific literature, regulatory documents, curricula, statistical indicators, enterprise reports, and the results of surveys and interviews with teachers, students, and employers were utilized (World Bank, 2022). The following analytical methods were applied in accordance with the purpose of the study.

A theoretical analysis of existing scientific literature, concepts, and theoretical approaches on the topic was conducted, enabling the identification of the theoretical foundations of teacher professionalism and personnel training. A systematic approach examined the relationship between transportation education, personnel training, and the labor market as an integrated system, allowing for a comprehensive understanding of the problem. A comparative analysis of the transport personnel training experiences of different countries and educational models identified existing differences and development directions. Empirical methods, including surveys and interviews conducted among teachers, students, and field experts, were used to collect information about the real situation. Finally, simple statistical indicators such as percentages and averages were used to analyze the collected data.

4. STRATEGIC IMPORTANCE AND DEVELOPMENT PROSPECTS

Teacher professionalism and highly qualified personnel training in the field of transport act as one of the main components of a long-term and sustainable development model for the country's socio-economic development strategy. Especially for states with transit-country status, the development of this field is of even greater strategic importance in terms of integration into international transport corridors, expansion of logistics capabilities, and strengthening regional cooperation. Improving the professional level of teachers not only has a direct impact on the quality of the educational process, but also creates favorable conditions for the development and practical application of innovative transport projects on a scientific basis, contributes to the expansion of international educational and scientific cooperation, and forms the basis for increasing the competitiveness of young specialists in the global labor market (Həsənov, 2020).

In addition, the technological development trends of the modern era show that the application of smart transport systems, automated control mechanisms, artificial intelligence-based logistics platforms, and environmentally sustainable transport models in the transport sector is becoming increasingly

widespread (Quliyeva, 2022). This in turn necessitates the continuous updating of teachers' scientific and theoretical knowledge and practical skills, the modernization of teaching methodologies, and their adaptation to digital transformation processes. Thus, the teacher training system must become a flexible and innovative structure that adapts to the ever-changing global transport environment (OECD, 2023).

5. CONCLUSION

At the current stage, a number of systemic problems and structural challenges affecting the quality of personnel training in the transport sector are observed, which, in addition to limiting the efficiency of the educational process, lead to discrepancies between the requirements of the labor market and educational outcomes. The lack of full adaptation of educational programs to the dynamics of modern transport systems, digital transformation processes, and the requirements of international standards leads to gaps between theoretical and practical knowledge in personnel training. Limited opportunities for practical training in higher and vocational education institutions prevent students from gaining sufficient experience in a real production environment, which complicates their adaptation to the labor market. Another important problem is that the technical base and infrastructure capabilities of educational institutions are insufficient for the application of modern technologies, creating serious limitations in the training of simulation systems, digital laboratories, and intelligent transportation models. The lack of continuous professional development opportunities for teachers slows down the updating of their knowledge and skills, with a resulting negative impact on teaching quality.

In order to overcome these challenges, it is of particular importance to strengthen coordinated cooperation between government agencies, higher education institutions, and the industrial sector; to update educational programs in line with the real demands of the labor market; to create modern technological infrastructure; and to implement training and certification mechanisms that ensure the sustainable development of teachers. The development of transport education in accordance with modern requirements can be achieved not only by increasing technical knowledge, but also by forming innovative thinking, analytical skills, and digital competencies (European Commission, 2021). Regularly updating teachers' knowledge and skills and familiarizing them with modern pedagogical approaches and technological innovations increases the effectiveness of the teaching process and creates conditions for higher quality education. Strengthening cooperation between universities and industry, increasing students' participation in real projects, and expanding their production experience play an important role in shaping professional skills. Finally, expanding international cooperation with foreign universities, scientific centers, and international organizations brings transport education up to global standards and expands opportunities for integration into global transport systems.

In general, teacher professionalism and highly qualified personnel training in the field of transport are fundamental strategic factors ensuring the sustainability of the country's economic development, increasing the safety of transport systems, and strengthening international competitiveness. It is impossible to ensure long-term and sustainable development in the transport sector without forming an education system that meets modern requirements, is enriched with innovative approaches, and is adapted to digital transformation. Each strategic step taken in this direction—through investments in the professional development of teachers, increasing their scientific and pedagogical potential, and expanding access to modern teaching methods—serves the sustainable development of the country's transport sector and the strengthening of its position on a global scale.

DECLARATIONS

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ABOUT THE AUTHORS

Hamil Babazada is a **specialist** at Mingachevir State University, Azerbaijan. Their research interests include transport education, personnel training, logistics systems, and sustainable transport policy.

<https://orcid.org/0009-0003-9735-3581>

Email: hamil.babazada@mdu.edu.az

Tunzala Alifova is a **teacher** at Mingachevir State University, Azerbaijan. Their research interests include transport education, personnel training, logistics systems, and sustainable transport policy.

<https://orcid.org/0009-0007-7962-6717>

Email: tunzala.alifova.h@mdu.edu.az

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