

SOCIAL PARTNERSHIP OF ESTABLISHMENTS OF FORMATION WITH EMPLOYERS AS EFFECTIVE PREPARATION OF THE EXPERT ON A LABOR MARKET

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ABSTRACT

This article considers the problem of preparation of highly skilled professional. Both labor market research and the review of the statistical data have shown that the demand for competent experts today surpasses the supply. With regard to this, creation of optimum conditions for effective functioning and development of educational institutions with attraction of other control links by system which directly influence educational institutions is necessary. This process should go hand in hand with direct relation to manufacture. For the successful solution of professional problems of formation the competences of the future experts, it is necessary to apply tools and technologies that enable to develop and introduce mechanisms of transfer of requirements of the social order («a voice of employers») in remedial aspects of preparation of experts through set of the actions based on a cycle "plan-introduce-estimate-improve".

JEL CLASSIFICATION & KEYWORDS

■ C15 ■ J23 ■ J24 ■ I21 ■ I23 ■ Labor market ■ Social partnership
■ Expert demand ■ Social order

INTRODUCTION

Russian Federation has chosen an innovative way of development and transformation to the sector of demand in economy and manufacture from vocational training of highly skilled personnel. The modern level of development of market relations in the country defines preparation of the professional shots possessing demanded for decision of various problems of industrial sphere by qualification as a strategic direction. In turn, qualification depends from generated in the course of training competences.

Satisfaction of consumers (employers) becomes the major indicator of success and productivity of educational process. The external system of an estimation of quality, focused on new results starts to play an important role.

All these serve for the necessary acceptance of the competent measures focused on creation of favorable conditions for the preparation of qualified personnel capable to satisfy the requirements of a labor market taking into account prospects of social and economic development of regions.

Competitiveness on a labor market

Russian labor market today is characterized by not so much deficiency of vacancies but rather by the deficiency of qualified employees. Thus demand for working specialties makes more than 70%. Amongst them: in the industry – 85 %, in building – 82 %, in trade – 68 %, transport – 78 % etc. [1]. Competitiveness on a labor market depends directly on vocational training level: the better level of preparation of workers, the more the employment guarantees. The demand for competent experts today considerably exceeds the supply. According to the experts, the regional labor market experiences the surplus of experts of non-productive specialties and a lack of qualified workers (see Tab. 1).

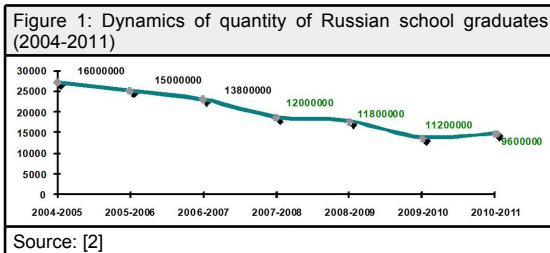
At the same time, the inefficient system of a professional training is an inadmissible luxury in modern conditions as

Vacancies	Graduates
Mechanic – 486	Mechanic - 146
Mason – 306	Mason – 127
Seller – 218	Seller – 85
Assembler – 179	Assembler – 117
Manager – 66	Manager - 337
Lawyer – 14	Lawyer - 349
Bookkeeper – 29	Bookkeeper - 227
Economist – 12	Economist - 321
Marketing expert – 813	Marketing expert - 70

Source: own compilation

the quantity of graduates of schools is reduced every year. On fig. 1 indicators of quantity of school graduates from 2004 to 2011 are presented.

The current situation calls for focusing the process of preparation of experts on existing requirements of modern manufacture and services sector. Necessary modernization of system of the higher vocational training (ВПО) can be carried out through working out new and transformation of existing curriculums, definition of the list of socially significant competence and vocational requirements for graduates provided by the employers.



Competitiveness on labor market depends directly on vocational training level: the higher the level of preparation of students, the more employment guarantees they will have. The demand for competent experts today exceeds the supply. This is mainly because Russian labor market is in condition of continuous changes. Different requirements are posed by various branches of economy on professional personnel structure and the level of preparation of expert change.

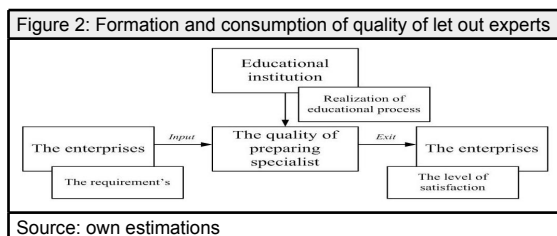
Today, the industrial sector and the sector of services are direct absorbers of graduates. According to the employer survey, there is a number of requirements for graduates that makes them competitive in the workplaces [3]. These requirements include:

- The experience,
- experience in a certain position,
- training and conversion training,
- requirements to qualification of the worker,
- special requirements: presence of the computer, the car, phone,

- special knowledge: ability to work with the computer, knowledge of foreign languages, knowledge of the accounting reporting, specific specialization,
- the employment form: a permanent job, temporary job, work under the contract, additional work, seasonal work,
- competitive selection: competition conditions, the resume; a trial period: trial period conditions.

Recently, it is even more often said that the vocational training system should satisfy changing requirements of a labor market for experts. Today, the creation of optimum conditions for effective functioning and development of educational institutions with attraction of other control links by system which directly influence educational institutions is necessary and is in direct connection with manufacturing sector. The industrial sector and the sector of services are direct consumers of graduates from the professional and educational institutions. There is a problem of an establishment of direct communications of educational institutions with the enterprises. Unlike last years, in modern conditions the initiative of creation of effective system of interaction arises from educational institutions themselves. For the graduates to be competitive on a labor market, their preparation at the high educational establishments should correspond to requirements of potential employers.

Figure 2 presents the scheme of formation and consumption of quality of let-out experts where the enterprises and the organizations in various fields of activity are simultaneously customers. The figure explains how enterprises and the organizations signal certain demands to concrete experts and consumers.



Educational institutions realize during the preparation of experts that in the course of formation of quality of experts they should not only consider requirements of consumers of educational services but also "build in" requirements for educational process and guarantee a certain degree of quality «on an exit». They should also measure a level of satisfaction of consumers by the received result expressed by the quality of the prepared experts.

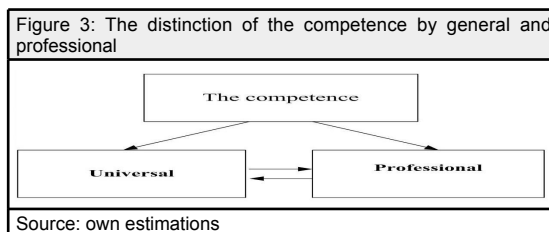
According to GOST P ISO 9001-2001, any given organization should define necessary competence of the personnel performing work which influences quality of production [4].

In GOST RISO 9000-2001 definition of competence which is expressed in readiness for realization of any activity in concrete professional (problem) situations is defined. It is shown in the personal-focused activity and characterizes ability of the person (expert) to realize his or her human potential for professional work. Competence is defined as the integrated characteristic of qualities of the person, result of preparation for the purpose of activity performance in certain areas (competences) [5].

The educational standard of the Federal state and its higher vocational training (the third generation) is governed by a complex federal norm of quality of the higher vocational training in directions of preparation and levels of preparation.

In the present standard terms and definitions according to the Law of the Russian Federation «About formation» which are presented below are applied.

According to it, the competence is the ability to apply knowledge, abilities and personal qualities for successful activity in certain area [6]. Within the limits of the third generation ФГОСВПО allocates 2 kinds of competences: the general and professional the competence (see Figure 3).



The universal competence which is understood by the ability to successfully operate on the basis of practical experience, abilities and knowledge at the decision of the general problems for many kinds of activity. The professional competence is then defined as the ability to successfully operate on the basis of abilities, knowledge and practical experience at the decision of problems of professional work [7].

Besides, within the limits of FGOS ВПО the module is allocated according to the following concepts. The module is a part of the basic professional educational program that has certain logic and completeness in relation to the established purposes and results of training and education. For understanding the quality of preparation of experts in the new educational standard, the following kinds of estimations [8] are provided:

- an estimation of level of development of disciplines,
- an estimation of the trained competences.

Orientation of vocational training to maintenance of the guaranteed result as formation of the approach to quality of education

Orientation of the higher vocational training on the maintenance of the guaranteed result demands the new approach to quality of formation, the organization of educational process and its management. With regard to this, necessary modernization of system of the higher professional formation should be carried out through working out new and transformation of old operating curriculums on the basis of the list of definitions of socially and professionally significant competences and qualifying requirements to graduates from employers. This is the activity of high schools in frameworks of the competence approach.

The backbone factor of such approach is the set of professional problems necessary for the successful decision competence of the future expert which can be realized stage by stage through the set of actions based on a cycle "plan-introduce-estimate-improve" [9]. Realization of stages in the given cycle will be more effective if ones uses adequate tools and technologies that would allow for developing and introduction of mechanisms for transferring the requirements of the social order («a voice of employers») in remedial aspects of preparation of experts.

It is thus important to consider that one of the basic problems by preparation of experts is:

- No demand for the knowledge received in the course of training and abilities, due to the fact that it might be either separated or obsolete, or unduly theoretical and fundamental and thus has no practical application,
- absence of the professional importance for concrete industrial sectors (branch) of skills and competences of graduates.

In order to solve this problem, a developed technique of transformation (or "transfer") of requirements of the employers regarding the quality of the hypothetical experts (expressing it in the language of didactics) through the set allocation of competences that are necessary for effective performance of labor activity by a concrete trade (specialty) [10] can be applied.

Expected results

Expected results from realization of algorithm of working out of the competence-focused preparation of experts on a basis include «voices of consumers»:

1. Increase in the level of vocational training and professional skills to level of requirements of employers that will considerably lower risk of deficiency of qualified personnel on labor market.
2. Perfection of quality of vocational training and professional skills regarding expansion of a spectrum professional key competences and formation of psychological, social and personal readiness of graduates to is professional-labor activity that will lead to decrease in level of social intensity and will promote increase of investment appeal of region and its educational potential.

Conclusions

Therefore, at the heart of activity on creation of system of relations between employers and establishments of the higher and average vocational training there is common interest for all subjects in question. This process results in an expected outcome - the highly skilled expert who is well-prepared and ready for production process.

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