

Problems of Professional Orientation of Young Students in Research by Scientists of NAES of Ukraine

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Abstract.

Relevance: Solving the problem of improving the quality and balancing the structure of human capital by social institutions' implementation of a number of measures, including the professional orientation of young students.

The purpose of the article is to analyze the modification of the paradigm of professional orientation in the researches of scientists of the National Academy of Educational Sciences of Ukraine.

Methods: theoretical analysis, comparative, structural and functional methods; analysis, synthesis and generalization were used to determine the level of elaboration of the problem.

Results: in accordance with the changes in the socio-economic conditions of society development, the paradigm of professional orientation of young students was modified. Psychological and pedagogical research clearly traces the change in the purpose of career guidance work with young people, which has been modified in the following sequence: the formation of readiness to choose a profession → the formation of readiness for professional self-determination → the formation of career competence. The modification of the career guidance paradigm was significantly influenced by the researches of scientists of the National Academy of Educational Sciences of Ukraine. In the scientific institutions of the National Academy of Educational Sciences of Ukraine, research was carried out on both theoretical-methodological and organizational-methodological foundations of career guidance work with young students, which were the basis of its legal and psychological-pedagogical support.

Conclusions: Problems of professional orientation of young students have been the object of scientific researches of researchers of scientific institutions of the National Academy of Educational Sciences of Ukraine since its inception. Analysis of researches on professional orientation shows that Ukrainian scientists have proposed ways to solve a set of psychological, pedagogical, philosophical, socio-economic aspects of this problem. Scientists from the National Academy of Educational Sciences of Ukraine have made a significant contribution to the theoretical-methodological and organizational-methodological support of modernization and reform of education in this direction.

Keywords: *young students, professional orientation, professional self-determination, professional career, NAES of Ukraine.*

Introduction. Improving the quality and balancing the human capital structure is one of the conditions for effective socio-economic development of the country. The solution to this problem involves the implementation of a number of measures by social institutions, including the professional orientation of the population. It is considered as a set of actions of psychological, pedagogical, medical, etc., aimed at identifying person's tendencies and abilities to certain

types of professional activities, providing assistance to a person in choosing a career path and its implementation. Professional orientation as a system of scientifically substantiated measures originated at the beginning of the twentieth century and is widely used today, especially in economically developed countries. It is obvious that during the existence of professional orientation, its humanistic, theoretical-methodological and organizational-methodological principles have undergone significant changes due to radical changes in society, the development of science and technology, globalization processes, etc. In modern socio-cultural and socio-economic conditions of society development, professional orientation is considered as one of the means to achieve a balance between professional plans of the individual and the current-future personnel needs of the economy. Professional orientation has been the subject of scientific researches by domestic researchers since the late 1920s. However, the results of research, optimized for the needs of the planned economy, could not be extrapolated to new socio-economic realities, determined by Ukraine's acquisition of sovereignty and the development of a new market-oriented economic base, which led to intensification of psychological and pedagogical research of a number of problems, connected with professional orientation of the population. At the same time, significant contribution to the solution of theoretical-methodological and organizational-pedagogical problems (determined by the need for professional orientation implementation of young students) was made by scientists of the Academy of Pedagogical Sciences of Ukraine, established in 1992 (since 2010 – the National Academy of Educational Sciences of Ukraine).

Sources. The complex of problems related to the professional orientation of young people has been considered in scientific researches in various fields of knowledge (philosophy, sociology, economics, medicine, etc.), but the greatest attention is paid to the array of research in psychology and pedagogy. Theoretical and methodological aspects of professional orientation are revealed in the works of G. Kostyuk, E. Pavlyutenkov, B. Fedoryshyn and other domestic researchers. Peculiarities of preparing young students for choosing a profession in conditions of the market economy are reflected in the works of J. Virna, O. Ihnatovych, V. Madzihon, M. Pidlyachy, N. Pobirchenko, V. Rybalka, V. Timenko, V. Synyavsky and others. Peculiarities of professional orientation of young students, who study in accordance with the competence paradigm of education are highlighted in the studies of L. Basil, L. Yershova, D. Zakatnov, J. Morhun, V. Orlov and others. However, the modification of the paradigm of preparation of young students for employment by means of professional orientation and scientific achievements of scientists of scientific institutions of the National Academy of Educational Sciences of Ukraine on this issue is not fully covered in the pedagogical literature.

Methods. The methodological basis is general scientific and special research methods. The main research methods have been the methods of theoretical analysis, comparative, structural and functional, etc., which have been used as complementary. Analysis, synthesis and generalization have been used to determine the level of elaboration of the problem. Comparisons have been used to compare the theoretical approaches of different researchers to solve the problem

and the directions of their practical implementation.

The purpose of the article is to analyze the modification of the paradigm of professional orientation in the researches of scientists of the National Academy of Educational Sciences of Ukraine.

Results and discussion. The problem of professional orientation of young people is a problem for domestic science, which has been studied with varying degrees of intensity since the late 1920s. Thus, in the 1920s the Ukrainian Research Institute of Pedagogy published the journal 'Ukrainian Bulletin of Experimental Pedagogy and Reflexology', which, in particular, covered the results of research of domestic and foreign scientists on professional orientation (Tkhorzhevskiy et al., 1994). It was in the 1920s and 1930s when the theoretical foundation was laid, adequate to the state of development of psychology and pedagogy of that time. Besides, organizational and pedagogical conditions for career guidance work with young students were developed and tested (Zakatnov, 2009). However, after the adoption of the resolution of the Central Committee of the CPSU (b) of July 4, 1936 'On pedagogical distortions in the system of People's Commissariats', the study of professional orientation was stopped, and career guidance work in schools was curtailed.

The resumption of research on the problems of professional orientation of young students, especially schoolchildren, took place in the late 1950s. By the mid-1980s, the gradual and selective introduction of professional orientation to the practice of work was carried out in, mainly, secondary schools.

In the theoretical and methodological aspect, the definition of professional orientation as a system of state measures aimed at forming young students' psychological readiness to choose professions based on the needs of society, taking into account the interests and aptitudes of the student (Titma, 1975) prevailed. Under this approach, the key elements of professional orientation were recognized as public administration of the process of preparing young students for the choice of profession. The orientation of such management to the administratively defined range of professions and industries was foreseen. Taking into account individual needs and psychological characteristics of the individual (de facto) was a secondary element of professional orientation (Zakatnov, 2012). The last stage in the development of professional orientation in the Soviet period was initiated by the reform of secondary and vocational schools, the implementation of which began in the second half of the 1980s. In particular, the subject 'Fundamentals of production. Choosing a profession' for young students of 8th-9th grades, was developed. The appropriate methodological support for teaching this course and the implementation of career guidance work in school were also done by Ukrainian scientists (Timenko, Savchenko and Ilyuk, 1988).

Ukraine's independence in 1991 necessitated the creation of a new educational paradigm relevant to the new socio-economic conditions and prospects for society. The reorientation of the economy to market conditions has highlighted the need to develop a new system of career guidance work with the population. Scientists of scientific institutions of the Academy of Pedagogical Sciences of Ukraine (since 2010 – the National Academy of Educational Sciences of Ukraine)

took an active part in solving this topical socio-economic problem.

Research of a complex of problems related to the professional orientation of young students and the implementation of their results in the practice of educational institutions in the National Academy of Educational Sciences were carried out in several areas. Approval of the Concept of profile education in high school by the Ministry of Education and Science of Ukraine (Decision of the Board of the Ministry of Education and Science of Ukraine 'On approval of the Concept of profile education in high school', 2003), which was developed at the Institute of Pedagogy of the Academy of Pedagogical Sciences of Ukraine, and which created regulatory conditions to the introduction of professional orientation work into practice of work of general secondary education institutions. Scientists of NAES also took an active part in the development of the Concept of the state system of professional orientation of the population (Resolution of the Cabinet of Ministers of Ukraine 'On approval of the Concept of the state system of professional orientation of the population', 2008).

However, the main contribution of the researchers of scientific institutions of the National Academy of Educational Sciences of Ukraine was made in the development of theoretical–methodological and organizational–pedagogical aspects of career guidance work with young students and other categories of the population. First of all, they made a significant contribution to the modification of the essence of the concept of 'professional orientation', the definition of its purpose and objectives, and so on. In the Soviet period, the essence of professional orientation was determined by ideological attitudes, and it was seen as a system of state measures aimed at forming young students' willingness to consciously choose professions based on the needs of society, taking into account the interests and aptitudes of the young student (Titma, 1975). It was defined as a means of preparing the individual for professional self-determination, but the needs of society prevailed over the needs of the individual (Platonov, 1978).

In contrast to such approaches, Ukrainian researchers (G. Kostyuk, B. Fedoryshyn, etc.) have developed fundamentally new approaches to defining the essence of professional orientation. The starting point was the vision of the individual not primarily as an object, but as a subject of self-development, and the process of self-development was the basis of the formative functions of career guidance. In this approach, the individual in professional orientation acts as a subject of activity, the essence of which is to prepare for professional self-determination, and the means of professional orientation play the role of favorable conditions that stimulate the individual to career guidance and, through it, to self-knowledge, self-creation and self-development, focusing on the optimal solution of own life problems (Melnyk, 2009). Conscious professional self-determination involves the analysis of the individual's subjective and objective conditions of professional self-determination, followed by free, independent decision-making on a specific choice of profession (direction of vocational education). Based on such positions, B. Fedoryshyn (1996) defined professional orientation as a scientific and practical system of preparing a person for conscious professional self-determination, the result of which is the formed readiness for professional self-determination.

In the scientific institutions of the National Academy of Educational Sciences, the considerable attention has been and is given to the solution of theoretical and applied problems of professional orientation and professional self-determination. Laboratories (departments) have been established in some institutes of the NAES system of Ukraine (Institute of Pedagogy, G.S. Kostiuk Institute of Psychology, Ivan Ziazun Institute of Pedagogical Education and Adult Education, Institute of Educational Problems, Institute of Vocational Education and Training, etc.) whose activities have been the study of theoretical–methodological and organizational–methodological aspects of preparing young students for the choice and implementation of the professional path.

These problems have not been left out of scientific research and other scientific institutions of the NAES of Ukraine. Thus, researchers of the Institute of Social and Political Psychology of the National Academy of Educational Sciences of Ukraine during 2008-2009 conducted an all-Ukrainian monitoring of the level and factors of the prestige of professions, which is one of the factors, significantly influencing human decision to choose a profession (Naidonov & Hryhorovska, 2009). Bibliographic support of research on the problems of preparing young people for a conscious choice of future professional path is carried out by the State Scientific and Pedagogical Library of Ukraine named after V.O .Sukhomlynskyi. For example, the library specialists prepared a scientific and auxiliary bibliographic index ‘Development of professional orientation in Ukraine’ (2009), published a number of abstracts of publications on relevant issues, etc.

Socio-economic changes that have taken place in Ukraine in recent years have intensified the transformation processes taking place in the education sector. One of their consequences was the introduction of the competence paradigm of education, focus on the values of a society of sustainable development and training of a competent member of society, able to be successful in this society and, in turn, contribute to the formation and development of this society. The implementation of this paradigm involves the formation of a number of individual’s competencies, including career competence. This term has appeared in the scientific space recently, and the essence of the concept of ‘career competence’ is still at the stage of meaningful formation, but scientists of the National Academy of Educational Sciences of Ukraine carried out scientific research in this promising area, in particular – the formation of career competence by means of career consultancy. Methodical support for preparing young students for career choice at the stage of optation was developed by scientists of the Laboratory of Labor Education and Career Guidance (now – the laboratory of education of readiness for the labor market) of the Institute of Education Problems of the National Academy of Educational Sciences of Ukraine. In particular, they prepared a program-methodical complex ‘Building a career’ for young students of 10th – 11th grades of secondary schools (On the laboratory of education of readiness for the labor market). Methodical support for the preparation of young students for the selection and implementation of professional careers at the stage of professional training was developed by scientists of the laboratory of professional careers of the Institute of Vocational Education and Training of the National Academy of Educational

Sciences of Ukraine. It is realized in the aspect of formation by means of professional orientation, for pupils of establishments of vocational (professional and technical) education of career competence. In the practical manual 'Career Counseling', prepared by scientists from the Department of Occupational Psychology of Ivan Ziazun Institute of Pedagogical Education and Adult Education of NAES of Ukraine, the approach to career counseling as a component of professional orientation is represented, features of carrying out career counseling concerning various social and age groups of the population, in particular, pupils of establishments of general secondary and vocational (professional and technical) education, students of establishments of higher education are considered (Zaiets and others, 2019).

It is difficult to establish the exact number of publications prepared by scientists of the National Academy of Educational Sciences of Ukraine on issues related to the preparation of young people to choose a future profession, construction and implementation of educational and professional trajectory by means of professional orientation. However, the number of works uploaded to the Electronic Library of the National Academy of Educational Sciences of Ukraine (EB) on the relevant topic indirectly testifies to the journalistic activity. So, for example, scientists of the laboratory of labor education and professional orientation (since 2020 – the laboratory of education of readiness for the labor market) of the Institute of Education Problems of the National Academy of Educational Sciences of Ukraine published and placed 225 works in the EB, the total number of downloads consisted 11000 on the first of November, 2020. Researchers of the laboratory of professional career (until 2015 – the laboratory of professional orientation and education) have placed more than 330 works in the EB, which have been downloaded more than 99,000 times. Out of 110 dissertations on problems of professional orientation, professional self-determination and professional career of young students, which are included in the consolidated database of dissertations on education, pedagogy and psychology of the State Scientific and Pedagogical Library of Ukraine named after V.O Sukhomlynskyi, 63.6% of them were prepared and defended in scientific institutions of the National Academy of Educational Sciences of Ukraine.

Conclusions. Problems of professional orientation of young students have been the object of scientific research of researchers of scientific institutions of the National Academy of Educational Sciences of Ukraine since its inception. The study of the theoretical and methodological foundations of professional orientation in accordance with the peculiarities of the socio-economic development of Ukraine led to the modification of its paradigm in relation to its goals. If the goal of career guidance was determined mainly by the formation of readiness for a conscious choice of profession in the 90s, then later it was modified into the formation of readiness for professional self-determination, and today the main purpose of career guidance in a number of researches of scientists of NAES of Ukraine is career competence development. Analysis of researches on career guidance shows that Ukrainian scientists have proposed ways to solve a set of psychological, pedagogical, philosophical, socio-economic aspects of this problem. The scientists

from the National Academy of Educational Sciences of Ukraine have made a significant contribution to the theoretical-methodological and organizational-methodological support of modernization and reform of education in this direction. In terms of implementing the competence paradigm of education, we see promising research of theoretical-methodological and organizational-methodological foundations of career competence of young students in educational institutions of various types, creation of a system of psychological and pedagogical support for this process at all stages of professional development.

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Проблеми професійної орієнтації учнівської молоді в дослідженнях науковців НАПН України

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Реферат.

Актуальність: Розв'язання проблеми підвищення якості та збалансованість структури людського капіталу, здійснення соціальними інституціями низки заходів, до числа яких відноситься й професійна орієнтація учнівської молоді.

Мета статті – проаналізувати модифікацію парадигми професійної орієнтації в дослідженнях науковців НАПН України.

Методи дослідження: теоретичний аналіз, порівняльний, структурно-функціональний методи; аналіз, синтез та узагальнення використовувалися з метою визначення рівня розробленості проблеми.

Результати: відповідно до змін соціально-економічних умов розвитку суспільства модифікувалася парадигма професійної орієнтації учнівської молоді. У психолого-педагогічних дослідженнях чітко прослідковується зміна мети профорієнтаційної роботи з молоддю, яка модифікувалася у такій послідовності: формування готовності до вибору професії → формування готовності до професійного самовизначення → формування кар'єрної компетентності. На модифікацію парадигми профорієнтації значною мірою вплинули дослідження науковців Національної академії педагогічних наук України. У наукових установах НАПН України здійснювалися дослідження як теоретико-методологічних основ, так й організаційно-методичних засад профорієнтаційної роботи з учнівською молоддю, які було покладено в основу її нормативно-правового та психолого-педагогічного забезпечення.

Висновки: проблеми професійної орієнтації учнівської молоді є об'єктом наукових розвідок дослідників наукових установ НАПН України із часу її створення. Аналіз досліджень, присвячених професійній орієнтації, свідчить про те, що українські вчені запропонували напрями розв'язання комплексу психолого-педагогічних, філософських, соціально-економічних аспектів цієї проблеми, при цьому значний внесок у теоретико-методологічне та організаційно-методичне забезпечення модернізації та реформування освіти за цим напрямом зробили вчені Національної академії педагогічних наук України.

Ключові слова: *учнівська молодь, професійна орієнтація, професійне самовизначення, професійна кар'єра, НАПН України.*