

Edukacja dla przyszłości w perspektywie orientacji na rynek pracy

redakcja naukowa
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DEBATY, SZKICE, REFLEKSJE POLSKO-UKRAIŃSKIE

Освіта для майбутнього у перспективі орієнтації на ринок праці

ДЕБАТИ, ЗАРИСИ, ПОЛЬСЬКО-УКРАЇНСЬКІ РЕФЛЕКСІЇ

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Market fundamentals of vocational education reforming in Ukraine

Introduction

Social and economic development of society, dynamic changes in labor market, integration of Ukraine into the European and world community staticizes problem of forming of highly skilled labor potential. Respectively, the need of modernization of system of professional education directed to creating favorable conditions for high-quality training of workers and junior specialists, highly skilled and competitive in labor market, is caused. In this context need of ensuring changes in the field of employment, and also coordination of labor market with education market increases.

The main indicator of labor market is the employment level and unemployment of economically active population. According to data of public service of statistics in 2016 in Ukraine there were 18 million economically active population aged from 15 up to 70 years. Among them, 16 million 334 thousand people of busy and 1 million 662 thousand jobless citizens¹. However, despite improvement of situation in labor market, nevertheless the population employment level, and especially youth is insufficient. There are possible reasons:

- unsatisfactory forecasting and strategic planning of labor market;
- imperfect system of social guarantees;
- the low level of efficiency of state programs in the field of work and employment, etc.

¹ Економічна активність населення [Електронний ресурс] / Державна служба зайнятості. – Режим доступу: <http://www.dcz.gov.ua/statdatacatalog/document?id=350796> – Назва з екрану.

It leads to increase in quantitative and vocational disproportions of demand and proposals of labor power, youth unemployment, insufficient reproduction of labor power.

Statement of a problem

According to methodology of the International Labour Organization, in Ukraine in 2016 there were 22,8% of the unemployed among those who have reached age of 25-29 years, 37% – young people from 15 to 29 years, every fifth unemployed – aged from 40 up to 49 years made, every fourth – from 30 to 39 years².

It should be noted that in 2016 in public service of employment 5,3 thousand graduates of higher educational institutions have been registered. Among them 45,1% had the educational and qualification level of the junior specialist, 14% – the specialist, 13,9% – the master, 16% – the bachelor. Most of them have got education in such directions: „social sciences, business and right”, „engineering”, „health protection”, „humanities and art”, „education”.

From 1,1 thousand graduates of the professional educational institutions registered in public service of employment in 2016 of nearly 40% – skilled workers with the tool, the third part – technical workers, and also workers of the sphere of trade of services, 10% – skilled workers on service, operation and control of operation of processing equipment, cars, devices³.

These and other factors unsatisfactorily affect employment of graduates of professional educational institutions, and especially, in the specialty. In this context need of carrying out reforms for the social and labor sphere and professional education is staticized.

Analysis of researches and publications

Significant amount of works of domestic and foreign scientists is devoted to research of different aspects of labor market, employment of the population, the social and labor relations. Among them: O. Grishnova, V. Bliznuk, O. Dobrenko, T. Dudar, T. Kiryan, A. Kiryanov, L. Koleshnya, A. Kolot, E. Libanova, L. Lisogor, Yu. Marshavin, V. Savchenko, A. Cherep, G. Shchokin etc.

² Там само.

³ Пропозиція робочої сили і попит на неї [Електронний ресурс] / Державна служба зайнятості. – Режим доступу: <http://www.dcz.gov.ua/statdatacatalog/document?id=350800> – Назва з екрану.

Theoretical bases of development of professional education and training are provided in works X. Bednarchik, R. Gurevich, A. Gurzhiya, G. Vasyanovich, V. Kremenya, V. Lugovoi, P. Luzan, N. Nichkalo, V. Orlov, V. Radkevich, A. Shklyara, F. Shlyoseka, O. Shcherbak etc. In too time not opened there are questions concerning reforming of professional education taking into account work market requirements.

Statement of the main material

Important indicator which characterizes labor market is the amount of the vacancies offered by employers. So, at the beginning of 2017 the number of employers who look for themselves has increased by 35%; for 32% has increased the number of people provided with employment; for 48% – vacancies. Respectively for 16% the number of the unemployed, applicants for one vacancy – has decreased (from 16 by 9 people)⁴.

Every fifth vacancy has been offered by the enterprises of processing industry; 16% – trade; 9% – transport, the agricultural industry, post and express activity; 8,7% – public administration and defense, compulsory social insurance.

The increase in amount of vacancies was observed in all types of economic activity and professional groups. The greatest number of vacancies was offered for:

- skilled workers with the tool (11,6 thousand odes.), (drivers, seamstresses, mechanic, turner, welders);
- workers on service, operation and control of operation of processing equipment, cars, mechanisms (8,2 thousand odes.), (repair of electric equipment, sellers, cooks, hairdressers, waiters, security guards and others);
- workers of the simplest professions (ancillary workers, cleaners, janitors, storekeepers, loaders)⁵.

Most of all vacancies were offered in the cities of regional value. It is explained, first of all, by increase in the foreign investments in development of economy of regions. That is, if in 2016 increase in vacancies happened due

⁴ Ситуація на ринку праці поступово поліпшується [Електронний ресурс] / – Режим доступу: <https://ukurier.gov.ua/uk/articles/situaciya-na-rinku-praci-postupovo-polipshuyetsya/> – Назва з екрану.

⁵ Пропозиція робочої сили і попит на неї [Електронний ресурс] / Державна служба статистики. – Режим доступу: <http://www.dcz.gov.ua/statdatacatalog/document?id=350800> – Назва з екрану.

to development of domestic small and medium business, then in 2017 to this process the foreign investments will be involved.

As experts note, for foreign investors the currency investment in production of certain types of products is very profitable⁶.

Let's notice that modern labor market evolves and turns into the market of hired employees. In these conditions applicants for employment to themselves choose the employer in compliance with certain criteria: salary level, working conditions, conditions for continuous professional development, benefits package etc.

In this context the activity of the employment services directed to assistance to the population in search of jobs for employment is staticized. For example, in 2016 public service of employment has helped with search of new work of 746 thousand to Ukrainians, using:

- remote and online training taking into account opportunities of the educational Prometheus project;
- free-of-charge learning English;
- implementation of the special platform allowing future entrepreneurs to study and receive funds for opening of corresponding business;
- implementation of video of the summary, online interview, video of revue of vacancies which facilitate job search for the people living near the anti-terrorist operation zone.

Besides, increased the number of employed unemployed completed the course of professional training in the Centers of vocational training of public service of employment. So, in 2016 the indicator of employment of such applicants for new jobs has grown to 96%⁷.

For increase in level of employment of the unemployed in 2017 opening of the centers of development of entrepreneurship, strengthening of cooperation with the greatest employers of the country is provided. In too time for obtaining new quality of economic, social and cultural development of society, need of carrying out anti-recessionary actions in labor market is caused. For this reason, important priority in activity of the Government of Ukraine in 2017 is liberalization of labor market and creation of the corresponding system of regulation of policy in the field of the social and labor relations. Introduction of amendments to the legislation of the sphere of employment of the population

⁶ Коваль Л. На ринок праці України очікують великі зміни [Електронний ресурс] / – Режим доступу: <https://ukurier.gov.ua/uk/articles/na-rinok-praci-ukrayini-ochikuyut-veliki-zmini/> – Назва з екрану.

⁷ Економічна активність населення [Електронний ресурс] / Державна служба зайнятості. – Режим доступу: <http://www.dcz.gov.ua/statdatacatalog/document?id=350796> – Назва з екрану.

and compulsory insurance on the occasion of unemployment is provided. In particular, review of requirements to suitable work and the insurance principle of purpose of the help with unemployment is staticized.

Special value has adoption of the Labor Code of Ukraine, creation of Fund of guaranteeing payments as effective remedy of protection of the substantive rights of workers in case of insolvency of employers. The course towards reforms provides: simplification of system of creation of own business; decrease in tax pressure upon managing subjects; implementation of preferential crediting; grants for creation of new jobs, the enterprises, employment of the unemployed.

The course of Ukraine towards European integration demands review of the national legal system in the field of labor safety, professional development of workers, social dialogue and its approval of the legislation of the countries of the European Union.

In particular, development of the social and labor relations at the national, regional, industry levels, and also at the level of the enterprises causes elimination of formal character of employment contracts. Creation of National employment agency is provided. It will promote improvement of quality of service offering on employment, professional training, confirmation of results of informal training etc⁸.

On the other hand, under the influence of globalization modern labor markets I am more and more characterized by sub-contracting, outsourcing, transaction, adaptation to changes in world economy, high mobility of skilled labor force. And it demands, in turn, and essentially new professions, specialties, and workers whose level of professional competence meets international standards. In this context particularly important the reforms directed to modernization of system of training of personnel for modern labor markets become. It is about training of specialists of innovative type with the high level of professionalism, the intellectual, cultural and physical development capable to work in technology changed conditions in different spheres of employment.

About need of modernization of system of professional education, improvement of mechanisms of professional development of specialists for all spheres of life activity of the country it is emphasized in a number of national strategy. In particular, in the Sustainability strategy Ukraine-2020 on vector

⁸ Напруженість на ринку праці України: чинники, соціальні наслідки та шляхи подолання [Електронний ресурс] / Національний інститут стратегічних досліджень. – Режим доступу: http://www.niss.gov.ua/content/articles/files/tunok_prasi-83d61.pdf – Назва з екрану.

responsibility is provided guarantees of availability of citizens of the country to high-quality education including to professional⁹.

According to the Strategy of the state HR policy, for 2012-2020 development will be provided: Concepts of national standard classification of education on the basis of competence-based approach; professional standards for the economy industries; complex of actions for improvement of the organization of industrial practice of pupils, students of professional educational institutions¹⁰. About ensuring quality, competitive professional education, according to requirements of innovative development of economy, it is emphasized in the National strategy of development of education in Ukraine for the period till 2021¹¹.

Respectively, the role of reform of the existing system of vocational training consists in its transformation into professional education as effective system of training of future skilled workers and junior specialists, necessary for labor market (masters, technicians); retraining and advanced trainings of personnel of the enterprises. In this system professional education provides entry into the market of work of future specialists with the high level of professional competence, and professional training – their continuous professional development on extent of all labor activity¹².

Duality of the purpose of professional education as system which integrally combines professional and general education training of the identity of future specialist is respectively staticized. It is about training of the personality in which pride, civic consciousness, tolerance, orientation to professional self-determination and self-realization, and on the other hand – professionalism, readiness for accomplishment of adjacent types of activity, improvement and mastering new core and professional competencies is inherent.

⁹ Про Стратегію сталого розвитку «Україна-2020» [Електронний ресурс] / Верховна Рада України: офіційний веб-портал. – Режим доступу: <http://zakon2.rada.gov.ua/laws/5/2015>. – Назва з екрану.

¹⁰ Про Стратегію державної кадрової політики на 2012-2020 роки [Електронний ресурс] / Верховна Рада України: офіційний веб-портал. – Режим доступу: <http://zakon.rada.gov.ua/laws/show/45/2012> – Назва з екрану.

¹¹ Про Національну стратегію розвитку освіти в Україні на період до 2021 року [Електронний ресурс] / Указ Президента України від 25.06.2015 р. № 344 / 2013 / Верховна Рада України: офіційний веб-портал. – Режим доступу: <http://zakon4.rada.gov.ua/laws/show/344/2013> – Назва з екрану.

¹² Радкевич В.О. Теоретичні та методичні засади розвитку професійної освіти і навчання: результати, проблеми, перспективи / В.О. Радкевич // Наук. вісник Ін-ту проф.-тех. освіти НАПН України. Професійна педагогіка: зб. наук. пр. – Київ, 2016. Вип.11 – С. 5-22.

An accounting stated, professional education has to become diverse. It will promote each graduate of professional educational institution in the future to be intellectual, socially and professionally mobile in labor market. Such specialists call „flexible” which own three and more qualifications. It gives them the chance to quicker find to itself work, even in other sphere of employment. On such specialists special demand of employers of the high-tech, innovation-active enterprises, working at outsourcing basis, etc.

Important problem of professional education in the conditions of informational society and intellectual economy is broadcast of knowledge, their converting in competence. Respectively, the leading methodological basis of design of content of professional education is competence-based approach according to which requirements of professional and educational standards, provision of the principles of fundamental nature, universality, integrity, variability and practical orientation of training material are considered. In implementation of competence-based paradigm of professional education the role of the theory of context training which value is that the maintenance of subject is projected not as sign system, and as object of activity of pupils is staticized.

In ensuring interrelation of labor market and education market, increase in level of competitiveness of professional education institutions the importance of project and target approach is staticized. According to it the purposes, contents, technologies of management of professional education are considered as the applied innovative activity based on integrative basis. That is, training of specialists on the basis of project and target approach is the joint activity of subjects of professional education, professional societies, etc. directed to the solution of intermediate and perspective tasks in the field of forming of labor potential of national economy¹³.

Project and target approach is the development of regional systems of professional education conducting in management taking into account provisions of such principles as: as integration of formation of science and production, the theory with practice; general management according to which there is possible attraction to management of professional education of social partners, etc. Means and methods of achievement of effective management of development of regional systems of professional education is significant amount of pragmatic educational programs, projects, technologies, including, oriented to online – training.

¹³ Програма гідної праці МОП для України на 2016-2019 роки [Електронний ресурс] / Міністерство соціальної політики України. – Режим доступу: <http://mlsp.kmu.gov.ua/document/189004/1.doc/>. – Назва з екрану.

In forming of regional systems of professional education, the important part is assigned to professional colleges which number grows in Ukraine due to change of functions, opportunities and conditions of already existing technical schools, the highest professional schools, the centers of vocational training. Professional colleges as multi-level and multipurpose organizations of life-long professional education have to become territorial industrial practice complexes, the centers of welfare development of regions, cities, villages in which they function.

In the context of the concept of life-long professional education designed to promote development of post-industrial society and intellectual economy possibilities of open access to professional education for all categories of citizens are provided, benefits formal, informal and non-formal education throughout life will be used.

Respectively, the financial model of development of professional education will change, the role of the private funds allocated for its modernization will increase. At the same time the state will provide financing of training of specialists by professions of nation-wide value (their list has to be evidence-based). It will promote sale of the mechanism of social responsibility for financing of professional education and equitable distribution of resources for training of qualified specialists.

In modern conditions, the considerable attention is paid to development of the relations of professional education institutions with business structures. Regional educational and professional clusters which participants will get advantages from effect of the synergy arising in the course of consolidation of efforts in professional training of future qualified specialists by rational use of personnel, material and financial resources, implementation of innovative systems of professional training including dual will be the most demanded.

Need of implementation of modern marketing approaches to management of development of professional education, creation of regional and industry systems of demand forecasting on personnel of different categories will increase in the short-term and long term. Creation in professional education institutions of marketing services will promote implementation of demand forecasts and proposals of labor power in labor market, to obtaining information on possible volumes and structure of demanded professions and specialties, and also adoption of qualitative management decisions.

We focus attention that now labor markets gradually turn into the markets of intellectual labor power, and it demands new approaches to forming and development of labor capacity of the country. We consider that the new bill „About Professional Education” initiated by the Ministry of Education and Science of Ukraine and National academy of pedagogical sciences of Ukraine will allow to change philosophy of working profession, will increase its

prestigiousness in society, will modernize contents and will provide the proper level of financing of professional education.

Conclusions

The existing system of training of future skilled workers and junior specialists in professional educational institutions has to be modernized taking into account the real and advancing requirements of national economy. It is about consolidation in one system of professional education of all types of professional and higher educational institutions I-II of levels of accreditation which provide educational services for the studying youth based on the 9th and 11th classes for the purpose of mastering working profession and specialty at the level of „junior specialist”. It will promote elimination of disproportions and excessive duplication of their preparation; optimization of the list of educational professions; to carrying out structural changes in network of the state professional educational institutions taking into account the regional needs for qualified specialists in certain directions of professional training.

According to the author, in system of professional education it is reasonable to depart from the considerable list of types of educational institutions. There have to be one or two types. These are, first of all, professional colleges which have to provide professional orientation, profile training of the studying senior classes, and also forming of the corresponding qualification of future specialists. Therefore, training programs, different on terms, have to be used: of three days – up to three years and more.

Need of creation of professional colleges for system of professional education is caused also by the fact that soon use of the latest technologies on production will purchase global character, and, therefore, production processes and functions of workers will cardinaly change. They will have to combine in themselves qualities of the skilled worker and the manager capable to design and provide with resources labor process, to independently perform work, to estimate its quality, being guided by the maximum satisfaction of interests of customers and own. In turn, professional colleges have to react quicker to challenges of modern labor market, being guided by needs of specific customers of personnel, dynamic technical and technology changes in economy, to transfer new qualifications to format of new competences.

On the basis of stated we will note that reforming of professional education in Ukraine proceeds from need of ensuring shared responsibility and the state, both local government bodies, and employers, and actually providers of educational services, and teachers, and pupils for its modernization, improvement of quality of preparation of innovative type of specialists. It will allow to make

domestic professional education also attractive, flexible, available and more oriented to requirements of labor market. Such professional education will become basis of professional success of the identity of future specialist, necessary condition of sustainable development of society.

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Keywords: labour market, employment, professional education, reforming, professional competence, national economy.

In the article the problem of employment of the population in labour market and especially the youth is considered. Statistics of level of unemployment of economically active population of Ukraine are directed. The attention is paid to the availability of vacancies in labour market in different spheres of economic activity and in all professional groups. New forms of work of public service of employment with applicants for receiving new work are provided. The need of carrying out anti-recessionary actions in labour market for the purpose of obtaining new quality of economic, social and cultural development of society is proved. The role of reform of system of vocational training directed to creating favourable conditions for high-quality training of the competitive workers and specialists meeting the requirements of modern labour market, and also to provide equal access to professional education is opened.

Ринкові основи реформування професійної освіти в Україні

Ключові слова: ринок праці, зайнятість, професійна освіта, реформування, професійна компетентність, національна економіка.

У статті розглядається проблема зайнятості населення на ринку праці, особливо молоді. Наводиться статистика рівня безробіття економічно активного населення України. Приділено увагу наявності вакансій на ринку праці в різних сферах економічної діяльності та в усіх професійних групах. Представлено нові форми роботи державної служби зайнятості України з претендентами на отримання нової роботи. Обґрунтовано необхідність проведення антикризових дій на ринку праці з метою отримання нової якості економічного, соціального і культурного розвитку суспільства. Розкрито роль реформи системи професійно-технічної освіти, спрямованої на створення сприятливих умов для якісної підготовки конкурентоздатних робітників і фахівців, що відповідають вимогам сучасного ринку праці, а також забезпечення рівного доступу до професійної освіти.

Podstawy rynkowe reformy edukacji zawodowej na Ukrainie