

THE INFLUENCE OF THE TRENDS OF THE WORLD LABOR MARKET ON THE QUALITY OF VOCATIONAL EDUCATION AND THE COMPETITIVENESS OF UKRAINIAN SPECIALISTS

Economic globalization at the beginning of the twenty-first century is becoming increasingly large and covers all spheres of public life: the economy actually, the scientific and technical sphere, financial and banking activity, and the social sphere. The main indicators of the globalization of social and labor relations are: strengthening the social orientation of the world economy; democratization of labor relations; the internationalization of the requirements for the reproduction of the workforce; standardization of living and work conditions of people in different countries; coordination, harmonization and convergence of the social policy of the world's states; liberalization environments of the interstate exchange of labor resources. Taking into account the above-mentioned tendencies, the actual task is the scientific substantiation of the segmentation of the world labor market with the distinction of its basic structural elements, ascertaining the conditions and factors of the transformational changes taking place in this market in the conditions of globalization.

Strengthening the role of globalization of social development requires a comprehensive study of the peculiarities of the functioning of international economic relations in the unity and interaction with national strategies for economic growth. The world labor market has an important value in the system of economic interconnectivity.

It should be recalled that the world labor market is a system of relations arising from the reconciliation of the demand and supply of world labor resources, the conditions for the formation of labor, wages and social protection that arose due to the unevenness of the quantitative and qualitative placement of labor in the world countries and the differences in national approaches to its reproduction. Struggle with unemployment in countries with economy in transition is carried out by combining passive and active programs in the labor market – providing unemployment benefits (for a limited period of time) and facilitating in search of job for registered unemployed, also retraining, vocational training, implementation of credit programs and other programs to increase the chances in the labor market for job seekers.

International migration is becoming more and more global in nature (an increase in the total number of migrants in the world), but also in attracting more and more countries to migration processes. Employment is a social indicator of the concept of a knowledge economy, the level of

which indicates the socio-economic development of the country. According to V. Kozar (2018), «... the emergence of the international labor market is an indication that the processes of world integration are taking place not only in the economic and technological spheres, but also more and more cover the spheres of social and labor relations that are now global».¹

The modern structure of the world labor market is characterized, first of all, by the emergence of such a new and special segment, which involves the use of highly skilled specialists (researchers, engineers, analysts, specialists in the field of informatics, managers), as well as the widespread segment of the labor force, which comes from regions of the world with a relatively low level of economic development. Here a specific category of the so-called illegal labor force, considerable flows, which are sent to industrialized countries, in particular the USA, are distinguished. In different countries of the world large groups of hired labor have been formed, which are defined as «transnational labor».

In the conditions of globalization of production, the growth of interdependence in the modern world, national labor markets are increasingly losing their seclusion and isolation. Between them there are transnational flows of labor, which are gaining a permanent, systematic character. Thus, along with the international market of goods, services and capital, the international labor market, which represents not only the sum of national markets, but also a system based on their interconnections and complementarities, is gaining momentum. Due to the internationalization of production, millions of people from economically backward countries have entered into practically direct competition with workers from developed countries.

The formation of the world (international) labor market takes place in two ways: first, because of the migration of labor and capital; secondly, by the gradual merger of national labor markets, as a result the legal, national, ethnic, cultural and other barriers are eliminated between them. This leads to the creation of the so-called «common labor market», which is evidence that the processes of world integration are not only taking place in the economic and technological spheres, but also increasingly embracing the spheres of social and labor relations that are now global². The results of scientific research³ give an opportunity to conclude that the following main trends exist on the world labor market: globalization and the exacerbation of the impact of the financial and economic crisis, which intensify the imbalance between demand and supply of labor; the impact of the scientific and technological revolution, which contributes to a significant increase in labor productivity, and leads to job cuts, especially in the industrial sector; the variability that affects

¹Kozar V.V. Impact of globalization of the world labor market on the efficiency of labor potential use in Ukraine / BV. goatherd. // International Journal of Innovative Technologies in Economics. 2018. –№ 2 (14) – P. 51-58. – S. 51.

²Starostenko G. G. Use of labor potential in the conditions of globalization of the world labor market. / G. G. Starostenko, V. V. Kozar. // Investments: practice and experience. 2015 – No. 22. – P. 21-27.

³Zub M. Ya. Influence of world tendencies on the processes of development of the labor market in Ukraine. /M. Ya. Tooth. // The Bulletin of the Khmelnytsky National University 2010, No. 6, T. 2. – P. 88-91.

mature modernized societies and transitional, partially modernized societies, forming the directions of «new temporality» and «new spatial»; dynamization, modernization, rationalization, economization, which provoke the activity of individuals of a new kind, the appearance of new social movements, new post-material values, new sources of instability, new technologies, new quality of information provision; diversification, pluralization of employment and the appearance of a new family definition; the transformation of the human factor into a developed country from the object of tight capital savings into the object of its most profitable investment; increasing labor mobility, intensification of migration processes; distribution of informal employment and deterioration of working conditions, etc.

In a globalized world, the international labor market represents a new level of labor market development, which ensures stronger ties between the countries of the world. Significant development of the world economy led to the intensification of the participation of countries in meeting the needs of world economies in the workforce, no matter where in the world man lives. In the context of globalization, Professor G. Starostenko (2015) stresses that the international labor market represents a new level of labor market development, which ensures stronger ties between the countries of the world. Significant development of the world economy led to the intensification of the participation of countries in meeting the needs of world economies in the workforce, regardless of the place of residence of man. Therefore, the urgent need is to study the current trends in the international labor market⁴.

Thus, the labor market, as a subsystem of the economy, is in a state of continuous development, during which there is a transformation of some of its elements into other, with the gradual destruction of components that do not ensure the effective functioning of the system, and the formation of new institutions capable of maintaining the sustainability of the updated labor market model.

Based on the results of the study of the basic concepts of market macroeconomic regulation, it can be argued that among the key functions of the state in relation to its regulatory impact on the development of the labor market should be: competitive (stimulating economic activity and increasing labor force competitiveness, providing conditions for economic freedom of the economically active population in the labor market , as well as providing real non-discriminatory access to opportunities for realizing its interests in labor activities)⁵.

⁴ Starostenko G. G. Use of labor potential in the conditions of globalization of the world labor market. / G G. Starostenko, V.V. Goatherd. // Investing: practice and experience. 2015. – No. 22. – P. 21-27.

⁵ Bandur S.I. Theoretical and methodological imperatives of the state regulation of the labor market in the context of reforming the economy of Ukraine [Electronic resource] / S.I. Bandur, A.A. Kovenska // Labor market and employment. – 2015. – № 2. – P. 9-13. – Access mode: : http://nbuv.gov.ua/UJRN/rpzn_2015_2_3 Name from the screen.

The labor market is the most complex element of a market economy, where the interests of the worker and the employer are intertwined when determining the price of labor and the conditions for its functioning. The demand for labor force and its supply, and, accordingly, the level of unemployment depends on how successfully the economy operates, in what phase of the economic cycle it is located. The level of income of the population depends on the degree of his labor activity: the lower the income, the more people are forced to work and the stronger the tension increases on it. V. Kozar notes that «... an important characteristic of the international labor market is the degree of labor mobility. The movement of labor resources is gaining in various forms: natural, territorial, species, professional, qualification and social. The greatest importance is the territorial movement of the labor force, although with the evolution of the international labor market, the importance of other forms is also increasing»⁶. In his study, K. Petrenko identified the factors that have a decisive influence on the development of the world labor market, namely: the international division of labor and specialization; scientific and technological progress, informatization and communication; development of international transport infrastructure; international competition; international mobility of capital; structural; changes in the economy price liberalization; international migration⁷.

One of the important factors is the international competition, which has developed mainly through overcoming national isolation. This has led to a struggle in the market between countries for the influence over the information space, which is now of extreme force, and on the use and redistribution of resources. L. Korchevska (2018) argues that «... along with the international market of goods, services and capital, the international labor market, which represents not only the sum of national markets, but also a system based on their interconnections and complementarities»⁸. The dynamism of the labor market is influenced by the flexibility of the workforce, which leads to migration processes, as well as the flexibility of capital, which results in outsourcing (from Outsourcing: (external – source – using) use of an external source and / or resource). Modern migration flows are twofold, which means that one country can host migrants from other countries, while citizens of that country travel to other countries. Youth is the main component of the labor market; «... it possesses the necessary potential, the implementation of which in the near future can significantly improve the economic and social situation of society and revive the national and

⁶ Kozar V.V Impact of globalization of the world labor market on the efficiency of labor potential use in Ukraine / B.V. Goatherd. // International Journal of Innovative Technologies in Economics. 2018. – № 2 (14) – P. 51-58. – P. 51. – P. 54.

⁷ Petrenko K.V Features of the formation and development of the world labor market [Electronic resource] / K.V. Petrenko, V.V. Pigul // Business Inform. – 2015 – # 12.– C. 37-42. – Access mode: http://business-inform.net/export_pdf/business-inform-2015-12_0-pages-37_42.pdf – Title from the screen.

⁸ Korchevska L.O. Functioning of the world labor market on the basis of marketing research // Bulletin of the Donet Kozar V.V. Vplyv hlobalizatsiyi svitovoho rynku pratsi na efektyvnist vykorystannya trudovoho potentsialu Ukrayiny /V.V. Kozar. //International Journal of Innovative Technologies in Economy. 2018. – № 2(14) – S. 51–58. – S. 51. – S. 54.

spiritual heritage of the Ukrainian people», the scientists emphasize in their study⁹. Unemployed youth is a special social group, which at some time does not have the same value as work related to its prestige, material well-being and public recognition. This significantly affects the overall motivation of young people's behavior, the motives for choosing and mastering the profession or retraining. More than 1.2 billion people in the world are young people aged 15 to 24 years old. According to the World Economic Forum, 357 million of them never studied and did not work. This number continues to grow¹⁰. According to the ILO, 90% of economically active population of developed countries are employed in social production, and in agriculture – about 5-10%, and this indicator tends to decline. Also, this study states that in the world, only 25% of employees have a permanent job. The other three-fourths have the opportunity to work on short-term contracts, temporarily or unofficially¹¹.

The most developed is the international labor market in Western Europe, where there is freedom of movement of workers between the member states of the European Union on the basis of uniform labor legislation. Currently, no country, even with rich natural resources, developed economies, science, skilled labor and a powerful domestic market, can not remain aloof from active global integration processes.

The labor market in the European Union – are certain relationships that resulted from the coordination of supply and demand global workforce, wage conditions, protection, establishment of labor, the occurrence of which is caused by the uneven distribution of labor in different countries and differences in national approaches to her play. It is estimated that by 2020, an increase in the number of people aged 65 and over by 14 million people will be expected and a reduction in the number of people aged 20-64 by an average of 3.5 million. In countries such as Latvia and Lithuania due to downsizing trends of the overall economic downturn and budget deficits, significant reduction in wages. In addition, many citizens of working age emigrate from these countries. For the same reason, the employment rate in Bulgaria is declining. Another reason for the decline in employment is the aging of the nation – demographic reasons. In the EU, there is a rather low birth rate, which means «aging» the workforce, a significant increase in its average age. Older workers are more likely to leave work, retire, become disabled as a result of health problems.¹² Reducing the number of workers' hands can slow down growth if it is not compensated by

⁹ Ivanitska S.B The problem of unemployment of Ukrainian youth. / S.B. Ivanitskaya, I.O. Morochovets Electronic scientific special edition «Effective Economy» № 9, 2015 – Access mode: http://www.economy.nayka.com.ua/pdf/9_2015/56.pdf – Title from the screen.

¹⁰ Ukrainian Pravda. Economic Truth Youth Unemployment: Lost Generation [Electronic Resource]. – Access mode: http://www.epravda.com.ua/news/2012/03/16/318783/view_print. Application date 12.10.2018

¹¹ Petrenko K.V. Features of the formation and development of the world labor market [Electronic resource] / K.V. Petrenko, V.V. Pigul // Business Inform. – 2015 – 12. – C. 37-42. – P. 40. – Access mode: http://business-inform.net/export_pdf/business-inform-2015-12_0-pages-37_42.pdf – Title from the screen.

accelerating the growth of labor productivity¹². The development of the common labor and employment market has a great importance for the future of economic and social prosperity in Europe.

In 2010, the Europe 2020¹³ Strategy was developed, which sets out specific benchmarks that Europe must achieve by 2020 and consists of three major factors for strengthening the economy:

1. Reasonable growth was to establish a better interaction of research, innovation and scientific knowledge that would lead to economic development. It is anticipated that the amount of research funding will increase to 3% of the EU's total GDP. Another goal is to increase the number of young people in Europe with university education to 40%, while the number of students dropping out of education should not exceed 10%, and each person in the EU will have access to the Internet.

2. Sustainable growth: creating a sustainable and competitive economy, expedient use of resources and improvement of the environment by creating environmentally clean technologies. In this way, Europe will become less polluted, and the EU will fill its resources with resources.

It is explored that by reducing the import of gas and oil, you can save 60 billion euros. Also, the low carbon economy will give an opportunity to increase the number of jobs by 2.8 million.

3. Comprehensive growth is aimed at achieving territorial and social consensus and raising the level of employment of the population. It is planned to increase the number of highly skilled personnel in the European Union, provide 75% of people aged 20-64 years to work and reduce by 20 million citizens below the poverty line. Achievement of territorial unity will be due to economic growth and distribution in all close and far-flung territories of the EU, as well as fighting poverty and improving the labor market, and strengthening social protection. All this will rally, unite and create a stronger society.

The Europe 2020 strategy will strengthen the economy and its various spheres, namely: social welfare, innovation and development, ecology, employment, education. An «all-encompassing» growth of this strategy is aimed at increasing the level of employment and labor mobility, as well as the modernization of the labor market. An example is even that, if the ecological services or educational establishments are developed, since the goal is to increase the number of highly skilled personnel, it will be an increase in the number of jobs that will overcome the above – mentioned negative features of European countries. The development of the labor market, employment growth and the eradication of poverty are of great importance in improving the overall social and economic

¹² Dzyad O. V. The labor market of the EU countries on the path of comprehensive growth / O.V. Dzyad // Economic space. – 2014. – No. 86. – P. 40-49. – P. 43.

¹³ Nartyuk O. V. Europe 2020 strategy as part of the mechanism for optimizing employment in the EU / O. V. Nartyuk // Social-Labor Relations: Theory and Practice: Sb. sciences etc. / Ministry of Education and Science of Ukraine; Dvuz «Kiev. nats econ Un-t them. V. Hetman»; Institute of social labor. relations; Editorial: A.M. Kolot (head) [and others]. – Kyiv: KNEU, 2015. – No. 2. – P. 201–208.

situation in Europe¹⁴. In the coming years, the situation in the labor market in Western European countries will undergo significant changes in connection with the new wave of privatization of state property. This process inevitably causes a reduction in the employed. The leaders of Western countries are confronted with the problem of unemployment, which is linked to increased labor market flexibility, which involves expanding the rights of employers in matters of hiring and dismissal of manpower.

For Western countries, an intensive process of redistribution of jobs in favor of more skilled labor is characteristic, while simultaneously «washing up» places for unskilled workers. In these countries, 10% – 15% of all jobs are updated annually. The sector of skilled labor is constantly growing. Thus, managers and qualified specialists account for 50-60% of all vacancies that are opened. The practice and experience of the workforce are rising not only in material production, where the share of skilled workers is traditionally higher, but also in the sphere of trade and services¹⁵.

Countries with a high general level of highly skilled labor are Great Britain, Denmark and Finland – 27.2% of the working-age population have high qualifications, 55.9% are average; Belgium – 24.6% and 34.8% respectively; Sweden – 23.9% and 53.9%; The Netherlands is 21.4% and 42.6% respectively. Employment rates are comparatively high in these countries: the largest in Denmark is 75.1%, the Netherlands – 73.5%, Sweden – 72.9%, and the United Kingdom – 71.8% of the working population¹⁶.

The Central Institute of Labor Protection in the Republic of Poland has studied the professions with positive dynamics of development, among them: the administrator of databases; network administrator; computer systems analyst; investment advisor; tax advisor; economist; sales informer; operator of computer equipment; tour operator organizer; hotel services organizer; tour guide; programmer; designer of computer systems; market analyst; banking and loan specialist; finance specialist¹⁷. Scientists consider the socially significant innovation in this area to be working at a distance using the latest technologies: virtual offices, virtual networks, the term telecommunication in the United States, teleworking in Europe.

The EU's social and economic development strategy for the period up to 2020 is designed to make it more economically powerful, and citizens – more prosperous. «Our efforts should be more

¹⁴ Pavlyuk T.I. Labor market in the EU/T.I.// Glomal and national problems of the economy.2015.-Publications.P.872-875.

¹⁵ Migration in Ukraine. Facts and numbers. International Organization of Migration (IOM): Representation in Ukraine,2012–10p/ – P.8

¹⁶ Sereda G.V. Cititation and development of labor markets of Euroregions□G.V. Sereda□□Materials of the international scientific and practical conference of students and young scientists “Regional social-economic problems and ways of their solution”. – Kherson: KNTU,2008 – P.170-173.

¹⁷ Kyrychenko I. Searching for an ideal profession or thinking about it in the world [Electronic resource]. – Access mode: <http://prof.osvita.org.ua/uk/experience/articles/3.html> Дата звернення 26.11.2018

focused on the growth of EU competitiveness, productivity, growth potential and economic convergence. The new strategy focuses on key areas for action: knowledge and innovation, more economics, higher employment and social inclusion», – the conclusions of the European Council say. These three elements are the Europe 2020 strategy. The first is that growth in the EU should be based on knowledge and innovation. It is planned to reach the level of research funding at the level of 3% of the total EU GDP. Another goal is that 40% of young Europeans must have university education, and every citizen of the EU has access to the digital Internet¹⁸.

In the annual edition of the report «Smarter, greener, more open?» – Indicators in support of Europe 2020 strategy The EU statistical office analyzes how far the EU member states have progressed towards the goals of the long-term EU economic growth strategy (EU 2020). The report also makes recommendations for further action. As for the employment of the population as a whole, the situation is changing for the better. Due to the severe consequences of the economic crisis, it is expected that employment will reach 72% by 2020 (target of 75%). As before, a higher employment rate is shown by men, but the gap between them and women is decreasing (in 2015: women – 64.3%, men – 75.9%)¹⁹. Among other priority areas of activity – Plan for the development of new abilities and increase in the number of jobs. The purpose of this direction is to create the necessary conditions for improving the labor market to increase employment and guarantee the stability of society. By giving Europeans new opportunities by gaining new knowledge and skills, the EU targets future labor force to adapt to changing labor market conditions, which will reduce unemployment and increase the productivity of workers.

At the EU level, the European Commission works in the following areas: to create a labor market, built on flexibility in a dynamic economy and security for workers; to create and adapt legislation that will comply with the principles of reasonable regulation, including tools of labor legislation (working time, rest time, appointment, information to employees), as well as new emerging risks of injury and injury at work; to support intra-European workers mobility through the necessary investments, especially from the European Social Fund; to support the strengthening of cooperation between labor market institutions, including state employment agencies of the EU member states; to strengthen the degree of social partnership, to connect all possible services to solve problems in the field of employment; give a strong impetus to the solution of the problems of cooperation in the field of education and training, including the discussion of these issues by all interested parties.

Another priority of the Europe 2020 development strategy, «smart growth,» is to strengthen the role of knowledge and innovation as key factors for future growth, the implementation of which

¹⁸ European Council

¹⁹ Analysis of achievement of the goals of EU 2020 strategies: Eurostat report. // EVR Bulletin. Information publication of the European Union Delegation to Ukraine. No. 4. March 2010, p. 16.

is led by the Innovation Union, Youth in Action, and the Digital Agenda for Europe²⁰. The study found that the result of this priority action would be to accelerate Europe's innovation potential, improve educational outcomes, improve the quality and outcomes of educational institutions, and take advantage of the economic and social benefits of the digital society.

On January 25, 2018, the first European Education Summit took place in Brussels, which considered strengthening the foundations of the European educational sector: for innovative, inclusive and value-based education²¹.

Summit participants discussed the following issues: how to better solve the problems of inequality in educational systems; how citizens can benefit from the future of European

Summit participants discussed the following issues: how to better solve the problems of inequality in educational systems; how citizens can benefit from the future of European educational space; how education can help convey our shared values; which competencies will be needed for decades to come. EU Commissioner for Education, Culture, Youth and Sports Tibor Navracsics emphasized: «Education is key because it is an education that gives us the skills we need to become active members of our increasingly complex societies. Education helps us adapt to a rapidly changing world, develop a European identity, understand other cultures and acquire new skills that are needed in society, mobile, multicultural and increasingly digital». The participants of the summit identified the need to focus on: the teaching profession; promotion of education in science, engineering, engineering and mathematics; on common values and European identity; on solving the technological revolution and ways to improve the adaptation of education systems to future challenges.

In the Republic of Bulgaria, for example, employment, education and poverty remain inextricably linked. The Eurostat report «European Social Statistics» (2016) concludes that «... the level of education has a very serious impact on the risk of poverty». The study also points out that these relations are most pronounced in Bulgaria, with almost half of the population with a low educational level being at risk of poverty.

The low level of education is also a serious precondition for unemployment – the employment rate of people with primary education is lower than 30%, and for graduates of universities – more than 80%. At present, the employment rate of the able-bodied population aged 20-64 remains 63.5%, while the status of the Bulgarian economy and the dynamics of employment in the country

²⁰Matyushenko I.Yu. Basic directions of realization of the common EU policy in the field of research and technologies in implementation of the strategy «Europe 2020» / I. Yu. Matyushenko, D.O. Mikhailova. // Global and national problems of the economy. Electronic scientific professional edition of the Mykolaiv National University named after V.O. Sukhomlinsky 2014. Issue 2. – S. 102-107. Mode of access: <http://global-national.in.ua/archive/2-2014/21.pdf> Date of the application dated 11.29.2018.

²¹ Strengthening the foundations of the European educational area. / OnLine Europe. [Electronic resource]. – Access mode:<https://onlineurope.com/blog/ukreplenie-osnov-evropeyskoy-obrazovatelnoy-oblasti>.. Date of appeal: 20.11.2018

over the past two decades highlight the pro-cyclical peculiarities of the regional labor market. This means that, theoretically, the level of employment is likely to indicate a significant increase or decrease in 2020, depending on the economic situation abroad, and especially within the EU. Educational goals in Bulgaria include a reduction in the number of drop-outs (up to 11% by 2020) and an increase in the number of graduates (36% by 2020). For both indicators, the country has made progress in recent years, but significant efforts are still needed to achieve the goals of Euro 2020.

The analysis shows that the main efforts of Bulgaria to achieve educational goals should focus on improving education (both in schools and in higher education institutions), so that young people become more active in the labor market. Problems in the education system hinder the relationship between education and the labor market, which is one of the main factors of unemployment among young people. Statistics show that poverty becomes deeper with age after retirement. The display of poverty in the country also shows sensitive territorial differences. Bulgaria still remains among the countries affected by imbalances. However, last year the country emerged from a group of countries with excessive imbalances, which was triggered by good trade and increased economic efficiency. The country makes positive changes in the development of employment both in increasing activity and in reducing unemployment, especially among young people. The project «Active citizenship and good governance in the fight against poverty» was launched and successfully implemented in Bulgaria. The main objective of the project is to improve the quality of policies related to education and employment, jobs and income, poverty and inequality. The expected results of the project are increasing knowledge about the factors leading to poverty in the country with an emphasis on education and the labor market, as well as the development of labor policy proposals based on data and research aimed at achieving real and sustainable outcome²².

Thus, the dynamics of the international labor market has a complex socio-economic character, which is determined by the development of labor resources, national labor markets, processes of distribution and redistribution of labor. The development of the modern economy is characterized by substantial changes in the field of employment in the context of the transition to the information society. Ukraine's integration into the global information space and the global information economy requires the definition of a strategic goal, the development of an organizational mechanism, taking into account the conditions for the transition to a sustainable development trajectory and competitiveness of Ukraine's economy²³.

The growth of the openness of Ukrainian society inevitably leads to Ukraine's increasing

²² Ganev Petr. Farewell in Bulgaria. // Institute for the Cosmetic Economics: Semmichan Bulletin on IPI. [Electronic resource]. – Access mode: <https://ime.bg/bg/home/>Date of request: 23.11.2018

²³ Yus'ky B. M. Globalization and labor migration in Europe [text]: monograph / B.M. Yusky – Rivne: Publisher O. M. Zen, 2009. – 476 p.

involvement in the international labor exchange. All-embracing volumes of emigration from Ukraine are caused by the following factors: high unemployment in the country, including the hidden ones; the difference in living standards and wage levels in Ukraine and the West; the lack of prospects for professional growth for many gifted people; economic instability in the country and the uncertainty of ways to exit from it; lack of security of citizens; structural restructuring of the economy, process of privatization and privatization; a sharp deterioration of the ecological situation in certain regions, etc²⁴.

Ukraine has also become one of the largest donor countries in Europe and in the world. According to estimates from Western scholars, the emigration of a highly qualified specialist is equivalent to investing in the economy of his chosen country a million dollars.

Of course, active migration of labor force for Ukraine brings negative aspects, which are as follows: the country's loss of the most active part of labor potential; rapid decline in population; massive outflow of intellectual frames; the destruction of family ties, etc. However, emigration, besides the negative consequences, also has certain benefits, namely: emigration reduces unemployment and softens social tensions in society; provides opportunities for many of our compatriots to provide their families with means of subsistence; replenishes the budget of the country by transfer transfers; the decisions made by the International Labor Organization (ILO) give Ukraine the right to raise the question of obtaining compensation for the training of labor from the countries possible users of its labor resources.

Ukraine, as a sovereign state, is in a stage of deep economic reforms with the aim of building a socially oriented market economy, is shaping and developing as an organic unity in many markets: land, capital, housing, goods, services, labor, etc. The labor market is an integral part of the general economic market mechanism. It is characterized as one of the most complex socio-economic phenomena of society, which reflects all aspects of his life, manifested the whole variety of his interests and contradictions. Therefore, the process of its functioning is constantly in state's sight, since the reproduction of such goods as labor is the reproduction of labor resources and in general the productive forces of society. In connection with this, there is a need for active employment policy, which includes social protection of the population against unemployment on the basis of employment growth and increase at the expense of this standard of living of the population²⁵.

In general, today's labor market in Ukraine has the following characteristics: excess supply of labor supply over demand; low labor cost, its discrepancy with real value; reduction of employment

²⁴ Yesinova N.I. International labor migration of the population of Ukraine. /NO. Yesinova V.V. Sazonova // Economic strategy and prospects of trade and services development. – 2010 – Voip. 1. – p. 424-430. – Mode of access: http://nbuv.gov.ua/UJRN/esprstp_2010_1_62Date of the application dated 08/20/2018

²⁵ Pavlyuk T. I. Peculiarities of the labor market in Ukraine. / T. I. Pavlyuk, AA Kovalev, N. P. Nikolaichuk. // Global and national problems of the economy. 2015. Issue 8. – p. 876-881.

in the sphere of social production, growth of the number of unemployed population; growth of youth unemployment; a low proportion of officially registered unemployed persons with large-scale growth of hidden unemployment; the presence of significant scales of unregulated employment; regional disparities between the availability and need for labor; low professional and especially territorial mobility of labor resources; the absence or lack of proper functioning of the legal norms of organizational and economic mechanisms regulating labor relations, etc .; emigration of highly skilled labor²⁶.

The analysis showed that the labor market in the transition period is characterized by a deep crisis situation. The age structure of the population is steadily worsening, the demographic and economic burden on the working population increases, the unemployment risk increases, unemployment is rising, working conditions deteriorate, incentives for highly productive labor virtually disappear, which leads to the degradation of the individual, the family, depopulation, social stratification and instability in society. The destructive phenomena that take place on the labor market, the practical ineffectiveness of market instruments that should help overcome negative tendencies in the field of employment, require the assignment of existing problems to the main priorities of the socio-economic policy of the state, the solution of which must be based on deeply grounded scientific developments²⁷.

In Ukraine, a significant part of the unemployed youth is a contingent of young people – graduates of vocational schools and higher educational establishments who has acquired a profession (specialty) and first enter the labor market. According to experts, «the tendency to increase the number of educated young people in the labor market will deepen in the near future»²⁸.

At present, the situation on the world labor market is rather complicated, the economic crises that have taken place all over the world have led to an increase in unemployment. The labor policy of the Ukrainian state has not yet acquired the character of a well-considered state policy, which is connected with solving a complex of complex issues, namely: the need to study the situation of the world labor market, studying world experience in the field of regulation of labor flows, establishing relations with the countries – labor force importers. It is necessary to actively use the marketing methodology in the management of labor migration processes.

According to O. Krentovska, «Creation of a system of quality management of labor potential

²⁶ Shymchenko L. A. Labor Market in Ukraine: Problems and Problems of Reforming / L. A. Shymchenko. // Economic Herald of the University: Sb. sciences works of scientists and postgraduates. – Whip 10 [Electronic resource]. – Mode of access: http://www.nbu.gov.ua/portal/soc_gum/Evu/2011_17_1/Shimchenko.pdf/

²⁷ Karpenko O.A. Economic mechanism of the formation of the labor market [Text]: author's abstract. dis ... Candidate economist Sciences: 08/02/2003 /O.A. Karpenko Scientific-Research Institute of Economics of the Ministry of Economy of Ukraine. – 2001. – 15 p.

²⁸ Ivanitskaya S.B. Problem of Unemployment for Youth of Ukraine [Electronic resource] / S. B. Ivanitskaya, I.O. Morohovets // Effective Economics. – 2015. – No. 9. – Access mode: http://www.economy.nayka.com.ua/pdf/9_2015/56.pdf - Title from the screen. Date of the application dated 12.10.2018

will contribute both to improving the country's investment climate, to increase the economy, and to increase the level of incomes of citizens, and therefore will have a positive impact on the solution of social issues. It is this logic and consistency of actions – the focus on increasing incomes of citizens and creating resources for social programs – underlie all our decisions». The official thanked the World Bank for the powerful assistance that the institution has already provided and continues to provide to Ukraine, and stated the special attention that the Ministry pays for reforming the labor market²⁹.

Structural discrepancies between the demand for labor and its supply are sharpened in the context of individual professions and specialties. The most relevant issue is the imbalance in the qualification level, since a significant part of the unemployed citizens are not satisfied with employers due to special requirements regarding the level of qualification and work experience³⁰. Such tendencies are observed to this day. According to the State Statistics Service of Ukraine, by the end of June 2018, the population aged 15-70 was 16283.2 thousand people, which was 56.8% of the total population of the corresponding age. D. Zoidze's (2013) study states that... «in Ukraine there is a worsening of the correlation between the supply of labor and demand for it in all groups of professions, while the most acute is the situation in professions and specialties that do not require a high level of professional training and qualifications of employees. Thus, among the technical employees, workers in servicing and controlling the work of technological equipment, assembly of equipment and machines, 12 persons applied for one vacancy, among the workers in the sphere of trade and services – 13 people, among the representatives of the simplest professions and those who did not have vocational training, – 14 persons, among workers of agriculture and forestry, fish farming and fishing – 53 persons. At the same time, there were 6 applicants for one vacancy among skilled workers and specialists, and 5 professionals among professionals»³¹.

The unemployment rate of the population (according to the ILO methodology) for this period amounted to 1600.4 thousand people, which in% to the economically active population of the corresponding age was 8.7%, among them: women – 645.6 thousand people (7.6%), of men – 954.8 thousand people (10.8%). Youth 15 - 24 years 219.4 thousand people, which is 17.1%. The data are given without taking into account the temporarily occupied territory of the Autonomous Republic of Crimea, the city of Sevastopol and part of the temporarily occupied territories in the Donetsk and

²⁹ Reforming the labor market is a necessary step for solving social issues. / Government portal. [Electronic resource]. – Access mode: <https://www.kmu.gov.ua/ru/news/250307713> Date of appeal: 10/01/2017

³⁰ Zozidze D. R. Modern labor market: the release of hired workers as a factor of structural mismatch between supply and demand. / Diana Zoidze. // Problems of the economy. 2013. – № 2. – P. 59-65. – P. 62.

³¹ Zozidze D. R. Modern labor market: the release of hired workers as a factor of structural mismatch between supply and demand. / Diana Zoidze. // Problems of the economy. 2013. – № 2. – P. 59-65. – P. 62.

Luhansk regions³².

Analysis of works of domestic and foreign researchers^{33,34,35,36,37,38} can identify certain factors that cause disproportions between the supply and demand of the workforce, namely: the lack of an effective system for predicting the future need for skilled specialists; lack of balance of labor resources in the state programs of economic and social development, regional development strategies; programs and strategies for the development of certain sectors of public life.

Scientists also include factors that affect the emergence of imbalances in the labor market: demographic (birth rate, mortality, life expectancy, etc.); low wages, which leads to the mass migration of the most active skilled labor abroad; imperfect tax policy to stimulate demand for labor; ineffective state measures to promote small and medium-sized businesses in creating new jobs; lack of effective investment attraction system for modernization of real economy sectors with the preservation of jobs; imperfection of the pension system³⁹. Demographers predict that the shortage of skilled workers will continue until about 2030, when the latest technology will allow people to be less dependent. The regional labor market, as well as the labor market of Ukraine as a whole, functions in the conditions of imbalance of demand for labor and its proposals.

In regions, there is a significant imbalance in employment. The reason is different levels of development and economic activity of the regions, as well as political instability in some of them.

Consider the trends in the labor market on the example of a number of regions of Ukraine.

Statistics shows that the number of the employed population of Chernihiv region in 2017 decreased by 2%. The number of regular employees in enterprises, organizations and institutions has decreased by 4 thousand people and amounts to 190 thousand. In particular, the negative impact on the labor market of the region has a crisis demographic situation and migration processes. To travel abroad and to the capital of highly skilled workers makes low quality jobs. From their side, employers argue that it is difficult for them to find the right employees because of the low quality of the workforce and the shortage of workers. One of the reasons for this situation is the discrepancy

³² Official site of the State Statistics Service of Ukraine. [Electronic resource] – Access mode: http://www.ukrstat.gov.ua/operativ/operativ2017/rp/eans/eans_u/arch_bnsmy_u.htm. Date of appeal: 10/14/2018

³³ Zoidze D. R. Modern labor market: the release of hired workers as a factor of structural mismatch between supply and demand. // *Problems of the economy*. 2013. – № 2. – P. 59-65.

³⁴ Kabachenko G. S. Regulation of the labor market in conditions of transformation of the structure of employment: diss. ... Candidate econ Sciences: 08.00.07 /D.P. Zoidze; Donets nats un (Vinnytsya), 2017. – 247 pp.

³⁵ Krymova M.O. Ensuring the Competitiveness of Young Professionals in the Labor Market: Diss. ... Candidate econ Sciences: 08.00.07 / M.O. Krymova; Donets nats un – Donetsk, 2012. – 251 p.

³⁶ Laushkin O. M. Transformation of employment in a new economy: diss. ... Candidate econ Sciences: 08.00.07 / O. M. Laushkin; Donets nats un (Vinnytsya), 2015. – 373 p.

³⁷ Semikina M.V. Mechanisms of employment in conditions of innovative changes: motivational aspect: [monograph] / M.V. Semikina, N. A. Ishchenko. Kirovograd: Kirovograd nats tech un-t, 2015. – 210 s.

³⁸ Shaulska L.V. New features of the sphere of employment and prospects for its regulation / L.V. Shaulskaya // *Theoretical and practical aspects of economics and intellectual property: a collection of scientific works: in 2 issues.* / PDTU Mariupol, 2015. – Issue 2, T. 1. – P. 120-128.

³⁹ Zoidze D. R. Modern labor market: the release of hired workers as a factor of structural mismatch between supply and demand. // *Problems of the economy*. 2013. – № 2. – S. 59- 65.– S. 63.

between the volumes and quality of training of young people for the needs of the modern labor market. At the beginning of 2017, there were 12.4 thousand unemployed in the region, which is by 24.3% less than at the beginning of 2016⁴⁰. 17 people applied for each workplace. It should be noted that in 2017, there were positive changes in the labor market of the region: «The number of vacancies from employers submitted to the employment centers of the region, as compared to the previous year, increased by 2% and exceeded 26 thousand units»⁴¹.

As of January 1, 2017, the registered unemployment rate in Zaporizhzhya Region amounted to 2.2% versus 2.6% at the beginning of 2016. The number of registered unemployed citizens during the same period amounted to 23.3 thousand people, which is by 5.1 thousand people (17.9%) less than at the beginning of 2016, of which women – 50.7%, young people in under the age of 35-37.3%. The number of registered unemployed citizens as of January 1, 2018 amounted to 21.8 thousand people, which is 1.5 thousand people, or 6.4% less than as of January 1, 2017 (23.3 thousand people). Of these, 53.3% are women, 35.8% are youth under the age of 35. During 9 months of 2017, the number of people engaged in economic activity aged 15-70 (according to the ILO methodology) amounted to 723.6 thousand people and decreased by 14.3 thousand people, or by 1.9 in comparison with the corresponding period in 2016 % (9 months of 2016 – 737.9 thousand people); the level of employment in the region decreased by 0.7 percentage points and amounted to 55.5% (in Ukraine – 56.3%).

The state of the labor market in the Donetsk and Luhansk regions remains critical. However, officially the percentage of registered unemployed is decreasing, so in 2016, this ostentatious was 5,605 people, in 2017 – 4839, and in 2018 – 3904. This is confirmed by the indicator of the need of employers in the workers at vacancies of vacancies by the end December 2017, compared with November 2017, decreased by 2.3 times (it was 0.7 thousand people, and 1.6 times more than the end of December 2016). Because of Russian aggression, these areas not only lost much of their economic, especially industrial, potential, but are in a zone of high socio-psychological and economic risk. Therefore, even in regions controlled by the Ukrainian authorities, the employment rate of the population is significantly lower, and the unemployment rate is much higher than in other regions of Ukraine.

At the end of December 2017, the number of unemployed registered in the employment centers of the oblast (excluding part of the area of the anti-terrorist operation) amounted to 11.8 thousand people, which is 0.3% more than at the end of November 2017, and at 16, 5% less than at

⁴⁰ Romanova N. Situation in the labor market of the region. // Chernihiv region: events and comments. Jan 20, 2017 [Electronic resource] <http://pik.cn.ua/25718/> – Title from the screen. Date of the application dated 27.11.2018

⁴¹ Situation in the labor market of the region. Round Table Meeting. / Chernihiv region: events and comments. [Electronic resource]. – Mode of access: <http://pik.cn.ua/25718/situatsiya-na-rinku-pratsi-oblasti/> Date of the application dated 12/06/2018

the end of December 2016. Of the total number of unemployed, 60.7% were women, 33.5% were young people under the age of 35. The level of registered unemployment at the end of December 2017 amounted to 0.5% of the working-age population⁴².

Among the regions of the country, the Kharkiv region is among the leaders in terms of employment. The average population of the employed population aged 15-70 in the region was 1247,1 thousand people, 1204,7 thousand people. – able-bodied age.

The number of economically active population of the region aged 15-70 in January-September 2017 amounted to 1330.4 thousand on average, of which 1251.6 thousand people were engaged in economic activity, which is 1.0% more than in the corresponding the period of 2016.

The employment rate of the population in the 9 months of 2017 in the Kharkiv region amounted to 60.8% of the total population of the corresponding age. The region occupied the second place among the regions of the country by level of employment. The unemployment rate of the population aged 15-70 (according to the ILO methodology) decreased from 6.1% in 9 months of 2016 to 5.9% during 9 months of 2017 and remains lower than in the whole of Ukraine (9.4%). . Among the regions of the country at the lowest unemployment rate of the population aged 15-70, the region occupies the first rating place. The regional labor market is characterized by a stable level of officially registered unemployment – 1.36% of the working-age population at the end of December 2017. As of January 1, 2018, according to the employment service, the supply of unemployed labor almost 7 times exceeded the demand for it, that is, for the 22.8 thousand unemployed citizens of the region were registered 3.5 thousand vacancies (as of January 1, 2017 at one vacancy on average in the region claimed 8 people). By occupation, the highest number of applicants for one vacancy is among skilled workers in agriculture and forestry, fish farming and fishing (72 persons), and the least – among skilled workers with a tool (3 persons) and the simplest professions (2 persons)⁴³.

O. Teryanyk (2015) in the scientific research «Analysis of the matching of supply and demand on the labor market in Ukraine» emphasizes that: «... the impact on labor demand is explained by the fact that the more developed the society and the economy, the greater their need for a skilled worker strength. The impact on the offer is conditioned by the constant development of society and the growth of the population, which directly affects the supply of manpower. And the growth of the housekeeper affects the amount of wages, which, in turn, depends on the offer on the

⁴² Kramar O. Labor market: change of trend. – Electronic resource. <https://tyzhden.ua/Economics/209513>. – Title from the screen. Date of the application: 27.11. 2018/42. Kramar O. Rynok pratsi : zmina trendu. — Elektronnyy resurs. <https://tyzhden.ua/Economics/209513>.. — Zaholovok z ekranu. Data zvernennya: 27.11. 2018.

⁴³ Information on the implementation of the budget, programs of socio-economic and cultural development of the Kharkiv region and delegated by the oblast council of powers for 2017. – [https://kharkivoda.gov.ua/content/documents/913/91215/files/%D0%BE%D1%82%D1%87%D0%B5%D1%82%20%D0%B7%D0%B0%202017%20%D0%B3%D0%BE%D0%B4%2016_02_18\(1\).pdf](https://kharkivoda.gov.ua/content/documents/913/91215/files/%D0%BE%D1%82%D1%87%D0%B5%D1%82%20%D0%B7%D0%B0%202017%20%D0%B3%D0%BE%D0%B4%2016_02_18(1).pdf) – Title from the screen. Date of the application: 27.11. 2018

labor market»⁴⁴.

Consequently, scholars argue that similar tendencies^{45;46} are characteristic of regional labor markets in different regions; , namely: reduction of the number of economically active population; natural population decline; crisis demographic processes; labor migration; reduction in the number of full-time employees; unregulated employment.

This is confirmed by the conclusions of the study of V. Cherna (2016) that the migration flows from Ukraine after EuroMaydan intensified more rapidly, only 247 thousand Ukrainians received the right to permanent or temporary residence in the Republic of Poland – 60% more than a year earlier. On average, the European Union countries increased by 30%⁴⁷. The researcher notes that «the peculiarity of the migration situation and migration policy in Ukraine is that our state acts simultaneously as the country of origin, destination and transit of migrants».

This, on the one hand, causes numerous problems, and on the other hand, it gives advantages and new opportunities associated with migration. The consequences of labor migration processes can be conditionally divided into groups depending on the nature of the influence and the scope of their manifestation, to be determined separately on the one hand, socio-economic, demographic, moral and psychological, cultural and educational, political and legal benefits and losses, on the other – to assess the impact on the macro (for society / state) and the micro level (for a specific person, a migrant worker)⁴⁸.

Minister of Education and Science of Ukraine L. Grynevych (2018) emphasizes that: «Vocational education as a factor of socio-economic development of Ukraine is extremely important. This is a sphere that should lead to a lot of partners on the site. It can not do only the Ministry of Education and Science. We should do everything in partnership with the government, parliament and employers»⁴⁹. The quality of the training of specialists is one of the main indicators that determines the competitiveness of the institution of vocational education, therefore, the positive assessment of vocational education institutions in the local labor market depends to a large extent on the effectiveness of its interaction with the enterprises-consumers of graduates. Among the measures that require priority implementation is the development of a program of professional

⁴⁴ Teryanyk O. A. Analysis of the matching of supply and demand on the labor market in Ukraine // State and regions. Series: Economics and Business, 2015, No. 1 (82). – 62-64 s. – 64.

⁴⁵ Chvertko L. Modern tendencies of demand and supply in the labor market of Cherkasy region. / Ukraine: aspects of labor. 2012, – No. 3. – P. 3-9.

⁴⁶ Rapid G.Yu. Regional Peculiarities of the Ukrainian Labor Market // Demography and Social Economics. – 2010. – №2 (14). – P. 160-167.

⁴⁷ Labor migration: Ukraine loses people and the future [Electronic resource]. – Access mode: <http://112.ua/mnenie/trudovayamigraciya-ukraina-teryet-lyudey-i-budushhee-269408.html/>

⁴⁸ Chorna V.O. Specifics and determinants of labor migration in the southern region of Ukraine. Dis ... Candidate sociologist inc .: 22.00.04. / Cherna Victoriya Olexandrivna. Zaporizhzhia. – 2016 – 250 s. – 108 s

⁴⁹ Professional education and training of workers promoting the social-economic and regional development of Ukraine. – Access mode: <https://imzo.gov.ua/2017/04/07/profesijna-osvita-ta-pidhotovka-robotnychyh-kadriv-spryannya-sotsialno-ekonomichnomu-ta-rehionalnomu-rozvytku-ukrajini> □ Title from the screen.

orientation of young people for acquiring relevant occupations and the creation of a reserve of skilled and working personnel that employers could accompany during training. Analyze the state of the system of vocational education (VE) in a number of regions in Ukraine⁵⁰.

As of January 1, 2018, the Chernihiv Region's system (VE) covers 20 state-owned VETIs, including 3 higher vocational schools, 1 vocational education center, 12 vocational schools, 2 vocational schools and 2 educational establishments for penitentiary institutions. The training of labor personnel was carried out with 72 labor professions for 6 branches of the economy, including: industry – 1680 students, agriculture – 721, transport – 647, construction – 755, trade and catering – 1351, housing and communal services and non-productive types of consumer services of the population – 541. In response to the demands of the regional labor market, over the past three years, TVEI of the region received licenses for the right to conduct educational activities in the professions: «An assembler of insulation systems construction L», «Operator of information and software processing», «Electrician of the security and fire alarm system», «Guard», «Pedicurist», «Visagist-stylist», «Worker of the farm», «Instructor of individual driving». Mobility of graduates in the labor market contributes to the training of skilled workers in VETI for integrated professions (75% of the total number of professions)⁵¹.

In the Chernihiv region there are 8 educational and practical centers (EPCs) of branch direction, among them EPCs: construction technologies of the trademark Ceresit (based on the Chernihiv professional building lyceum), modern agrarian technologies (based on the Sosnitsky professional agrarian lyceum), modern car-care center (based on Chernigov Higher Professional School), hairdressing and decorative cosmetics (on the basis of Chernihiv professional lyceum of everyday life), restaurant service (based on the Chernihiv center of professional education), modern plumbing and innovative building technologies «KNAUF» (Chernihiv-based professional lyceum of rail transport)⁵². The largest number of employed people in recent years is observed in the wholesale and retail trade, agriculture and industry.

The system (VE) of the Zaporizhzhya region, which is closely linked with the economic peculiarities of the development of the region; the formation of giant complexes – industrial and metallurgical, agriculture, railways. In 2018, 47 state-owned VETIs work in the region: 8 (17%) of higher vocational schools, 4 (8.5%) vocational education centers, 29 (62%) professional lyceums, 1 (2%) structural subdivisions of higher educational institutions institution, 5 (10.5%) of vocational schools at penal institutions; including industry (13), engineering (10), metallurgy (2), construction

⁵⁰Situation in the labor market of the region. Meeting round desk/Chernigiv region: events and comments [Electronic resource]. – Access mode: <http://pik.cn.ua/25718/situatsiya-na-rinku-pratsi-oblasti/>

⁵¹ The official site of the NCC PTO in the Chernihiv region. [Electronic resource]. – Mode of access: <http://nmcptochernigiv.ucoz.ru/>. Date of the application dated 28.11.2018

⁵² Official site of the Department of Education and Science of Chernihiv Oblast State Administration. [Electronic resource]. – Access mode: <http://uon.cg.gov.ua/index.php?id=5044&tp=1&pg=> (Date of appeal: 09/22/2018).

(6), transport (4), service sectors (7), training 126 occupations, 71% of which integrated, and 6 specialties according to the educational qualification level «junior specialist». The rate of reduction is an average of 14%, including by industry: agriculture (18.3%), transport (15.3%), services (14.3%), machinery (13.9%), metallurgy (5.7%), construction (4.9%). Indicators of the implementation of the public procurement plan indicate an annual decrease in the recruitment of the overwhelming majority of schools. Obviously, there are objective demographic reasons for this state. However, a parsimonious analysis of the implementation of the VETI government procurement plan proves that, being in the same conditions, only 10% of TVEIs constantly preserve and even increase the contingent of students, and the majority reduces it annually. A similar picture takes place in relation to other important indicators⁵³.

The VET network of the Kharkiv region comprises 39 establishments for 18 industries of the region's economy for 121 profession. 7 regional vocational education centers based on 17 APs were created. Work continues on the creation of 5 more regional centers instead of 10 vocational education institutions. The State Educational Establishment «Regional Center for Professional Education of Sewing Production and Services of the Kharkiv Region» has opened the Training and Practical Center for modern sewing technologies and design, which has installed the latest sewing equipment for the amount of 330 thousand UAH. The Bogodukhiv Professional Agricultural Lyceum has created a modern Educational and Practical Center for the profession Tractor-driver of agricultural production. Equipment for the equipment was purchased in the amount of 19.9 million UAH. 52 Certificate of the right to own immovable property has 37 establishments of vocational (vocational) education of the region (80.4%), an act on permanent use of land plots – 26 (56.5%)⁵⁴.

22 institutions of professional (vocational) education work in the Lugansk region under the control of the Ukrainian authorities (16 are professional lyceums, 3 are higher professional schools, 1 are separated subdivisions, 2 are educational institutions of the I-II accreditation levels), which carry out training skilled workers for such branches of the state economy as: agrarian – 3 institutions of education, construction – 5, culinary and service sectors – 4, automotive – 1, mining – 2, industry – 1, communications – 1, others – 1 – for 44 professions. On the basis of three areas of the TVE, educational and practical centers were opened. Six educational establishments introduce the introduction of dual education elements into the professional training of skilled workers⁵⁵.

In the Donetsk region, 46 VETIs operate on the controlled territory, 4 institutions are in the

⁵³ The official site of the NCC PTO in Zaporozhye region. [Electronic resource]. – Mode of access: //nmc-ptu.zp.ua/ Date of the application on November 28, 2018

⁵⁴ The official site of the NMC VTO in the Kharkiv region. [Electronic resource]. – Access mode: nmc.ptu.org.ua/nmc-ukrainy/ Date of application: Nov 28, 2013

⁵⁵ The official site of the NCC PTO in Lugansk region. [Electronic resource]. – Mode of access: http://www.nmc-ptu.lg.ua/ Date of the application dated 27.11.2018

process of reorganization, 64 VETIs remained in the uncontrolled territory, none of them moved to the controlled territory (according to the branch direction: industry – 23, transport – 4, construction – 8; sphere services – 3, trade and catering – 2, agriculture – 7)⁵⁶.

A key factor for providing regional labor markets by competitive specialists is the lack of a proper system for forecasting the needs of labor personnel. The main problem associated with the collection of data on the labor market and their use for the purpose of planning PONs is the impossibility of identifying employers with medium – and long-term needs in the workforce due to economic instability in the country and their reluctance to publicize development plans.

Despite the crisis in the global economy, the overall decline in demand for foreign labor, the attraction of highly skilled workers and foreign students remains the priority of the migration policy of all developed countries, which confirms the presence of long-term incentives for international migration, but with the change of migration priorities in the context of transformation world economy. It should be noted that the formation of the world labor market is an integrated process, driven by the movement of labor and the policy of world integration.

Therefore, in the regional labor markets there was a decrease in the number of people employed in the region's economy and the level of employment of the population as a whole, as well as the reduction of the average number of staff members. The main challenges in the region are the mismatch of labor supply and demand, the lack of high-quality jobs in the labor market with decent conditions and wages, a constant demand for workers in the industries of production and services (maintenance, operation and control over the work of technological equipment, assembly of equipment and machinery , work with tools, trade, services), low quality workforce, the need for workers of the simplest professions, structural shortage of personnel in some sectors of the regional economy. For today, the world labor market is developing very dynamically, the phenomenon of migration is becoming widespread.

⁵⁶ The official site of the NCC PTO in Lugansk region. [Electronic resource]. – Mode of access: <http://www.nmc-pto.lg.ua/> Date of the application dated 27.11.2018