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## **PROFESSIONAL TRAINING FOR INNOVATIVE INDUSTRIAL COMPANIES IN UKRAINE**

*Summary.* In the article certainly principal reasons and lacks of the modern system of professional preparation of population of Ukraine, the basic signs of violation of structural balanced are considered in the system of employment. For the decision of present problems facilities and measures are offered on the improvement of mechanism of co-operation of labour-market and educational services.

*Key words.* Professionally educational preparation, innovative labour force, forming of government order on training of personals, requirement of employer to the worker, intellectual property, national scope of qualifications.

**Introduction.** With the transformation of social - labor relations in Ukraine raises the question of improving the current system of vocational training. The main objective of this system is to ensure a highly qualified staff of state enterprises that will improve the productivity and competitiveness of domestic business entities. All deficiencies vocational training in the country today of technical re-equipment of production and innovative work, what unprepared modern education system in Ukraine.

**Problem.** The aim of the study is to determine the incentives and levers to improve skills development in industry of Ukraine.

Educational problems addressed by such scholars as O.Hrishnova, N.Lukianchenko, E.Libanova etc. Problem of providing qualified personnel and innovative work in our time dealing O. Gonchar, O.Herasymenko, V.Petyuh,

V.Savchenko et al. These research papers became the basis for the research and development of new and effective mechanism for vocational training in Ukraine.

**Results.** Trends in the destruction of the labor potential of their scope and depth of acquired such a scale that seriously endanger national security.

At the same time, socio-economic change, greater investments in industrial production and social services, labor market situation set the stage expansion of training and retraining for industries of economy of Ukraine, including the industrial sector.

It is estimated that already in 2015 the need for industry to skilled labor in most regions of Ukraine satisfied with just under 40 percent. [2, 265]

But it should be carefully considered that the effectiveness of human resources training affects a number of factors, especially the nature of globalization. It is negative (except excluding traditional universities, individual segments of vocational schools, colleges and technical schools, some schools sectoral focus) the impact on the supply and demand of domestic and regional labor markets, provides a system of higher and professional education.

Opinion polls conducted by the author in 2011, about 100 employers and industry "young" professionals received their first job, confirming the conclusions. Almost 65.0% of their professional qualifications, skills do not meet the requirements of professional industry and motivation of young people to the profession that will provide access to a prestigious, high-paying, physically a little costly labor by almost 75.0% fell short of expectations.

Thus, the system of educational services today is the factor of social danger of deterioration of human development. It is an area that does not want anything serious change, stand to lose no opportunity in exclusive environment to decide corporate purposes, including, for example, access to budget development by the population or region of the state (tuition fees, gratuities Gratis work students, payments to unemployment, the cost of training new young unemployed - the recipient unclaimed diploma), preparing students for public funds and their employment (in fact sale) abroad, and more.

The lack of a clear mechanism for planning, forecasting and allocation of labor in the labor market that often satisfied employers save on low cost unclaimed, including skilled workers or focused on a gratuitous trained state personnel.

Market economy puts high demands on the skills and competencies of each employee. International experience shows that the most stable is the economy of those countries in which there is a steady increase in the proportion of highly educated and highly skilled workers. So it is not surprising that in countries with socially oriented economy is increasing the duration of training adults. Only in the last quarter century in Italy, it increased from 5.5 to 13.5 years, in Japan - from 9.2 to 16.1 in France - from 9.8 to 17.2 years. That is, the formation of an economy based on knowledge, requires advanced development of the educational sector, particularly professional. Scientists claim that the increase in GDP of 1% requires a rate of workers with vocational education by 3.2%.

If in the middle of the twentieth century. knowledge in general outdated for 25-30 years, that initial training is usually enough for the whole working life, today this process is reduced to 5-10 years, and the duration of working life up to 40-45 years. This obviously needs to be expanded age frames acquisition of education and qualifications, the introduction of large-scale post-graduate training. This contributes to the aging population, which is accompanied by a period of growth in economic activity and an increase in the economically active contingent of older workers. [2, 263]

Studies show that two out of every three employers believe that the level of training does not meet the needs of production. And this applies not only to higher education institutions (HEIs), but also vocational schools.

Among the graduates of vocational schools have specialists who labor market are in high demand, but there are those that are either not requested or demanded in extremely small quantities. However, as illustrated by the labor market, increasing demand for engineers in service television equipment, communications installers, landscapers, collectors of shells Metal vessels mechanics of liquid equipment and

others. In most regions, demand is mechanics, builders, blacksmiths-puncher, foundry metals and alloys, drivers of motor graders, bulldozers, locomotives, dredges.

Further growth of economic performance is impossible without the active development of vocational education and its modernization. Today, Ukraine, unfortunately, is not competitive on the world stage or in the economy or in training, including workers' mass occupations. Competitiveness is determined primarily by the ability to provide quality vocational education as about the process and the outcome. This means not only, and perhaps not so much compliance as the needs of society - namely, providing competitive graduate job market. Abstract education, not tied to the labor market that can meet the needs of the individual in education as such, but is unable to provide personal financial well-being and development of society. It defines the criteria for the job market and evaluates the quality of education.

Sample Survey also gives employers reason to believe that the needs of, for example, the industry of skilled workers in most regions of Ukraine satisfied only by one third. However, depending on the scope of the demand for labor is very different.

Prospects for economic and social development suggests that highly skilled workers will benefit from increasing demand. It is expected to increase annually one million jobs. Under these conditions, it is important to ensure mutual balance of the education market and the labor market.

The experience of developed countries shows that the financing institutions should take an active part company, for which, in fact, is training. The cost of training should make up 3-4% of payroll.

At present, investment in human capital in Ukraine is not enough. It does not provide the full formation qualitative skilled workers needed by the labor market. In particular this applies to costs of enterprises, their share in total investment to grow significantly.

The decline in industrial production, which occurred in the recent past, has meant that the network of educational institutions that trained personnel for the industry suffered significant changes for the industry.

Surveys conducted among employers author showed that in general satisfied with the quality of training 52% partially satisfied - 27%, even 21% were not satisfied. If we analyze the causes of dissatisfaction with employers, it can be concluded that there is criticism that the education system provides training without labor market requirements, namely requirements of employers. The vast majority of students master the trade of services, while the increased demand for industrial trades. This indicates a lack of interaction between the market of educational services and labor markets.

It is known that the efficiency of only 30-35% dependent on productive investments, others - on the level of skills of workers and professionals.

As noted in their research papers on labor economics and industrial relations known scientist, Doctor of Economics, Professor AM Colot: "Ukraine in its human resources and some research areas are one of the strongest countries in the world. In terms of the share of people with higher education in the total population of the country it belongs to the top ten developed countries, the number of certified programmers 7th place, with intelligence nation, according to rankings by UNESCO - 23 place. Moreover, Ukraine is one of the 3% most educated nations in the world, occupying the fourth place among 133 countries of the world ". [1, 2]

According to the author, it is possible to isolate a massive problem - the imbalance of education and industry. Firstly, this is due to the changes of ownership and a sharp fall in industrial production moved interrelation Relations between educational institutions and employers. Employers, unlike previous years, do not invest in the development of educational material base of educational institutions do not provide jobs for students passing the practical training and for college graduates. Second, educational institutions train qualified in its sole discretion, as to date there are no projections needs to prepare skilled workers and professionals as a long-term and the short term. Thirdly, all educational institutions

are state-owned and financed from the state budget, while almost all graduates working in the interests of enterprises of cities and regions.

**Conclusions.** Employer who thinks in a modern way, who cares about the future, understands that without the joint efforts of institutions and enterprises, for which frames are ready, prepare a quality he needed skilled workers who could use in their work the latest technology, it is almost impossible . But hope that by addressing only the issue will be improved situation should not be.

We work out a systematic approach to reproduce labor capacity and its high-quality training that will generally revive the skilled worker.

First and foremost, you need to use logistics employers for so-called dual system of training, when the theoretical course is conducted in an educational institution, and practical - the production base and using the power company decides to issue implementing existing innovative technologies in the educational process. Such examples in Ukraine and they are successfully implemented.

This Dneprodzerzhinskoe higher vocational school and enterprise customer "Dneprovagonmash" by profession "electric welder on automatic and semi-automatic machines", the same institution and enterprise "Zirconium" by profession "crane driver car", where the training is conducted on a dual system: the company completes the group and contracts directs the theoretical training in school and industrial training and practice students go directly to work.

By working closely vocational school № 11 of Mykolayiv local businesses "Dawn" and "Mashproekt" student learning on new technologies implemented in the production practice in the departments of modern equipment, provided with computer programs. Electric welders trained laser cutting, plasma arc welding of metals and their alloys. Workers at these companies not be employed without the profession in vocational education.

A similar cooperation Mariupol metallurgical high school with OJSC "Ilyich Iron and Steel Works of Mariupol 'Mariupol professional engineering Lyceum of JSC" AzovMash "Gorlovskogo professional mining Lyceum of state enterprise" Artemvugillya "that almost 100 percent of students provide jobs for paid

production practice and training of masters of industrial training. These are examples of skilled workers. And what do universities?

The main areas of work in terms of updating curriculum in higher education, human resources, improvement of logistics, in my opinion, should be:

1. Develop legislation that would encourage the participation of employers in training regarding the abolition of taxes on profits, which include the cost of production cost of training;

2. Conditions for practical training directly to production departments, using modern equipment and machinery equipment;

3. Organization of training of teachers in a real production processes;

4. Development mechanism independent attestation of graduates;

5. Matching patterns of competitive rate with the requirements of high-tech industry with innovative methods of work;

6. Planning funding schools based on socio-economic performance of graduates;

7. Development of a system of forecasting the demand for personnel independent research organizations;

8. Development of a comprehensive information system on prognosis and available qualitative and quantitative benchmarks of the labor market (users have become employers, individuals, educational institutions, government officials, intermediaries).

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