

**Analysis of the state
and prospects for
the development of
vocational training for
young professionals**

ANALYSIS OF THE STATE AND PROSPECTS FOR THE DEVELOPMENT OF VOCATIONAL TRAINING FOR YOUNG PROFESSIONALS

ANÁLISIS DEL ESTADO Y PERSPECTIVAS PARA EL DESARROLLO DE LA FORMACIÓN PROFESIONAL PARA JÓVENES PROFESIONALES.

ABSTRACT

The article gives the feature of the development of professional mobility as the most effective for the development of the Kazakhstan economy. The emerging post-industrial economy places high demands on the quality of education, on vocational training and on the development of professional skills. This means that their training level shall meet the requirements of modern information and service technology. The research topic is at the intersection of a number of topical problems of modern society, such as the education of workers, the all-round development of an individual, the scientific management of society. This paper aimed at considering the theoretical and methodological aspects of studying the problem of unemployment among graduated youth. All this speaks about the importance of determining the employment step of a young specialist to assess the impact of this process on society and people. The unemployment of young specialists, as we see, is a complex social and economic phenomenon, and its impact on the society's life is quite contradictory. In this regard, it becomes more important to determine the optimality of employment of young professionals. In this article, the author also characterizes the development stages of the economy and tries to find a more efficient model for the development of the Kazakhstan economy. This article especially highlights the issues of forming the image of young professionals, as they are the political and social face of our country.

KEYWORDS: young generation, youth employment, labor market.

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RESUMEN

El artículo da la característica del desarrollo de la movilidad profesional como el más efectivo para el desarrollo de la economía de Kazajstán. La economía postindustrial emergente impone grandes exigencias a la calidad de la educación, a la formación profesional y al desarrollo de habilidades profesionales. Esto significa que su nivel de capacitación debe cumplir con los requisitos de la tecnología moderna de información y servicio. El tema de investigación se encuentra en la intersección de una serie de problemas de actualidad de la sociedad moderna, como la educación de los trabajadores, el desarrollo integral de un individuo, la gestión científica de la sociedad. Este documento tuvo como objetivo considerar los aspectos teóricos y metodológicos del estudio del problema del desempleo entre los jóvenes graduados. Todo esto habla de la importancia de determinar el paso de empleo de un joven especialista para evaluar el impacto de este proceso en la sociedad y las personas. El desempleo de los jóvenes especialistas, como vemos, es un fenómeno social y económico complejo, y su impacto en la vida de la sociedad es bastante contradictorio. En este sentido, es más importante determinar la optimalidad del empleo de los jóvenes profesionales. En este artículo, el autor también caracteriza las etapas de desarrollo de la economía y trata de encontrar un modelo más eficiente para el desarrollo de la economía de Kazajstán. Este artículo destaca especialmente los problemas de formación de la imagen de los jóvenes profesionales, ya que son la cara política y social de nuestro país.

PALABRAS CLAVE: generación joven, empleo juvenil, mercado laboral.

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INTRODUCTION

The preparation of young people for work is now one of the most pressing problems of theory and practice of modern society. At present, young people have in fact become the most important source of replenishment of the country's labor resources.

This trend is quite stable, as today young people under the age of 29 constitute a significant part of the country's population. The specific weight of young people is very significant in various branches of the national economy, in the service sector, in science, etc. In any case, while any particular social problems of young people are not solved, they shall be returned again and again to study them deeper, more fully, to develop more effective recommendations for their elimination [1. p. 70].

A special role in this process belongs to the issue of ideological, political, psychological and moral preparation of young people for work, its effective inclusion in the complex and diverse system of the modern labor market.

The purpose of the scientific work is to analyze the ways of improving the organizational and economic aspects of the employment of young people in the labor market of the Republic of Kazakhstan and to indicate the ways of forming the effective state regulation on this issue.

One of the main directions of the strategy of the President of the Republic of Kazakhstan "Kazakhstan-2050" is to increase the profitability and socio-economic stability of Kazakhstan. These supremacies are based on the active use of national capital in the financial center, that is, microcrediting, raising the level of public works and serving the population.

METHODS

The studies conducted by us in 2017 in the Korkyt Ata Kyzylorda State University (1,000 people) on the basis of mass, representative surveys have been, as it is now clear, very relevant and modern. It is the integrity that determines the possibility of different approaches to its solution. The research was aimed at studying the factors contributing to the employment of graduates of the higher educational institutions and the reasons preventing their employment by specialty. The survey was conducted with the participation of employment centers of the Republic of Kazakhstan. The study participants were 1,000 respondents aged 22 to 29 years old, with higher education, who completed their studies at the university and received a diploma of higher education from one to five years ago. The average age was 23.4 years old.

The participants were asked to answer the questionnaire questions, including open and closed questions on the employment problem.

RESULTS AND DISCUSSION

The following questions were posed by the article authors. How important is the problem of employment of the university graduates for Kazakhstan? How did the problems of employment in Kazakhstan during the period of socioeconomic transformations affect the employment of university graduates? How do the university graduates adapt to the modern labor market in Kazakhstan? What factors combine or hinder the employment of university graduates in Kazakhstan?

And a broad study of youth issues began around the 1960s in the thematic and geographical terms. To a large extent, this is due to the expansion of the scope of sociological studies, which have allowed us accumulating a sufficiently large and representative material, raise new problems, and consider many things again in other social aspects.

There are quite a lot of papers on youth issues in recent years. Some of them are of a methodological nature, while others consider theoretically more specific issues. The range of the latter is very wide. We will dwell only on some of them, which are directly related to the problems studied in this paper.

One of these problems is the professional self-determination of young people. The pro-

cess is very complicated, multilayered and ambiguous. It is connected with the most important moments in the life of young people: choice of a specialty, reception of vocational training and qualification, beginning of work, adaptation at a workplace, in a team, etc. The complexity of this phenomenon itself predetermined the breadth and multidimensionality of the issues that arose during its investigation. There are a lot of papers on the subject of professional self-determination of youth. But the exploration degree of these problems is different.

The mobility problem is another interesting and relatively new issue in the study of social development issues. The interest in this topic is associated with major changes in the social structure of modern society, with changes in the employment structure and with the intensification of many factors affecting mobility.

In recent years, the increasing attention of scientists has been attracted by various demographic aspects of social development. However, there are still a lot of researched or insufficiently researched phenomena and processes, especially those that are associated with young people starting their labor activity, even here. This is primarily explained by the fact that we have begun to engage, in broad terms, in the demographic issues in our country not so long ago.

The process of forming a competitive specialist shall begin with the primary and secondary vocational education, then continue in a higher educational institution and be focused on training personnel being in demand on the labor market.

In this moment, the institutional basis of the concepts of the republican youth policy is to draw up a qualitative model of the country's youth policy aimed at the youth socialization. Everyone knows that the country's future and its level of social and economic development depends on the integration of youth into society. Therefore, a number of the following state-important documents were adopted: The Concept of the State Youth Policy of the Republic of Kazakhstan (1999); the Program "Youth of Kazakhstan-2009" (2004); the Law "On State Youth Policy in the Republic of Kazakhstan" (2005), "Employment Program - 2020", etc. -

The state considered the ways of youth employment and investigated the ways of solving the problem of society several times. One of them is the Program "Employment - 2020". As part of the implementation of this state program, it was decided to open the employment centers throughout the republic, where it is studied the organization and implementation of planned activities for profiling, that is, the distribution of unemployed people, depending on the profile of their professional activities, level of education and other social features, with a view to providing them with effective assistance in their employment, taking into account the prevailing situation in the labor market. To that moment, it was known that the proportion of young people among the capable one made up a large part, for example, about 50% of young people in the age category from 20 to 29 years old did not have a stable job [1, p. 8]. The study of this category of young people is relevant, as they determine the political, economic and social structure of the state.

According to the statistical agency report of the Republic, it was determined that out of the total number of unemployed, 11,700 people (24.9%) had higher vocational education, 174,800 people (36.9%) had secondary special education and 124,800 people (26.4%) had basic education [2].

In 2017, compared with 2007, the share of unemployed young people with higher vocational education increased by 0.5% and the number of young people with secondary special education was 4.2%. The share of unemployed young people with basic education increased by 9 times (3.1% in 2001, but 27.7% in 2015). This indicates that the unemployment of educated young people increases every year [2].

The professional education of young professionals is the main key to supply and demand in the labor market, and this education determines the effectiveness of the youth employment policy.

The statistics showed that 64.8 young people were graduated from the universities of Kazakhstan in 2011, and in 2015 their number reached twice as much (123.9 thousand people) [3]. When analyzing them by specialties, we found that most of them were: teachers, specialists in economics and law.

With the advent of market reform in the field of labor and employment, the jobs have been vacated in the republic's enterprises for young professional staff. This served as the reason for an increase in the unemployment among young capable people without professional education. They did not expect to find a job without special education and without work experience, so they had to replenish a number of socially unprotected layers of the population.

Some commercial and unitary enterprises, trying not to recruit the inexperienced graduates of the universities, bring difficult conditions. They include: not less than 5-year work experience, additional qualification, and the mandatory requirement - competence in foreign languages. If we take into account the fact that the employers themselves do not speak foreign languages, then this really is too high requirement.

The government needs to address the problems of unemployment and structural imbalances in the labor market. It is so, because their activities are considered one of the important mechanisms for the formation of the socio-economic model of employment in a transition economy.

Only one third of the total share of unemployed youth applies for help to the employment center, the rest is trying to get a job by acquaintance, because there are very high requirements at placement: qualification, work experience, business knowledge and ability to own information, financial position, etc. [12].

When developing the policy measures to increase employment in order to accelerate market reforms, it is necessary to take into account regional peculiarities, then it is possible to reduce the unemployment level.

The priority opportunities for participation of rural youth are stipulated in the Employment Program. If within the framework of the employment program huge reserves are given for the development of the agricultural sector, this will increase the profit of the budget fund. Many young people try to solve the employment problem independently, this indicates that they have absolutely adapted to the socio-psychological problems of the transition to a market economy.

In order to identify the problem of youth in terms of employment, we conducted a survey (1,000 students were interviewed). It should be noted that 60.6% of the Kazakhstani students surveyed by us assess the business activity as an alternative employment option (29.3% found it difficult to answer).

But still the future state of employment looks unoptimistic: only 48.4% of respondents hope to find work in the near future, 48.4% do not hope, and 1.6% have finally concluded that they have no place in the labor market.

Based on the questionnaire data, it is necessary to adhere to the indicated direction in order to provide opportunities for young people in the labor market:

1. The implementation of the youth training to enter the labor market. Based on the results of comprehensive studies, some tasks were identified for the employment of young people (disproportionality of the labor market, motives for unemployment of the unemployed youth, assessment of the main areas of work in the main streams of students, competitiveness in the intellectual orientation and vocational training for entering the labor market, growth of professional careers, incorrectly organized coordination activities of public services, non-ability of professional self-definition and employment of young people).

According to the research results, it is revealed that young people do not receive specific knowledge about the current labor market, the rules of behavior in the labor market, the schemes for achieving a better professional career about their rights and duties in the field of labor relations. The young generation is not also ready to compete and be the subject of the labor market. At the primary entrance to the labor market, everyone knows that the young people are more dominated by idealistic thoughts about the future profession, and the slightest violations and failures destroy and lead to the emergence of complex socio-psychological conditions.

2. The main employment tasks of the university graduates. According to the social questionnaire results, it was determined that in most cases young graduates of the regional university hope and strive to get a job (82.5%),

but only 60.1% of them want to work in their specialty. In the course of the study it was found out that the graduates of non-state universities did not believe in the help of the employment center, so they tried to place themselves by acquaintance. And the graduates of state educational institutions are confident in the state's help and intend to find work, but this does not mean that there is no problem. Therefore, the important state and social programs for solving these problems are developed and proposed.

The university graduates have a wider range of motivations: 1) good payment - 53.7%; 2) actual work experience in the specialty (29.3%); 3) possibility of independent assimilation of works of different spheres (35.6%), 4) keeping up with peers (3.2%), 5) changing life for the better (9.04%);

Everyone knows the strategy of a young specialist in the labor market, it is a convenient planned work activity (maximally high wages, free working day schedule, time reserves left for the family and leisure, etc.)

SUMMARY

Based on the questionnaire results, it was clear that the majority of respondents (53.7%) are looking for work in the specialty and intend to use the acquired knowledge and skills in practical activities, and 50% of respondents think about improving their financial situation. Thus, the new aspects of the youth employment are as follows: firstly - constant increase in the workforce and ability to predict, plan and coordinate the activities of the enterprise; secondly - the need for constant analysis on the demand for certain professions and monitoring the change in demand for them, which will allow the universities flexibly arranging the policy of training young people.

Thus, the sociological research shows that the feature of inherent in modern youth is the desire to improve the level of education and qualifications. It is important to use these aspirations of young people so that each new generation will rise to a higher level of education, professional qualifications, actively participate in resolving the root problems of economic and social development, in managing state and public affairs.

The results obtained allowed us drawing up the following conclusions:

1. The university graduates are not adapted to work in the market conditions, experiencing a shortage of practical skills and abilities.
2. The majority of university graduates find their job with efforts, with great difficulty.
3. More than half of graduates of the humanitarian and technical areas of training have a desire to work in their specialty.
4. Young people highly appreciate their own knowledge and are confident in their work abilities.

The research results can be used in comparative scientific analysis, as well as in determining the personnel policy of higher educational institutions and planning the curricula of the higher education system. The results obtained can influence the employment mechanisms of the university graduates.

CONCLUSIONS

At present, a large-scale employment program is being implemented in Kazakhstan - the Employment Road Map-2020, - which contains advanced employment mechanisms: retraining, advanced training, youth practice, direct job creation, but this program document can be improved.

The proposed initiatives are based on the principles of joint contribution of all labor market participants: state, employers and potential employees, proceeding from the position that each side shall take active measures to ensure employment:

- the state - by creating conditions;
- an employer - by creating workplaces;
- a potential employee - by having a desire to constantly improve his/her competitiveness.


Provision with the decent work is the basis of social protection of the population, development of the human resource potential and an important condition for the implementation, the main way to improve the quality of life and to increase the social wealth [10].

The unemployment is one of the most pressing problems in the world. And it often occurs in the countries moving from one system to another. For example, such a process is currently taking place in Kazakhstan. It brings other new problems with itself. The unemployment problem is closely related to the human factor and directly affects them. Loss of work leads to a decrease in their income and standard of living, respectively, leading to various stressful situations. Therefore, many politicians pay great attention to the unemployment problem in their election programs prior to elections to local government bodies.

The improvement of youth employment is directly related to the socio-economic development of the region. It is also necessary to increase the role of regional executive bodies in addressing youth employment issues, because, with the help of these bodies, the regional employment programs are organized and mainly carried out. Young specialists need considerable knowledge in the related industries, additional education, and the ability to adapt quickly in the rapidly changing circumstances. Taking into account the peculiarities of adaptation of young specialists to the modern labor market when they are trained in the higher educational institutions and other educational institutions will increase their adaptive potential and, in general, the level of psychological preparedness for the modern labor market and professional activity in the modern conditions.

All this speaks about the importance of determining the employment step of a young specialist to assess the impact of this process on society and people. The unemployment of young specialists, as we see, is a complex social and economic phenomenon, and its impact on the society's life is quite contradictory. In this regard, it becomes more important to determine the optimality of employment of young professionals.

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