

# **DEMOGRAPHICS, ECONOMICS AND SOCIAL POLICY IN THE CONDITIONS OF THE LABOR MARKET GLOBALIZATION**

**Larysa Bogush, Candidate of Economic Sciences,  
Senior Researcher**  
*Ptoukha Institute for Demography and Social Studies  
of the National Academy of Sciences of Ukraine  
Kyiv, Ukraine*

*DOI: <https://doi.org/10.30525/978-9934-26-296-8-39>*

## **WORKFORCE' EFFECTIVE REPRODUCTION THROUGH PROFESSIONAL EDUCATION' GOALS, TASKS, MECHANISMS**

The realities of Ukrainian socium activity in the professional education provision indicate the presence of a number of problems that are quite inertial due to their consequences and solving measures' effectiveness. Among these problems, we should note: the unsatisfactory objectivity of the mechanisms for the formation and distribution of the personnel training order' state and regional segments, weak control of these processes by civil society; education institutions' excessive orientation on meeting the current conditions of local labour markets and requests of the applicants' most solvent groups without adequate consideration of the strategic outlook and priorities; an acute lack of vocational training funding, including due to the local communities budgets' deficit; the shortage of practice bases for pupils and students, deficiencies in material, technical and personnel support of production practice programs.

The general trend in the development of social activities for the professional education' provision and the professional education system itself is determined as balancing integration and implementation of current and prospective public demands and guidelines in the professional and qualification potential reproduction' sphere, the capitalization of which will ensure the population well-being' improvement, the national economy' diversification and innovative modernization [1–3].

The process of the professional education' modernization should solve the tasks related to:

– improving the education quality, the educational and pedagogical process' structure, the list of specialties and professions, the content of relevant curricula and programs in accordance with the modern knowledge'

and technologies' sum, achievements and prospects for the scientific and technical progress development, public expectations and strategic goals for the technological structure' modernization in Ukraine, as well as for the diversification of the national economy and foreign markets for internal goods' and services' sales;

- developing the professional education regional subsystems' functional and territorial organization in the directions of enhancing the relevant services' availability, their material and technical, scientific and pedagogical support, integrating the links' spectrum (vocational guidance, vocational and higher education, activities for advanced training and retraining throughout the working life) for effective communications with communities of services' users and employers' representatives, as well as for inclusion in territorial scientific-innovative-production clusters and a number of free economic zones' structures;

- rising up the effectiveness of connections and communications between professional education institutions, these services' users and social dialogue' subjects (i. e., the state, the public, employers) in the development and forecasting of the scope and structure of the personnel' training, career development and retraining within the framework of state and regional orders, employment services' programs, as well as at the private persons' expense; society-wide popularizing of objective ideas about competitive education in the Ukrainian market economy' conditions;

- optimizing the public control mechanisms over the balancing of educational programs' mandatory and optional components in professional education institutions of various ownership forms, as well as over the resources' spending, received from their economic (professional, auxiliary) activities, primarily for the educational and pedagogical process' needs, its material and technical base' improvement;

- ensuring the competitive education availability for the population' vulnerable groups; assisting graduates in finding the first job in their specialty on the labour market.

We should highlight the following tools for modernizing the organizational and economic foundations and functioning mechanisms of the professional education, developing these services' quality, such as:

- regulatory and administrative (first of all: objectification of the content and scope of the order' state and regional components for personnel training, career guidance, retraining in the higher and vocational education institutions; coordination of specialties' and professions' state standards with the National qualifications' system, setting precedents for the dominance of the professional education' state standards in the practice of non-formal education' recognition, as well as approval of corporate standards for knowledge, skills, competencies, qualifications by positions);

- financial and fiscal (in particular, the initiation of: a state budget subvention for a regional order of personnel training, retraining and advanced training in vocational and technical schools; tax benefits and preferences for business entities that are funding their staff' training, professional guidance and retraining with or without separation from production);

- marketing (encouragement of professional education entities of various ownership forms to promote the aggregated brands of universities, vocational schools and their specialties, aligned with both the regional labour markets' current needs and the state development strategy for the whole economy, certain spheres and types of business activities; involvement of the social dialogue' institutions in determining the content and providing professional education services).

The main results of the modernization of the professional education' system and content in the short-term prospects will be:

- improvement of the education' content and structure, the educational services' quality according to the list of specialties and professions for which the order' state and regional components for personnel' training, professional development and retraining are distributed;

- dissemination of the dual education' programs and methods in vocational and technical institutions (from colleges to schools of narrower specialization);

- further enhancement of the specialties' and professions' state standards, coordination between this aggregate, the National qualifications system, non-state systems and standards for the professional education' recognition;

- formation of the resource centres' network providing services for the personnel' vocational education, professional development and retraining on the basis of regional status' vocational and technical schools with educational services' diversified offer;

- increase of the control effectiveness over the target use of funds obtaining from the business activities of vocational education institutions of various ownership forms.

The modernization process in the professional education' system and content in the long-term prospects will contribute to:

- the improvement of the professional education system' organizational and economic mechanism and structure, including through:

- the higher and vocational institutions' integration in professional education territorial subsystems, regional scientific-innovative-productive clusters; development of programs and a bases' network for pupils' and students' production practice; dissemination of programs and measures of professional education territorial subsystems' innovative activities;

- strengthening the colleges’ role as a link of higher institutions’ and vocational schools’ integration due to providing their students with thorough comprehensive education and broad specialization that allows them to have jobs in a certain profession on workers’ or junior specialists’ positions, or to continue higher professional education’ obtaining;
- diversification of the professional education system’ funding sources due to a noticeable increase in the employers’ costs for the personnel’ training, professional development and retraining with or without separation from production;
- optimization of the vocational schools’ territorial organization in accordance with the regional economic subsystems’ needs;
- the enhancement of the education quality and competitiveness of graduates from Ukrainian universities and vocational schools on the internal and foreign labour markets, including as a result of balancing nation-wide state and corporate standards of professions and qualifications by certain positions;
- the expansion of the vulnerable groups’ access to competitive professional education with the possibility of improving qualifications or acquiring a related profession, in particular, within the framework of programs with extensive state or regional funding;
- the popularization of Ukrainian services for professional education and advanced training among applicants from other countries due to the ratio “quality – price”;
- the increase of the state and local budgets’ income from the professional education system’ services.

### **References:**

1. Vavreniuk S. (2018) Rozvytok vyshchoi osvity v Ukraini v konteksti ryzykiv ta vyklykiv [Development of higher education in Ukraine in the context of risks and challenges]. *Publichne uriaduvannia* [Public governance], vol. 3 (13), pp. 29–38. (in Ukrainian)
2. Marchenko O., Sydorenko N. (2019) Higher education in the globalized world: modern trends in management, funding and quality assurance. *Economic Annals-XXI*, vol. 179 (9–10), pp. 53–65.
3. Voliarska O. (2020) Napriamy rozvytku vyshchoi osvity v Ukraini v umovakh nestabilnosti [Directions of higher education development in Ukraine in instability conditions.]. *Osvita doroslykh: teoriia, dosvid, perspektyvy* [Adult education: theory, experience, perspectives], vol. 18 (2), pp. 34–43. (in Ukrainian)