

CHANGES IN APPROACHES TO PROFESSIONAL TRAINING OF WORKERS IN MODERN ECONOMIC CONDITIONS

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Анотація

У статті розглядаються актуальні проблеми розвитку системи професійної підготовки та підвищення конкурентоспроможності працівників. Аналізується роль впливових факторів, які надають важливість професійній підготовці робітничих кадрів у сучасних економічних умовах.

Ключові слова: професійна підготовка, робітничі кадри, безперервна професійна підготовка.

Abstract

The article examines the current issues of developing the vocational training system and enhancing the competitiveness of workers. It analyzes the role of influential factors that emphasize the importance of vocational training for workers in modern economic conditions.

Key words: training, working staff, quality workforce, continuous professional training.

Introduction

The comprehensive development of labor potential plays a pivotal role in enhancing economic efficiency. It is a key driver of national wealth and a catalyst for societal advancement within a country. Global experience has consistently shown that investing in labor potential yields the most impactful outcomes, contributing to a new paradigm of economic growth witnessed in developed nations over the past decade. In Western Europe, this single component alone accounts for approximately 75% of national wealth expansion.

The fundamental principle underpinning the cultivation of labor potential in Ukraine revolves around formulating and executing an extensive, long-term strategy aimed at modernizing the entire vocational training system. This strategy entails aligning its quality with EU standards while addressing the internal developmental requirements of the nation, society, and market economy. Creating an environment where an individual's position and social status are predominantly determined by their level of education, acquired knowledge, and practical application of skills is imperative.

The swift pace of structural transformations in the modern economy, combined with the diminishing relevance of knowledge acquired through initial vocational education, necessitates the establishment of a lifelong learning and education system that fosters seamless connections across all educational tiers.

Research Results

In the rapidly evolving market landscape and amidst the swift advancements in technology, there is a pressing need for highly skilled workers who can readily adapt to dynamic environments and continually enhance their qualifications. This imperative requirement arises from the drive towards innovation in production, fostering the successful implementation of cutting-edge technologies in modern enterprises. Consequently, it amplifies labor productivity and propels the creation of competitive products.

The transformation of the production landscape necessitates a corresponding metamorphosis in the workforce composition, characterized by individuals who possess a diverse range of professional expertise approaching that of technical specialists. They should be equipped with complementary skills and maintain a perpetual readiness for retraining and upskilling.

The foundational tenets of the human development concept serve as the bedrock for formulating the Human Development Index (HDI), also referred to as the Human Development Index (HDI) in scholarly literature. This index serves as an inclusive measure of a nation's level of civilization, encompassing vital indicators such as life expectancy, educational attainment, and per capita GDP adjusted for purchasing power parity. Since 2015, the average global HDI has witnessed a remarkable 23% upswing, mirroring worldwide trends in life expectancy, educational progress, and income growth, albeit with notable variations and disparities across different countries [1].

The existing standard training programs for workers do not fully meet the evolving requirements of the labor market. The constant influx of innovations affects all aspects of life, including the demand for various professions and the nature of those professions themselves. Consequently, education cannot be considered complete after completing five years of university or a 2-3 year vocational training program; it needs to extend beyond that. Proactive professional development plays a critical role in ensuring professionals remain competitive in the labor market, necessitating continuous and adaptable approaches.

It is important to highlight that the system of on-the-job professional training in Ukraine, specifically the system for upgrading skills, has been deteriorating over the past 10-15 years. In the early 1990s, approximately 3 million individuals would annually enhance their qualifications, but in recent years, this number has decreased to around 1 million workers. Moreover, qualification upgrades now occur on average once every 13-15 years. In comparison, EU countries have an average interval of about five years, Japan ranges from 1 to 1.5 years, and Russia stands at 7.8 years.

Official data [2] indicates a decline in the prestige of labor activity in Ukraine, leading to a brain drain of skilled professionals from industrial enterprises. Merely 5% of workers employed in these enterprises possess higher qualifications, in contrast to 43% in the United States and 34% in Germany. Projections suggest that by 2020, the demand for skilled workers in domestic enterprises will only be met at a rate of 45%. The experience of developed countries demonstrates that the quality of professional training significantly impacts a country's GDP growth. In these countries, approximately 25% of workers are employed in innovative technologies. Notably, in the United States, 8% of workers contribute over 20% of the GDP, with the country allocating approximately 40% of global expenditures towards enhancing the professional level of its workforce.

Conclusions

The analysis of the proactive development of professional training in Ukraine yielded the following findings:

1. The vocational training system's outdated material and technical infrastructure, coupled with the challenges of future updates, can only cater to the preparation of basic labor occupations, falling short of meeting the demand for highly skilled workers necessary for Ukraine's innovative economic development.

2. To foster innovation and align with EU requirements, it is essential to establish a mechanism for continuous professional training that embraces modular training, competency certification, targeted instruction, agility, and job-specific preparation. Furthermore, leveraging modern facilities at enterprises will contribute to the progressive advancement of the economy.

3. The need for implementing a system of continuous professional training stems from the ongoing innovative processes in the labor market and the training of qualified workers.

Given the existing imbalance between the current professional training system for workers and the actual demands of the job market, it is imperative for the government, employers, and further scientific research to take new measures in addressing this disparity.

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