

NININS 2020**International Scientific Forum «National Interest, National Identity and National Security»****DEVELOPMENT OF THE MOVEMENT “YOUNG PROFESSIONALS”. EFFICIENT TOOL OF QUALIFIED PERSONNEL TRAINING**

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Abstract

In modern conditions of economic development of the regions of the Russian Federation, the main goal of vocational education is to ensure regional labor market graduates, whose qualifications must meet both the requirements of employers and the best international standards. Improving the quality of training for workers in specialties can be achieved by more effectively integrating individual regions and the country as a whole into the international infrastructure for training workers according to Worldskills standards and encouraging people to develop their own competencies. The article assesses the implementation of WorldSkills tools in the vocational education system of the Belgorod Region. Here also proposed a set of measures for the further development of a regional system for training workers in WorldSkills standards. The expediency of the consistent and systematic development of the Young Professionals movement (Worldskills Russia) in the region has been proved, which will ensure the transition of vocational education in the region to a new qualitative level.

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1. Introduction

The problems of the national system of vocational education, aggravated during the transition to a market economy affect the quality of mass training of specialists and skilled workers and led to a significant gap between the qualifications of trained personnel and the requirements of modern material production (Tretyakova & Tselyutina, 2015; Vlasova, 2017). In recent years, it is the system of training personnel and middle-level specialists that has undergone the most dramatic changes, due to the implementation in the regions of comprehensive programs for the development of vocational education using the mechanism of state support for innovative projects on terms co-financed by the constituent entities of the Russian Federation and employers (Zakharov & Protodyakonova, 2018).

2. Problem Statement

The article presents the results of the analysis of the implementation of WorldSkills Russia standards in the system of professional education in the Belgorod region.

3. Research Questions

In modern conditions, advanced training plays a key role and it becomes necessary to introduce world-class modern standards in their training (Chase, 2015; Dorst & Cross, 2001; Hoey, 2009). The relevance of this task increases with the development of high-tech modern specialties (Tretyakova & Vlasova, 2018). It raises questions: how actualize and optimize the system of training specialists in the field of secondary vocational education and how to organize and conduct an independent assessment of the results of the training of these specialists. Modern conditions require a change in the existing educational model, which should be aimed at integrating individual regions and the whole country into the international infrastructure for training workers according to WorldSkills standards (Petrov, 2019; Zvereva et al., 2018).

4. Purpose of the Study

The article proposes a set of measures for the further development of a regional system for training workers in WorldSkills standards.

5. Research Methods

The system of vocational education in the Belgorod Region, being a part of the education system of the country, is developed with the consideration of priorities of the state policy of the Russian Federation and world trends in science, technology and production. In recent years, a high-quality new vocational education has been built in the Belgorod Region (Buchek, 2019).

In 2015, the Belgorod region joined the WorldSkills Russia movement. In 2016, the regional coordination centre of the Young Professionals movement (WorldSkills Russia) in the Belgorod Region

was created on the basis of the Regional Autonomous Institution “Institute for Regional Personnel Policy”.

Since 2017, in the Belgorod region an annual World Skills Russia Championship is held. The dynamics of quantitative indicators reflecting the development of a regional championship is presented in Table 1.

Table 1. Dynamics of quantitative indicators, reflecting the development of the regional championship in the Belgorod region according to worldskills Russia standards

Indicator	2017	2018	2019
The number of competences, pcs.	10	15	18
The number of competitive platforms, pcs.	6	13	16
The number of participants, pers.	89	113	122
The number of experts, pers.	120	172	182

It should be noted that WorldSkills Russia Academy organizes and carries out educational activities in order to disseminate the best world and domestic experience in personnel training based on the standards of WorldSkills International and WorldSkills Russia. For 2016–2018 more than 440 representatives of educational institutions and organizations of the Belgorod region were trained in programs at the WorldSkills Academy of Russia (Table 2).

In 2017, about 14 thousand graduates of colleges and technical schools in 26 regions of Russia for the first time passed a demonstration exam in WorldSkills Russia standards (Table 3). The purpose of the demonstration exam is to determine whether the results of the student’s mastering of the secondary vocational education program correspond to the requirements of Worldskills and GEF SPO. In 2017, on the territory of the Belgorod region, pilot testing of the state final certification in the form of a demonstration exam was held.

Table 2. The number of academicians and masters of industrial training of professional educational organizations of the Belgorod region, trained in the WorldSkills Academy Russia

The name of the educational program	2016	2017	2018	Total, pers.
Practice and methods of training, considering the standard WorldSkills Russia	7	20	45	72
WorldSkills Russia Demonstration Exam Expert	0	152	192	344
WorldSkills Russia Championship Expert	0	0	24	24

In general, modern technologies and WorldSkills Russia standards are being actively introduced in the Belgorod region in order to develop a system for training skilled workers for the regional economy. But building an even more efficient model of training personnel according to world standards will create an opportunity to move to the next stage – bringing vocational education programs in line with the requirements of the labor market and the innovation economy, which will in turn ensure flexible and targeted planning and training of promising and sought-after labor resources.

There are a number of problems in the region that need to be resolved, the main ones are: lack of systematic training in accordance with WorldSkills Russia standards and employers' requirements; in most professional educational organizations of the region, the equipment does not correspond to advanced technologies, there is no possibility of promptly updating the material and technical base; most teachers are not familiar with the technology of learning and new professional standards of the international level; lack of transfer practices for training WorldSkills championship winners, participants in the demonstration exam, who showed good results in the system of vocational education in the Belgorod region.

Table 3. Involvement of the subjects of the Central Federal District of the Russian Federation in experimental testing of the demonstration exam (rating of regions in 2017)

Final position	Territorial subject	Number of participants in the demonstration exam	Number of competencies	Number of educational organizations	Number of centers for the demonstration exam
1	Moscow	9651	67	58	48
2	Moscow Region	1085	26	44	17
6	Tula province	151	10	9	9
16	Vladimir province	94	6	6	5
18	Lipetsk Oblast	102	5	5	5
19	Yaroslavl province	61	4	4	4
21	Belgorod province	47	2	4	2

High-tech production requires appropriate training, and the speed of technology development dictates the need for the rapid introduction of new standards and tools. In this regard, it became necessary to implement a set of measures for the further development of the Young Professionals movement (Worldskills Russia) in the regional system of training qualified personnel.

6. Findings

Let us highlight the priority areas for their implementation.

Direction 1

The first priority is the reorganization of the regional coordination centre of the Young Professionals (WorldSkills Russia) movement in the Belgorod Region. We will reveal the directions of the regional focal point activities in order to implement and develop the movement in the region.

- i. Championship:* preparation, organization and holding of an annual regional championship; preparation and organization of participation of the regional team in the qualifying competitions and the final of the National Championship.
- ii. Junior (Juniors):* the creation of a regional infrastructure for the preparation and conduct of junior competitions, the development of the junior movement in the area.
- iii. Skills of the wise:* development of the championship movement for specialists 50 years and older, organization of training (retraining) of the category of persons 50+.

- iv. *University*: the introduction of WorldSkills standards into the higher education system, the organization of university championships and a demonstration exam based on universities in the region.
- v. *FutureSkills*: conducting research and identifying competencies for training personnel in new professions, organizing competitions for new professions, developing educational programs for training relevant personnel for the future.
- vi. *Specialized Competence Centres*: development in the field of sites on the basis of educational organizations in accordance with WorldSkills standards and their accreditation.
- vii. *Education in the WorldSkills Russia Academy*: organization of advanced training for representatives of educational organizations and enterprises of the region in the Academy.
- viii. *Demonstration exam according to WorldSkills Russia standards as a state final certification for secondary vocational education programs*: creation of demonstration examinations centres in the region, organizing and conducting demonstration examinations.
- ix. *Certification of WorldSkills Russia experts*: development of the expert community in the region, their certification.
- x. *Centres of advanced vocational training*: development of regional resources for vocational guidance, accelerated vocational training, retraining, advanced training of all categories of citizens in the most popular, new and promising professions and competencies according to WorldSkills standards.
- xi. *A ticket to the future: the implementation of programs of early vocational guidance of schoolchildren of 6-11 grades*.
- xii. *Popularization of the movement: attracting business partners for the implementation of projects and programs of the movement, conducting an information and advertising campaign on the participation of the region in the movement*.

Direction 2

Implementation of the project "School of leaders of Intermediate vocational education: design workshop." It is necessary to organize training in additional professional programs for managers and management teams of Projectized organizations in the Belgorod Region. The main task is to ensure the training of Projectized organizations management teams for the introduction of modern models of management of professional educational organizations, ensuring the improvement of the quality of training in accordance with the best international standards and advanced technologies.

Direction 3

Determine the "leading" Projectized organizations areas, based on which training will be provided in the most popular and promising specialties and working professions in accordance with international standards and advanced technologies. The status of "leading" Projectized organizations is recommended to be assigned to the leading institution in the regional system of Intermediate vocational education, which operates on the principles of public-private partnership, the main purpose of which is to ensure leadership in the regional market for the training of personnel in accordance with advanced technologies.

Direction 4

Development of personnel potential of the Intermediate vocational education system. The main directions of modernization of the system of staffing the system of Intermediate vocational education are to attract employees of the real sector of the economy, graduates of educational organizations and employees of universities, retaining staff on the basis of social benefits, concluding "effective contracts", training, improving their skills with subsequent evaluation and recognition of qualifications. In addition to these areas, the development of human resources for Projectized organizations should be carried out through training and expansion of the regional expert community in the context of WorldSkills Russia competencies.

Direction 5

Development of FutureSkills in the region. Technological changes will consistently change the existing market structure, the organization of individual companies and entire industries and, as a result, the requirements for competencies and training of workers. In this regard, it is necessary to implement training programs on competences of FutureSkills, including information and communication technologies, transport and logistics, and production and engineering technologies.

Direction 6

The use of WorldSkills tools in the development of the education system. It is proposed to update educational programs considering the tasks that will be put forward for the demonstration exam. For these purposes, a pool of regional customers is formed for specific competences and educational programs are developed for these customers. Accordingly, these programs will be updated in terms of the regional component of future employers.

Direction 7

Network interaction of the Worldskills movement participants. It is necessary to begin with the creation of a network site in the region between several Projectized organizations that would share the material and technical basis of each other. It is necessary to work out the rules of this interaction. Further, having tested this interaction mechanism, it will be possible to include other participants of the Worldskills movement in the system.

Direction 8

Development of social partnership and attraction of business partners. It is necessary to involve representatives of enterprises and organizations of the region in the activities of the World Skills movement. For example, an employer may see his future employee in action when he participates in a championship or demonstration exam. If the demo exam contains a job component that is interesting to the employer, then he will react to it with great attention.

Also, a significant role in the development of the Worldskills movement is played by social partnership. There are many options for interaction, for example, in order to organize and conduct Worldskills standards events, social partners can: provide equipment and tools for the duration of the

championships or demonstration exams; assistance in preparing contestants for competitions at various levels on the basis of the enterprise; to provide the winners and prize-winners of the WorldSkills standards with a paid internship or employment, etc.

Direction 9

Popularization of the WorldSkills movement in the region. In order to increase the importance and prestige of working professions, it is necessary to develop a concept that would include coordinated actions for: highlighting the activities of the movement in regional mass media; mass informing about career guidance activities in the region; development of the WorldSkills Internet portal in the region; development of groups of participants of the movement in social networks and other events.

Direction 10

Increasing the motivation of participants in competitive events according to WorldSkills Russia standards. The main motivator for competitors to achieve high results of course in the first place is the financial component. It is necessary to form a fund in the region to encourage the best participants of championships of all levels (regional, qualifying, national). In addition to the contestants themselves, it is necessary to motivate other participants in the movement. These are the directors of educational organizations and expert mentors. It requires the study of all possible ways of motivation, including psychological.

7. Conclusion

Having studied various types of effective tools of the WorldSkills movement, we see the need for their consistent and systematic introduction into the regional system of vocational education, and some of them may be integrated into the general education system of the Belgorod Region. The implementation of measures within the framework of the designated areas for the development of movement in the region will contribute to: increasing the prestige of working professions in the region; the introduction of modern educational technologies in the training of skilled workers; the creation of a modern Projectized organizations infrastructure and an effective tool for assessing the skills and knowledge of young workers; advanced training for Projectized organizations teaching staff; the introduction of a mechanism for restructuring the system of vocational education to meet the requirements of business and high-tech industries; providing the real economy with the necessary professional, ready-to-work personnel that do not require retraining.

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