

**СЕКЦІЯ 1. РОЗВИТОК ПРОФЕСІЙНИХ КОМПЕТЕНЦІЙ В
ПІДГОТОВЦІ ФАХІВЦІВ ЕКОНОМІЧНОГО ПРОФІЛЮ**

**DIRECTIONS FOR DEVELOPMENT OF HIGHER
EDUCATION AND TRAINING AT A WORKPLACE**

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Problem aspects in the training of specialists in the economic field still remain poor quality of education and training in the workplace, which hinders the growth of our country's competitiveness and innovative development of enterprises.

According to the Resolution of the CMU «On approval of the plan of measures for the development of higher education for the period up to 2015» (August 27, 2010, No. 1728-p), the priority directions of education development are:

definition of the mechanism of economic incentives for the participation of employers in the organization of vocational and practical training of students of higher educational institutions. The regulation of relations between employers and higher educational establishments is carried out on the basis of the CMU Order «On the Increasing the Level of Employment of Graduates of Higher Educational Institutions» (August 27, 2010 No. 1726-p), the Order of the Ministry of Education and Science, Youth and Sport of Ukraine «On Approval of the Model Provision on the Division of Higher Education the institution on assistance to the employment of students and graduates of higher educational institutions» (April 27, 2011 No. 404);

ensuring the development of applied research in higher education institutions and creating conditions for further implementation of their results into production through the development of science parks, technology parks, business incubators and other innovative structures. At the moment, it is regulated by the Decrees of the CMU «On approval of the list of paid services that may be provided by educational institutions, other institutions and educational establishments belonging to the state and municipal form of ownership» (August 27, 2010 No. 796), «On Approval of the

Procedure for Registration of Organizations, whose activities are aimed at meeting the needs of small and medium enterprises» (May, 21, 2009, No. 510), «On Approval of the Program for the Development of Investment and Innovation Activity in Ukraine» (February 2, 2011, No. 389);

ensuring the development of public-private partnership in the field of education, aimed at expanding and improving the educational, laboratory, and material resources of the leading universities.

According to the Concept of training of specialists on the dual form of education, it is proposed to implement a set of measures for the development of models of mutually beneficial relations between educational institutions and employers aimed at ensuring the practical training of education applicants for independent professional activity and their social adaptation in labor collectives, normative and legal and organizational support, conducting approbation, research, updating of models and recommendations for wide use. The training of specialists in the dual form of education envisages the establishment of equal partnership of educational institutions, employers and education providers with the aim of acquiring educational experience of practical application of competencies and their adaptation in the conditions of professional activity. A dual form of education involves studying in the workplace with the performance of official duties in accordance with the employment contract. This form of education is directed, in particular, to the adaptation of the applicant to the first place of work corresponding to his educational specialty and qualifications.

Taking into account all of the above, the company is recommended to provide innovative development:

to initiate the establishment of cooperation with the educational institution for the training of specialists in the dual form of education, including by initiating the creation of dual education programs;

together with the educational institution to participate in the development and approval of educational programs and curriculum, to take part in the selection of applicants for education in order to study the dual form of education; Conduct a permanent dialogue with the educational institution and the education provider on the stages and results of training;

to provide a workplace to an applicant for education at an enterprise, institution or organization, which involves a cash reward;

if necessary, to create conditions for increasing the professional level of the employees, who provide training for education in the workplace;

together with trade unions or their associations decide the issues of labor conditions, the introduction and determination of the amount of allowances, surcharges, bonuses, rewards and other types of material and moral encouragement for workers who train educators in the workplace.

The mutually beneficial form of interaction may be the organization of laboratories, scientific centers, basic departments. With this kind of cooperation, employers receive the opportunity of training in accordance with the specifics of the company. Research centers and laboratories allow business entities to select the best students, provide them with a place to practice (internship), and subsequently provide a full-time job.

To establish such cooperation it is expedient:

develop and adopt documents that clearly define partnership policies (these documents should be public and accessible to the general public);

appoint an individual who will be responsible for contacts with educational institutions and centers for the improvement of the skills of employees;

creation of Internet resources for communication with students and potential workers;

participate in conducting master classes, trainings, business games.

investing in improving university laboratory equipment, since such an investment will allow students to acquire skills in modern equipment and, accordingly, reduce the length of adaptation of young specialists, and increase the quality of research work;

to actively participate in the process of forming the content of education, in particular, in working groups on the development of professional standards;

to promote the activity of professional associations of employers in the process of reforming higher education in Ukraine.