

**NEW QUALITY
OF TRAINING OF
QUALIFIED PERSONNEL
AS A FACTOR IN THE
PREVENTION OF
PRECARIOUS
EMPLOYMENT IN
THE REPUBLIC OF
KAZAKHSTAN**

The Head of State NA Nazarbayev in his Address to the Nation «Socio-economic modernization – main direction of development of Kazakhstan» noted the need for professional and technical personnel of world-class [1]. Existing system of technical and vocational education (TVE) in Kazakhstan was created to support the command economy, in this reason it currently suffers from a lack of communication with the market economy and facing serious challenges in terms of relevance, leadership, quality and internal efficiency of the system. The project of modernization of technical and vocational education in Kazakhstan, adopted in 2010, with partners such as the Ministry of Education and Science of Kazakhstan, the European Union, the European Training Foundation, the German Society for International Cooperation (GIZ), the British Council and the International Labor Organization provides [2]:

– Developing national qualifications standards and professional standards for a number of priority sectors, strengthening the system of evaluation and institutional accreditation of qualifications for technical and vocational education institutions (TVE);

- Modernization of the governance, management and financing principles for technical and vocational education institutions;

- Strengthening the potential of technical and vocational education institutions by financing institutional development of public and private educational institutions on a competitive basis. The main key indicators of the project are defined:

– Increasing employment among graduates of technical and vocational education institutions – to improve the quality of technical and vocational education graduates with the «new skills» will be more in demand in the labor market;

– Increase return on technical and vocational education as a result of improvement of skills and competences of the «new» system of technical and vocational education and their compliance with the requirements of a dynamic labor market.

- Increasing productivity of labor and competitiveness of personnel due to the formation of new relevant and high-quality skills.

The modernization of technical and vocational education in Kazakhstan is carried out under the State program of industrialization and the active involvement of business and employers in the training

of new qualified personnel, considering needs of the labor market and international requirements.

New strategic directions of Kazakhstan in the development of the economy, socio-cultural sphere, increasing openness of society, rapid computerization and dynamism cause a change of state requirements to the training of qualified personnel. High qualification workers are becoming one of the most important factors to prevent precarious employment, increase sustainable development of society, competitiveness and national security.

Solutions of the problem of professional training, has a significant impact on the effective employment and socio-economic development of the country:

- Lack of coordination of the labor market and the education system;
- Shortage of skilled workers, especially in high-tech and innovative areas;
- The lack of partnerships between the system of vocational education, manufacturing and business community;
- Long time for preparation of qualified workers
- Social vulnerability of vocational school graduates;
- The low prestige of working professions
- Difference of modern production technologies with educational and material base of educational institutions;
- Undeveloped normative support for relationships between educational institutions and consumers of educational services, etc.

A special place in solving the problems given to public-private partnership of vocational education

with socio-economic institutions, which refers to a system of joint activities, providing training highly skilled workers and mid-level professionals, competitive and mobile in labor market.

One of the most perspective forms of organization of scientific and industrial associations are educational and industrial-educational clusters. Which created in partnership of professional educational institutions, employers and authorities in the interest of sharing scientific, educational, industrial experience. According to the long-term development policy of Kazakhstan, employment policies should be carried out according to the needs of the innovative economy, not only in terms of avoiding a significant unemployment. In this context, the need for updated training highly skilled personnel, whom could be able to work under the new conditions are very important.

One of the most important contemporary trends in the Kazakhstan's labor market is increasing demand for specialists certain level.

In 2010-2014 years for the implementation of industrial and innovative development needed more than 108,000 people, 55% (59.4 thousand) – are employees with technical and vocational education, 15% (16,000) – are employees with higher, 30% (32.6) – are employees simple professions.

Most of the unemployed people are graduates, young people 15-24 years old with no work experience. While the national average level of youth unemployment in 2012 year – 3.9%, in Zhambyl region -5.5%, in Astana – 6.0%, in Kyzyl-Orda- 6.9%, Almaty-8,9%.

Table 1 – Level of youth unemployment from 15-24 years old.

| Regions | 2008 г. | 2009 г. | 2010 г. | 2011 г. | 2012 г. |
|----------------------------|---------|---------|---------|---------|---------|
| The Republic of Kazakhstan | 7,4 | 6,7 | 5,2 | 4,6 | 3,9 |
| Akmola | 10,1 | 7,8 | 6,0 | 4,8 | 3,7 |
| Aktobe | 2,0 | 2,3 | 2,2 | 2,1 | 2,3 |
| Almaty | 4,9 | 7,5 | 4,1 | 2,1 | 1,9 |
| Atyrau | 6,9 | 4,1 | 1,5 | 0,8 | 1,0 |
| West Kazakhstan region | 7,8 | 7,6 | 6,5 | 5,5 | 5,0 |
| Zhambyl | 6,8 | 6,3 | 5,9 | 5,6 | 5,5 |
| Karagandy | 8,6 | 8,4 | 5,8 | 5,0 | 4,8 |
| Kostanay | 8,4 | 5,1 | 4,6 | 4,7 | 4,9 |
| Kyzyl-Orda | 7,1 | 6,7 | 6,5 | 6,7 | 6,9 |
| Mangistau | 8,3 | 7,0 | 7,0 | 6,2 | 4,3 |
| South Kazakhstan region | 5,0 | 4,6 | 2,1 | 1,8 | 0,9 |
| Pavlodar | 6,7 | 7,3 | 5,4 | 4,5 | 4,1 |
| North Kazakhstan region | 10,8 | 7,9 | 5,9 | 5,8 | 4,3 |

Table 3

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|-------------------------------|------|------|------|-----|-----|
| East Kazakhstan region | 10,4 | 8,6 | 7,0 | 9,1 | 5,7 |
| Astana | 11,4 | 10,5 | 11,2 | 9,0 | 8,9 |
| Almaty | 10,2 | 8,8 | 9,0 | 6,6 | 6,0 |
| Note – Compiled by source [3] | | | | | |

Head Hunter Kazakhstan made interview among 2.500 people, 69% of them have high education, 13% have more than one diploma. According to the poll results of «Head Hunter Kazakhstan» only 50% of them work on their field of work, 26% had never used in practice received knowledge in universities, 24% once worked at his trade, but currently work in another area.

Often theoretical knowledge of graduates of the university does not quite meet the requirements of the employer, not to mention the practical skills of employee. After graduating university, graduates lose proximately 20 percent of knowledge in the job search process. Accordingly, graduates initially does not meet the requirements of real-time. Practice shows that most of the graduates of universities are work not on their field, which is what happens now or have to get specialties that are more popular.

According to the poll results of Head Hunter Kazakhstan: in particular, half of the high-educated people would prefer to «retrain». On top of the list economic professions (16% of interviewed), technical education (15% of interviewed), especially in the area of «Marketing / Advertising / PR». Also demanded professions as military, medicine, aviation, architecture and design. Most of the respondents expressed a desire to start their own business and do not work anymore for somebody else. Some of the respondents would like to get a theatrical or musical education and work in the arts, television and film. Only 2.5% of respondents want to get teaching profession and work as teachers. Only 44% of university students after graduation are going to look for work in the specialty. The rest are going to get another profession to go abroad or work in another area. [4]

Situation in the labor market of Kazakhstan is – excess of irrelevant professions and the lack of qualified personnel, which needed to provide modern technology. In our opinion, Kazakhstan needs an agency coordinating the work of career guidance, assistance to young people in professional self-determination based on the needs of the economy. We think that this is an important factor to prevent precarious employment.

According to government statistics unemployment rate in the cities of Almaty and Astana in late 2013 was at 5.6% and 5.5% of the economically active population of the city.

High unemployment in developed metropolitan areas as Almaty and Astana caused primarily by population growth due to migration within regions of Kazakhstan. Thus, in the main cities of the country there is a positive balance of migration, and in Astana is the largest tributary of the population compared with other regions. Regional authorities are unable to deal with such a huge influx of migrants. In addition, in these regions the competition among people is high enough, and the requirements of employers too high. Not having sufficient qualifications for gaining decent work, workers are forced to work in the service industry, trade, etc. Also in these cities are working illegal immigrants from China, Uzbekistan and Kyrgyzstan. Some of them are working in the field of trade, the other ones as wage workers and builders. They can easily find a job, because they agree to work for pay in 3 times less than a citizen of Kazakhstan. This omission must be corrected, as this trend poses a real threat to the economy of Kazakhstan. In this regard, it is necessary to strengthen the work with illegal migration.

Modernization of Kazakhstan's economy in the structure of production, requires a corresponding change in the structure of employment and in the structure of training qualified personnel. Currently, the entire complex of these problems – training of qualified personnel, are able to realize the modernization of the economy, restructuring of the labor market, the modernization of the structure of the national economy is still remain unresolved, despite the fact that the relevant programs are made for over a decade.

Structure of the economy still focusing on export of raw materials to the abroad, the structure of the labor market is characterized by huge imbalances, and the structure of training qualified personnel is in discord with the needs of even the current needs of the economy, not to mention a promising her needs. In the context of analyzing the structure of employment appropriate to consider all these aspects.

The main purpose of the research is analyzing the training of qualified personnel to prevent precarization of employment in the Republic of Kazakhstan, the balanced development of the labor market, development of human resources not only for the economic recovery of the country, but also becoming one of the 30 most developed countries of the world.

The implementation of the strategic objectives set by the President in the «Strategy 2050» requires qualitatively new approaches to qualified current and future needs of the national economy, the modernization of employment policy and the labor market.

Development of Kazakhstan depends on the successful resolution of the problem of employment of the economy, demography, labor market imbalances, improving the quality of labor, educational, professional and qualification level, social mobility, professionalism, and others.

In this regard, calls for further development of practical methodological tools for long-term forecasting staffing requirements, monitoring of national and regional labor markets and educational services, which helps you track the amount of training to carry out mid-term and long-term forecasts.

Youth labor market has its own peculiarities, characterized by instability of supply and demand, due to the variability of the orientations of youth, their social and professional uncertainty, namely:

- Youth is low competitive group, which increases the risk of job loss among young people
- Many graduates find employment in different fields than basic education;
- In the youth labor market appearing more tense situation with women's employment, as employers greater prefer in hiring men than women.

The areas where was the greatest reduction in the level of youth unemployment: Astana, East Kazakhstan region, Almaty.

The greatest increase in youth unemployment occurred in the following areas: Mangistau, Aktobe, Kyzylorda. In all areas of youth unemployment rate unchanged from the previous level. There is not one area where is no change to the situation with youth unemployment.

At this point, in the framework of the accelerated industrial and innovative development, it is appropriate to adapt the system of training qualified personnel. In this sense, the example of the Mangistau region. In the region since 2006 making unique training scholarships in rural areas, the training of specialists in the field of education, health, culture and sports. This practice allows us to solve two problems:

- Access to education young people from socially disadvantaged groups;

- Provide rural areas with qualified personnel.

This experience can be used in other regions with subsequent adaptation to regional specificities territories.

In the list of the most popular specialties can be divided into three broad categories, each of them operate their own factors of shortage of appropriate specialists. The first group includes occupations with low wages, which results in a large number of vacancies due to lack of attractiveness of these jobs – this group includes workers specialties like green economy, conductors, doctors, philosophers, historians, political scientists, etc. This profession or the public sector, or from among unskilled workers specialties, which predetermines low wages and a large number of vacancies. This category includes two groups of workers in terms of their skills – unskilled workers specialty (such as green economy workers) are combined in it with the experts with the most highly skilled, often have advanced degrees (members of scientific institutions – philosophers, historians and others., the doctors who receive the longest higher education).

The second group in the list of popular specialties are rare and exotic for Kazakhstan profession. Shortage of these specialists can be explained with their rarity and lack of self-training base, for example, marine mechanics, captains and pilots, and so on. Finally, the third group of specialties with high number of vacancies it is a profession, a major factor deficiency that is a very highly qualified employees and a small number of applicants, the relevant eligibility criteria. These occupations include technician's safety of aircraft, air traffic controllers, technicians in the mining and metallurgical industries, IT specialists, technicians, assembly equipment, operators of sophisticated equipment and so forth.

In our opinion, one of the focus of labor policy of Kazakhstan in the context of innovation-industrial type of development must be these specialties.

Many higher education institutions are not directly responsible for the employment of its graduates, especially graduates who studied for a fee. It continues to be a high number of unemployed among young professionals and most of the young specialists employed not in their chosen specialties. Expanding the scope of paid educational services. They often poorly regulated. In most of these institutions, a number of specialties exceed reception on government contracts, giving rise to complex social problems.

Annual release of universities specialists about 170-175 thousand people, in large enterprises is estimated to 25.7 thousand places, the expected demand for workers – 30 thousand, and the need for workers of higher qualification – only 6,800 jobs. Thus, the number of graduates exceeds the number of vacancies in the 25 times, indicating that disparities in the preparation of graduates of higher educational institutions.

In the context of accelerated industrial and innovative development of the country necessary factor realization of the planned breakthrough technology projects is to reform the system of general and special education, vocational training.

In Kazakhstan in 1995-2014 years starts an increase in the working-age population. So, if in 1995 the country was 8,838.5 thousand people of working age, at the beginning of 2014 – already

10,700.4 thousand people of working age, so there was an increase of 1861.9 thousand people or 21.1%. Increased the proportion of people of working age from 55.4% in 1995 to 62.4% in 2014 years.

The potential of the working population – is:

- The set of all job opportunities, as an individual, and different groups of workers and the general public;

- The quality and potential of human resources, determining the number and structure of labor;

- Physical, intellectual, and social components.

Formation of high-quality labor potential are becoming one of the priorities of economic development of the national economy. In addition, in a complex demographic and professional labor shortage strategically important is the search for reserves and the potential for sustainable economic growth.

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