

Features of Students Professional Training for the Organization of Social Partnership

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ABSTRACT

The article examines the issues of professional training of graduates for the organization of social partnership, identifies features, shortcomings and suggests ways to optimize the partnership. Partnership is considered as personality-oriented, which includes: focus on the recognition of positive qualities, strengths, the importance of personality in the system "teacher-student". The social partnership of a higher education institution is a joint mutually beneficial activity of educational organizations of different forms of ownership and a higher education institution, which is aimed at effective and high-quality provision of graduates with the needs of the regional labor market. The role of professional training of specialists and the expansion of their functional responsibilities are increasing. The business and personal qualities of graduates, which are associated with communicative partnerships in society, acquire a significant role. The results of expert evaluation, surveys, questionnaires of employers, teachers, graduates, positive dynamics of professional, business, personal qualities of students confirm the effectiveness and pedagogical purpose of professional training of graduates to organize social partnership in professional activities, improving the image of the institution.

Keywords: *partnership, interaction, social partnership, professional training.*

1. INTRODUCTION

Today, one of the main tasks of the education system is the requirements for the quality of graduate training. One of the major challenges that the higher education faces today is predicting the performance of students and predicting the number of admissions for a specific course. Educational organizations would like to know, which students will enroll in particular course programs, and which students will need assistance in order to complete a specific course / degree [1].

It is possible to react quickly to changes in the labor market situation only by creating a system of social partnership.

It is not so much the transfer of knowledge from teacher to student that is becoming relevant today, but the formation of competencies that will ensure student success in any field of activity. Within the framework of the World Economic Forum Davos - 2019, the theme of which was "Globalization 4.0: the formation of global architecture in the era of the fourth industrial revolution", the most important competencies that will be most

valuable to employers were highlighted. In particular, they include: problem-solving skills, critical thinking, creativity, effective people management, interaction skills, emotional intelligence, judgment and decision-making, negotiation skills, cognitive flexibility.

The development of these competencies can be ensured only in the process of active conscious interpersonal interaction. Thus, the transition from "subject-object" interaction between lecturer and student to "subject-subject" is one of the key aspects of changing the training paradigm. Such partnership, based on cooperation, is aimed at the successful introduction of modern approaches to training: student-centered learning, learning through research, distance learning. In addition, the role of the lecturer changes to the organizer, not the provider of information [2]. Teachers ignore students' initiative in learning and forget that students are the dominant position in the teaching process. This kind of classroom atmosphere is dull, so students' perceptions and experiences in the learning process are not fed back in time, and the teacher's teaching effect cannot be tested when the students' feedback is not available [3].

Meanwhile, there are a number of contradictions to which this study aims to resolve:

- between the need of the modern labor market for graduates and the lack of educational services content and technologies for the implementation of social partnership [4];

- between the need of society for social stability and the absence in practice of mechanisms of social partnership between universities and basic institutions [5].

Therefore, it can achieve the purpose of cultivating students to have innovative consciousness and innovative connotation [6].

2. RESEARCH METHODOLOGY

The methodological basis is the leading theories, pedagogical ideas and principles of science, complexity, accessibility, integrity, explaining important aspects of the research problem, as well as a set of general theoretical and empirical research methods (analysis of scientific sources and pedagogical experience in training students to organize social partnership, their systematization, questionnaires of teachers to clarify the state of the problem and reflection after its solution, generalization of research results).

3. DISCUSSION OF ISSUES

Some aspects of social partnership in higher education are covered in the works on the theory of management of professional training and personnel development (Yu. V. Vasyliiev, E.A Klimov, A.K. Markov, V.D. Shadrikov, H.P. Shchedrovyskii, etc.); scientific works are devoted to the socialization and professional adaptation of students (E.A. Astasheva, R.R. Bibrikh, O.N. Borovik, V.A. Kolobkov, H. H. Rozhenko, etc.). According to many researchers, the quality of professional training of university students does not always meet these needs (S.V. Bezvukha, N.L. Vinogradova, K.O. Chugava, etc.).

The analysis of theoretical works showed that the role of professional training of graduates for the organization of social partnership in the professional sphere is quite acute. These circumstances make the theoretical and experimental study of the problem of social partnership of higher education institutions and stakeholders in improving training extremely relevant.

4. RESULTS

Let's consider the basic concepts of "partnership" and "social partnership". In partnership, two or more persons unite, become co-owners of the created production and property, jointly manage it.

Social partnership is distinguished as a system of relationships between employees, labor collectives, trade unions - on the one hand, stakeholders and their

associations - on the other, and the state and local governments - on the third, their representatives and jointly created bodies for regulating social and labor relations that (interrelations) consist in mutual consultations, negotiations and procedures on mutually agreed principles in order to respect the rights and interests of employees, employers and the state.

In a broad aspect, social partnership is a system of interaction between employees and employers through their representative bodies (organizations) or through social partnership bodies of appropriate levels with the participation of the state in order to achieve social interaction. In the narrow aspect, the concept of social partnership should be considered in three dimensions: as one of the basic principles of modern labor law of Ukraine, as a set of collective labor relations, as a legal institution [7].

Social partnership of a higher education institution is a joint mutually beneficial activity of educational organizations of different forms of ownership and a higher education institution, aimed at effective and high-quality provision of graduates with the needs of the regional labor market.

The main purpose of social partnership is coordinated actions of the parties on the organization and conduct of professional training (retraining and advanced training) of specialists taking into account the requirements of today, development of necessary curriculum, methodological and other materials, updating the material and technical base of educational institutions [8].

Changing the content of work in society is essential for the development of social partnership. There is an increase in the role of teacher in modern society and the expansion of its functional responsibilities. A significant role is played by business and personal qualities of graduates, which are associated with communicative partnerships in society.

The study identifies the following forms of social partnership at higher education institutions:

- partnership within the education system between different groups of this professional community;

- a partnership that educators enter into by contacting representatives of other spheres of social reproduction [9].

The partnership that initiates the education system contributes to the formation of civil society. The latter is the most significant, allowing to change, design, test and install new socially significant functions of the higher education system. Social partnership allows to act effectively and successfully, bearing in mind the priority perspective common to all partners, to coordinate joint activities effectively. Such activities are the most

effective and economical for partners, including in the higher education system [10].

We experimentally determined the algorithm of professional training of graduates for the organization of social partnership in the professional sphere, namely:

1. professional self-determination (pre-professional training);

Monitoring of school graduates, career guidance festivals, questionnaires, determination of final knowledge, etc.

2. professional adaptation in the conditions of study at a higher education institution (I - II years);

Conducting psychological and pedagogical trainings, additional classes in academic disciplines, thematic evenings, thematic excursions and others;

3. stage of specialization;

Research work, students' participation in additional educational programs (foreign language, educational management, etc.), extracurricular work.

4. preparation for future professional activity;

The main task is the participation of students in scientific work, obtaining related specialties, work in the specialty and more.

5. stage of employment;

The stage of employment, at which there is a conscious choice of professional activity and place of work, events are held (job fair, meeting with leading specialists of educational institutions, etc.) (Table 1).

Table 1 Comparative table of employment of graduates of Nikopol Vocational Pedagogical College

Indicators	Data for 2011-2020									
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Number of graduates of the educational institution, persons	230	197	141	210	170	170	191	123	123	104
Number of employed graduates of the educational institution, persons	123	125	110	120	97	110	120	110	108	95

In our opinion, social partnership should be aimed at implementing such requirements as:

- 1) training of competitive graduates;
- 2) raising the level of general and professional culture of graduates;
- 3) the formation of conscious motivation to work;
- 4) development of organizational skills.

Among the graduates of the Nikopol Professional Pedagogical College, the monitoring “Your professional plans after graduation” was carried out. According to the results of the survey: 63% of graduates are employed in educational institutions, of which 31.88% are simultaneously studying in college; 37% - have not decided, will not work according to their education, they will move to work in another country.

- The results of expert evaluation, surveys, questionnaires of employers, teachers, graduates, positive dynamics of professional, business, personal qualities of students confirm the effectiveness and pedagogical purpose of professional training of graduates to organize social partnership in professional activities, improving the image of the institution.

5. CONCLUSION

Thus, the need to introduce professional training of graduates of higher education institutions I-II years of

study for the implementation of social partnership in the professional sphere, taking into account its characteristics, has been experimentally confirmed. The set of conditions that ensure the effectiveness of social partnership, the quality of professional training of students in accordance with modern requirements has been determined and substantiated.

The study of this problem, in the context of the Nikopol Professional Pedagogical College, indicates that it is possible to cooperate with the basic educational institutions of the Nikopol region really and effectively, taking into account the peculiarities of the vocational training of graduates for the organization of social partnership in the professional sphere.

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