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PROFESSIONAL TRAINING FOR REGISTERED UNEMPLOYED IN PUBLIC EMPLOYMENT SERVICES IN TERMS OF SYSTEM TRANSFORMATION**N. BALASHOVA¹**¹ Institute of State Employment Service of Ukraine

Introduction and Objective: Professional training of registered unemployed as a mean of active employment policy at the labor market is one of the priorities of the State Employment Service. Professional training and skills retraining aimed at getting someone who has lost a job, a new profession or specialty on the basis of existing educational level and previous work experience, providing professional fulfillment of unemployed, the formation of their deep professional knowledge, skills and abilities.

The purpose of research - analysis of professional training of registered unemployed in the state employment service and its efficiency.

Methods: in the study were used the following general scientific and special methods: scientific generalization and systematization - to determine the benefits and risks of educational services centers of professional education in Ukraine; comparative analysis - for comparing scientific approaches to determine the role of professional training of registered unemployed in the labor market;

system analysis - to identify factors influencing the amount of realized educational services.

Results: conducted the analysis of professional training of registered unemployed by public employment services, benefits and risks that affect its efficiency.

Conclusions: considered the organization and features of professional training of registered unemployed by public employment in terms of transformation of the system; identified factors that influence the effectiveness of training unemployed centers, professional education state employment of Ukraine, namely: identification of professions that are needed in the labor market; forming the unemployed motivation to study; human resources; high level of material and technical equipment of the university.

Keywords: public service employment, professional training of registered unemployed, the labor market, centers of professional education of Ukraine state employment.

Problem and its connection with important scientific and practical tasks. Professional training of the unemployed in public service employment is seen as an important element of the state of active labor market policy in modern Ukraine, because it is the most ambitious and expensive program, both in number of participants and in terms of funding. The cost of active employment policy account for about 25% of the total cost, about half of these funds (12-12,5%) is allocated to training. According to International Labour Organisation Convention 1966 №122 training the unemployed is part of an active employment policy, including the promotion of employment of all who are ready to get to work and looking for it; maximize productivity at work, and providing each potential employee free choice of employment and the opportunity to receive special training to use their skills and abilities to perform the type of work for which he is most suitable.

The current situation in employment makes high demands on the quality of education, efficiency of educational technologies, introduction of professional orientation process support, implementing measures on professional and social rehabilitation of unemployed. In this context the question of the effectiveness of professional training in the public employment service and its theoretical and applied research are of particular relevance.

Analysis of recent research and publications. The analysis of the research showed that in recent decades the problems of professional training of unemployed, domestic and foreign scholars have paid much attention. Among the scientists questions of professional training for the unemployed in a market economy considered Grishnova O.A. [2], Marshavin Y.M. [4], Rykov O.A. [9], Kapchenko L.M. [3]; problems of state regulation of professional training of registered unemployed highlighted in studies of Savchenko N.V. [8], the organization of professional training of the unemployed in N. schools considered Skulska V.E.[10] and others.

Previously unsolved aspects of the problem. The issue of professional training centers of registered unemployed in professional and technical education of state employment of Ukraine requires specification and in-depth study.

Setting objectives. Justification of feasibility and effectiveness of professional training centers of registered unemployed in professional education public employment service of Ukraine.

The main material of the research. Conceptual provisions for training of entrepreneurs in service field of unemployment are reflected in the Laws of Ukraine "On Employment", "On Compulsory State Social Unemployment Insurance", "On Professional Education", "On Promotion of Social Development of youth in Ukraine", "On entrepreneurship", "On national program to promote small business in Ukraine", the "Regulations on the procedure for the Fund of obligatory state social insurance against unemployment services of training, retraining or advanced training", "Concept of training, retraining and advanced training of the unemployed", "National Doctrine of education development" and at Convention and recommendations of the International labour organization "employment promotion and protection against unemployment."

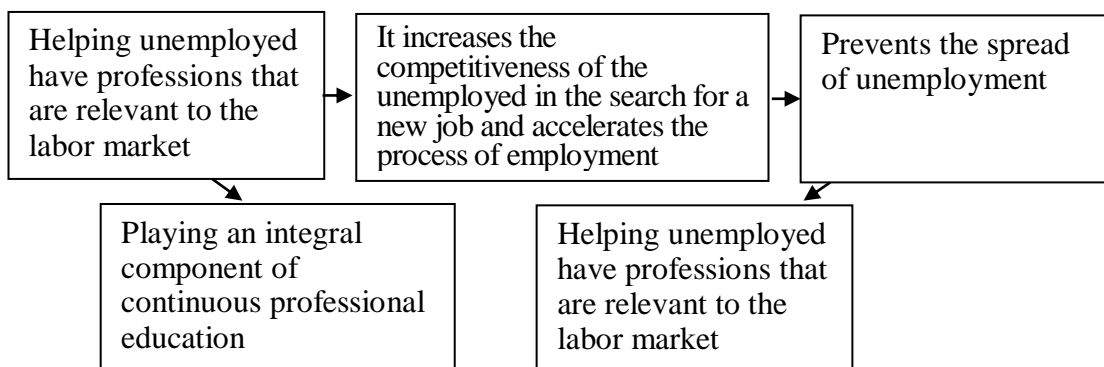
One of the priorities of the State Employment Service of Ukraine is training the unemployed to work, which aims to provide professional self-realization of the individual citizen, getting them on the basis of existing educational level and experience of previous work, a new profession or specialty, forming deep professional knowledge, skills and abilities. The success of training largely depends not only on how it is oriented on the needs of the labor market, but also considered as personal desires of various groups.

An indicator of this success are the conditions created for value and self-identity in key social roles and to achieve a high level of its specific knowledge, skills and abilities. This, in turn, encourages organizers of training unemployed people to find optimal forms and methods that are adapted to the tasks of adult education [1, p. 91].

The effectiveness of professional training is possible in terms of optimal use of approaches that meet the peculiarities of training - the unemployed, as a separate category of adult citizens who have a profession (specialty), life and professional experience, psychological characteristics associated with job loss or the need to change profession. Adaptation of disadvantaged groups of adults to rapid changes in social, economic, technological, political environment, the formation of active life, integration into society participation in public life is impossible without upgrading knowledge, skills and abilities regardless of age and social status because the main principle of training as the system is the continuity of education to create optimal conditions for every person, regardless of social status throughout life. The feasibility of continuity of education in modern society is acknowledged, it is considered as one of the main elements of the social model [3, p.91].

The system of professional training of registered unemployed, established in Ukraine - it is streamlined set of interrelated educational institutions and governments, main task of which is to ensure the professional competence of the unemployed in the labor market [4].

We believe that the training of the unemployed is primarily a social and economic phenomenon, the emergence and development is possible primarily due to the following factors: structural transformations in production, changes in employment, rapid adaptation of new conditions (Fig. 1).



Developed by author

Fig. 1. Functions of professional training for unemployed

As shown in Fig. 1, training of unemployed performs several important functions, which in turn form the basis of public service employment. It protects the person from unemployment, helping the unemployed to acquire professions that are relevant to the labor market; unemployed increase their competitiveness in the search for a new job.

All this makes it through the organization and training of the unemployed. It appears that every second respondent noted the need to improve the practical training of workers in professional schools. Almost every third employer defined level of graduates as being partially or completely not meeting the needs of production. The system provides not only a clear organization structure, but also the process of their work and functioning.

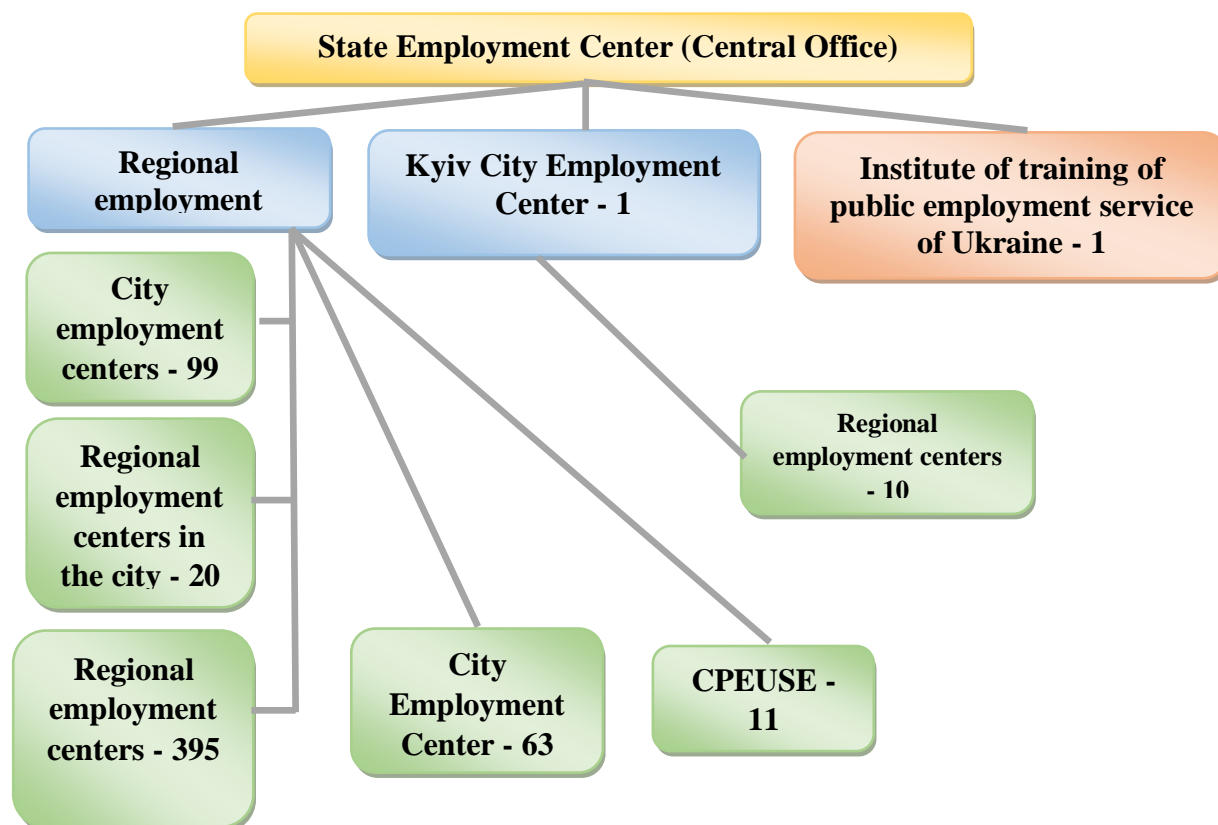
The procedure for providing public employment services on the organization of professional training of the unemployed is as follows (Table 1).

Table 1

Stages of professional training of unemployed

Stages	Activities implemented at this stage
Stage 1: determining training needs of unemployed citizens	Analysis of the labor market in the region; Review of sources of information on areas of professional training for unemployed; Drawing up a list of professions and specialties that are in demand in the labor market; Determination of the scope of study.
Stage 2: the selection of citizens for studying, preparation of training groups	Informing job seekers about opportunities for professional training; Identify individual inclinations regarding their chosen profession and level of motivation to learn; Providing information about the location of future employment (in terms of learning a specific order of the employer); A contract between the employment center and the person who is directed for training; processing training assignment; staffing of candidates for training.
Stage 3: the conclusion of contracts	Study the status and opportunities for training and material base: personnel, scientific and methodological support of educational institutions, businesses, organizations in the region about the possibility of training for the unemployed; Create a database on the basis of professional specialization schools.
Stage 4: control of professional training for the unemployed	Visiting by specialists the employment service institutions and places of the internship; Monitoring the adherence and implementation of training curricula of institution; Fixing test results; Decision on continuation of cooperation or termination of the contract with the institution.
Stage 5: Analysis of the work	The study of the statistical reporting; Monitoring and evaluating the quality of education.

As shown in Table 1 at the first stage based on the analysis of the labor market in the region is determined the need for training. The specialists of regional, district and city employment centers have to identify and justify the scope and direction of training, retraining and advanced training of unemployed citizens who are registered at the employment agency. The most important mission at this stage is given to employment centers of core level, i.e. district and city (Fig. 2).



Source: [5]

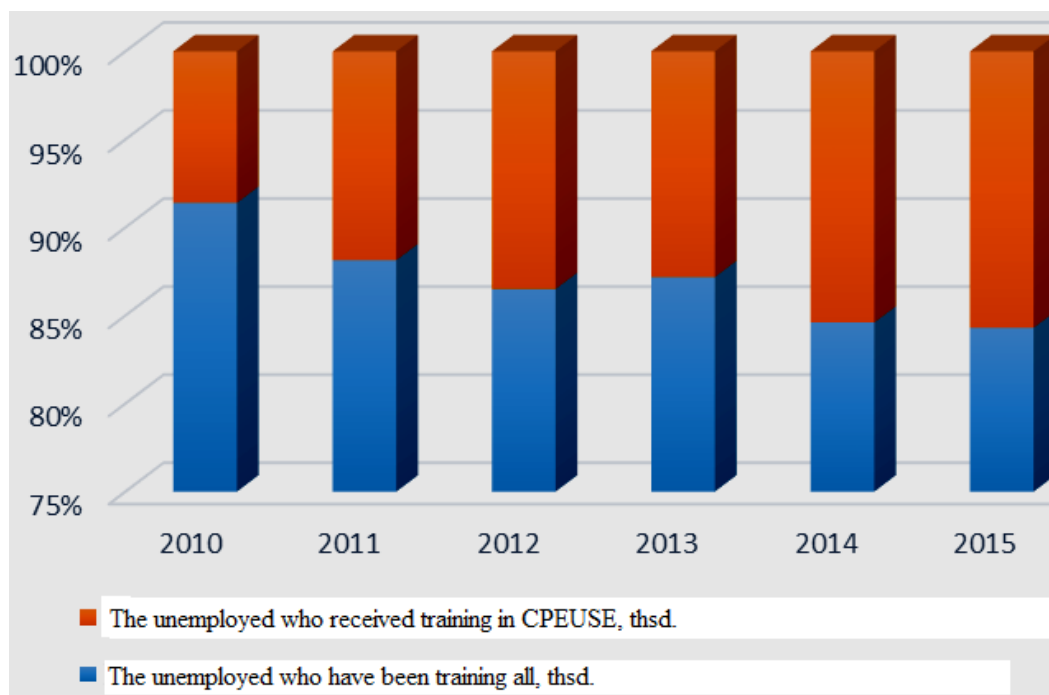
Figure 2. Structure of public service employment

The second stage - the choice of citizens to study and completing educational groups. It is assumed that at this stage of specialist professional training will be held talk with the unemployed, will review the recommendations of consultants, analysis, identification of personal desires of unemployed. The result of this meeting should be a contract between the employment center and the person who was sent for training and issuing directions to the training. The third step is the conclusion of agreements with educational institutions of different types of enterprises, organizations and institutions. The main criteria for selection are: availability of appropriate licenses; state educational and material base; skill level of teaching staff involved in training the unemployed, whether they have relevant experience; the cost of education, its validity; the possibility of providing training facilities with practical training, i.e. stable relations with enterprises of the institution. The fourth stage - the control over the training of the unemployed. Specialists of Employment Service of Professional Training should systematically monitor the adherence and implementation of training curricula and programs of the institution. Discovered violations may be grounds for termination of contract. The fifth step is to analyze the work. Its basis is considered by statistical reporting. In this regard, we consider it appropriate to include the procedure for the final stage of the monitoring and evaluating the quality of professional training for the unemployed.

Professional training of the unemployed has a number of features compared with other types of training. This is primarily a short term training; practical orientation; ongoing psychological support for the unemployed; lack of clearly defined educational process. For all schools, businesses and organizations that have organized training of the unemployed, according to preliminary agreements with the public employment service, put forward the following demands: unemployed training should have a clear idea of the profession to which learners aims at the end of the training; training should be specific, that cover the issues directly connected with the subject; the curriculum should include only professionally oriented courses; training should be motivated to warn listeners of disappointment in the future.

The centers of professional education of Ukraine state employment (hereinafter – CPEUSE) - a state schools primary function of which is to meet the needs of the unemployed in getting high-quality education, the needs of employers in the skilled labor that has the necessary professional competence, where training is organized by occupation, certain types of works that are now in demand in regional labor markets and professions, the need for which arises in the future. Their main tasks in matter concerning effective professional training of the unemployed are: quality assurance of training and competitiveness of the unemployed in the labor market; provision of professional training of the unemployed in terms of the needs of production; a flexible system of rapid response to the needs of employers for skilled workers; expanding social dialogue with employers, including their involvement in the development of curricula and programs of modernization of material-technical base of educational institutions, creation of new jobs; introduction of innovative technologies and interactive professional training of adults.

Compared with other educational institutions engaged in training of unemployed CPEUSE has a number of features and benefits. First, its institutions that deal with adult education, which is a component of continuing professional education. After the rapid aging of scientific information, new technologies have led to the fact that today is not enough to learn once in a lifetime, you need to constantly renew and deepen your knowledge, acquire skills to learn every day. Secondly, the introduction of advanced professional training. Therefore, training in CPEUSE organized not only for occupations or certain types of work, which today is a demand in regional labor markets, but also for those professions where there is a need in the future. Thirdly, the problems quickly respond to fluctuations in regional labor markets. Unlike other professional institutions that deal with professional training of unemployed CPEUSE a structural unit of the service, have a close relationship and ongoing cooperation with various departments of public service employment (Fig. 3).

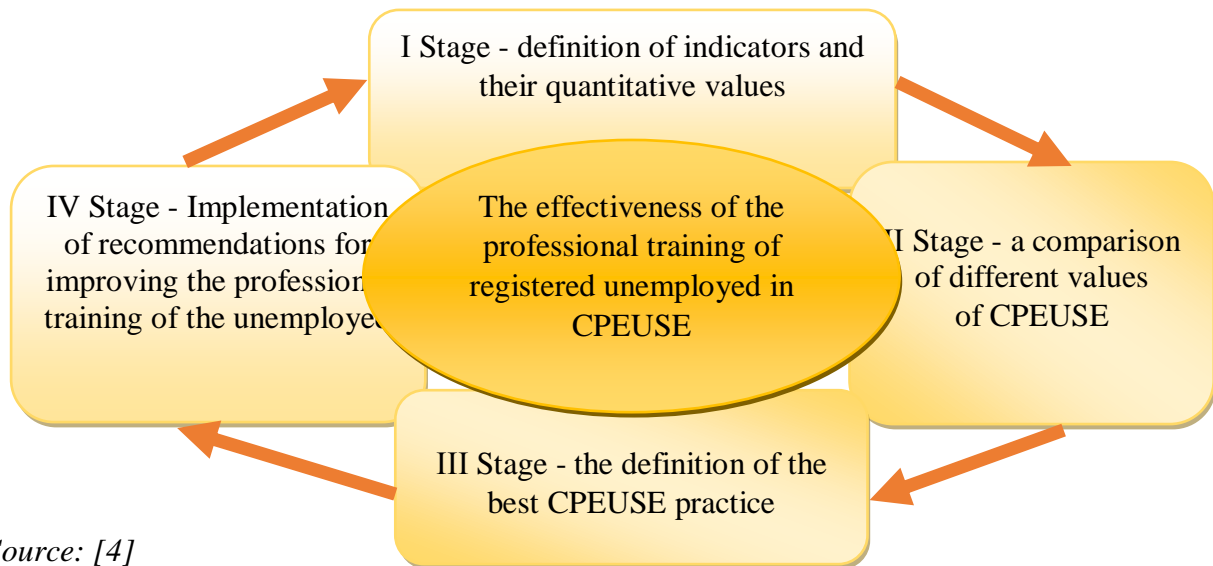


Modeled by the author according to the State Employment Service

Fig. 3. **The number of unemployed trained in CPEUSE**

As shown in Fig. 3, each year the number of unemployed who received training in schools of public service employment is increasing every year: in 2013 - 14.1% of the total, in 2014 - 16.0%; 2015 - 18.0%. Compared with other educational institutions engaged in training of the unemployed, the figure is growing. For example in the system of professional education in the same period have been trained accordingly: in 2013 - 32.7% of unemployed in 2014 - 31.0%; 2015 - 29.6% respectively. All this points to improve the quality of professional training in CPEUSE. Fourth, study and consideration in the learning process of students contingent some specific features: calculation, above all, their psychophysical and emotional state; inability to make informed decisions for future action; underestimation of its role in addressing their own employment and lack of awareness of personal responsibility for the results of their decisions and actions; lack of faith in their own abilities and capabilities [4]. Fifth, the use of educational technologies in which an adult is the subject of the educational process, and its professional and life experience can be used in training. The so-called andragogical learning model [10].

The effectiveness of professional training of unemployed persons registered at the employment agency, to some extent determined by evaluation system of CPEUSE. The results of the analysis provide grounds for offering four-phased evaluation process chain efficiency of the training of unemployed (Fig. 4).



Source: [4]

Fig. 4. Chain of evaluating the effectiveness of professional training for the unemployed

To determine the most important factors of professional training of unemployed, influencing which can be achieved the best results; it is advisable to use the method of expert evaluation of factors weight. Its essence is to perform by experts intuitive and logical analysis of the problem of quantitative assessment of opinions and formal processing of the results. Expert evaluation of the relative importance of factors is done by assigning each of them a certain number of points ranging from 0 to 100 (Table 2).

Table 2

Matrix of factors efficiency assessment by experts of professional training

Factors	Experts				
	1	2	3	...	M
1	C_{11}	C_{12}	C_{13}	...	C_{1m}
2	C_{21}	C_{22}	C_{23}	...	C_{2m}
3	C_{31}	C_{32}	C_{33}	...	C_{3m}
...
n	C_{n1}	C_{n2}	C_{n3}	...	C_{nm}

Calculated by author

When analyzing the results of the examination, determines a number of statistical characteristics on which each factor is evaluated for what it calculated:

$$M_j = \frac{\sum_{i=1}^m C_{ji}}{m_j}$$

M_j – the average of the j factor investigated; m – the number of experts who participated in the collective expert assessment; m_j – number of experts that rated the j factor; C_{ji} –rating scales of provided by i expert to the j factor.

The higher the value of M_j , the better, according to experts, the relative importance of factors. But not when calculating average values and absolute weight of each factor, when it is needed to calculate ratios and weight factors. Relative average weight of each factor calculated by the formula:

$$W_j = \frac{M_j}{\sum_{i=1}^n M_j}$$

W_j – average weight given by experts to j factor; n – number of factors studied and proposed for assessment.

The higher average relative weight of a specific factor, the higher its value, thus more impact on the effectiveness of training. If several factors were equally high, should be considered an indicator of frequency of maximum estimates (100 points) received by each factor which is calculated as follows:

$$K_{100j} = \frac{m_{100j}}{m_j},$$

K_{100j} – index of the best possible estimates of frequency (100 points) received by each factor; m_{100j} – the maximum possible number of estimates (100 points) received by j factor.

Analysis of the relative average weight of each factor allows CPEUSE to focus efforts, material resources on the most influential factors. Also today, in manufacturing and in services increased the number of people who need constant improvement of their professional skills and abilities due to changes in requirements of employers to the level of their qualifications and competences (Table 3).

Table 3

Preparation and advanced training in Ukraine

	Learned new professions		Advanced training	
	Thousands of people	% to the accounting number of staff	Thousands of people	% to the accounting number of staff
Ukraine	218,4	2,0	1016,5	9,5

Source: data of the State Employment Service, the authors research

As shown in the Table 3 in 2015 only 9.5% of the staff of enterprises and organizations were training. At the same time, in foreign countries, 50% of employees participating in the system upgrade and enhanced their professional skills. In our view, today academia public employment service should pay more attention to the issue of development of training system of workers employed, where the cost of professional training has the most significant effect (Table 4).

Table 4

Comparison indicators of the cost of training

Profession	Duration of training (months)	The cost of training of one person, UAH		
		CPEUSE	Ukraine MES	
			total	including the cost of living
Worker of agricultural farmer economies	10,0	3656,4	8400	4000
Tractor-driver of agricultural production	6,0	1912,9	4580	2400

Source: data of the State Employment Service, the author's research

Selective analysis of the cost of training the unemployed is presented in Table 4, showed a higher value of workforce training in professional schools of Ministry of Education and Science of Ukraine on equipment that is mostly physically obsolete, leading to low-skilled labor force, and as a result, does not meet the needs of employers. Instead, the cost of training the unemployed in schools of public service employment, with modern equipment and training technologies considerably lower [5; 9]. High efficiency of training the unemployed in CPEUSE can be achieved only on the basis of a clear idea of the main factors determining this performance. The analysis of foreign and domestic experience show that it is determined by several factors: the definition of professions and specialties needed in the labor market in accordance with the current and future needs; the formation of unemployed motivation to learn and further work employment or entrepreneurship; skill level, experience of teaching staff, knowledge in the subject area and possession of methods, techniques and technologies for adult education; level of material and technical equipment of the institution, methodical, didactic and technical support of the educational process; organization of educational and productive activities of CPEUSE [10].

So, considering the nature and specifics of training the unemployed in schools of public employment service we have come to the conclusion that these institutions belong to a leading position in providing optimal conditions for professional training for unemployed workers professions. The main objectives of CPEUSE are: quality assurance training and competitiveness of the unemployed in the labor market, accelerating the employment; provide professional training for the unemployed in terms of the needs of production; a flexible system of rapid response to the needs of employers for skilled workers; expanding social dialogue with employers; introduction of innovative technologies and interactive professional training of adults. We believe that the effectiveness of training unemployed in education state employment can be achieved by providing a clear understanding of the main factors that determine this efficiency, namely: identification of professions that are needed in the labor market; forming the unemployed motivation to learn; human resources; high level of material and technical equipment of the institution.

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