THE MAIN DIRECTIONS OF SOLVING PROBLEMS OF
EMPLOYMENT AND ADAPTATION OF YOUNG SPECIALISTS
IN RUSSIA

Abstract: The article deals with the problems of training and employment of young professionals, their employment adaptation. The expanding practice of competitive selection of educational institutions of all forms of ownership for vocational training of the unemployed, territorial job fairs are being studied. The authors consider the effectiveness of the Youth Practice program, aimed at creating temporary student jobs in enterprises based on financial support from the regional employment services.

Keywords: young professionals, effectiveness, employment adaptation, Youth Practice program

Being on the way of catch up modernization in the changing world, Russia needs to take care not only about borrowing and developing new practices, launching and supporting innovative and more effective technologies, but, first of all, take care about the people who are the engines for modernization processes. One of these «powerhouses» of changes is young professionals.

In the modern world, the structure of employment and the nature of work, as well as its sectoral and occupational skill structures, are changing. Information becomes the main resource of economic growth, and the main volumes of capital investments are carried out in the high-tech application, therefore the requirements imposed to the level of education of workers have increased [1]. The society of the media age needs new approaches to the management of modern realities, particularly, remote personnel management related to information technologies [2].

The process of world integration and globalization places the questions of the formation of a general global educational model on the agenda.

Despite the fact that academic interest in the problems of training and employment of young professionals is steadily increasing, a number of issues currently are insufficiently investigated in the academic discourse.
Employers increasingly become aware of the fact that investment in employee training ultimately improves the competitiveness of the enterprise as a whole [3]. The majority of enterprises still poorly support institutions of higher professional education in terms of material security and assistance in employment of graduates, but still there are positive changes in strengthening the relations of social partnership between mentiones actors in the field of vocational education through the development of its methodological foundations and implementation mechanism.

Social partnership in the sphere of higher professional education is a special type of interaction between educational institutions, subjects and institutions of the market, state and municipal authorities, as well as public organizations, which is aimed at coordination and implementation of the interests of all the concerned parties. Thus, in a number of regions, the practice of competitive selection of educational institutions of all forms of ownership for vocational training of unemployed and unemployed citizens is gradually spreading. Another form of partnership is territorial fairs of vacancy.

A number of partners of the program "Youth practice" gradually increases, which aims at the creation of temporary student jobs in the enterprises on the basis of financial support by employment services. Practice at the implementation of the program shows that every third participant of the program is employed at the place of such practice, and the rest acquire skills that increase marketability at the labor market.

In addition, practice of conclusion of union contracts between enterprises, employers, educational institutions and employment centers has become widely used; this has been done for the purpose of training the unemployed in accordance with the requirements of specific vacant jobs. Under free market conditions only close partnership between educational institutions and employers can provide the labor market with the required volume of specialists of the necessary qualifications.

Organizations often actively use different types of mentoring systems for the production training of new personnel: budding, shadowing, secondment, internship, coaching, which are also valuable forms of employee training.

Also, in recent years attainment of practical experience training during mentoring has become a trend. Many companies offer internships to senior students to choose promising young professionals for the future and give them practical experience. In addition to internships, participation in public work and various competitions among specialties for both students and young professionals are advised.

Currently, some companies develop and apply programs to work with graduates, which are aimed at bridging the existing gap between the required and current levels of development of professional competencies of young workers.

In state and municipal authorities it is advisable to develop internal procedures, regulations, provisions that affect various aspects of the work of young professionals. Thus, Federal Tax Service of the Russian Federation approved methodological recommendations on adaptation of civil servants [4], in which the
organization of adaptation and analysis of its results are considered, as well as an individual adaptation plan and report on its passage are provided.

Regarding the administrative methods of influence on the labor market of young professionals as the most effective can be noted [5]:

- organization of public and temporary works in order to create new jobs (from federal, regional and municipal budget resources);
- regulation of the number of specialists issued by state educational institutions of secondary and higher professional education, distribution of professions and specialties received by them, organization of advanced training courses, retraining of personnel on the basis of mentioned institutions;
- organization of social protection of unemployed citizens by establishing the level of unemployment benefits which will be commensurate with the real needs of citizens and their payment;
- organization of job placement assistance to the unemployed;
- fixing the minimum wage which will be relative to the real cost of living and the commodity bundle;
- state forecast of labor market needs with specialists of certain qualifications;
- state regulation of higher education institutions (e.g. prohibition of training of lawyers and financiers by non-core universities);
- improvement of the mechanisms of state assistance for the employment of young professionals (for example, currently only 1/3 of the applicants are considered to be effective in applying to the state employment services, and the most effective way is the assistance of relatives and friends (more than half of the respondents), a quarter of them apply directly to the employer [5]. These data indicate a high level of self-employment and the lack of guaranteed employment assistance from the state);
- independent assessment of qualifications to certify qualifications regardless of how they are obtained;
- increase of state-funded places in the universities and updating of educational standards of professional education;
- subsidized housing for young professionals;
- absence of a probationary period for the first employment in the specialty within a year from the date of education.

Functioning of the Russian labor market is associated with the realization of the interests of many social groups and economic entities, in connection with which the improvement of the mechanism of regulation of the processes, which takes place in it, is an extremely important state task, which seems appropriate to be solved by all available ways - both administrative and indirect ones (market).

In modern conditions, the national scientific and technical potential capacity largely determines power and place of the country on the international stage. Most Western countries are characterized as "knowledge society" where science and education are the focus of public attention, and the fraction of the cost of
maintenance is quite high. At the same time in Russia in more recent times they were rapidly destroyed, not being in demand by the state.

The transition to a global economy based on knowledge and information predetermined the transformation of international and Russian labor markets. However, Russia's transition to a market economy has not yet led to the creation of a full-fledged labor market for young professionals.

There is an overproduction of specialists of financial and legal professions, and, sadly, it is often noted that they are specialists of a very low level. The other side of this process is an acute shortage of qualified engineering personnel. Ultimately, this leads to structural problems of the labour market.

Instead of striving for a real rapprochement of labor markets, a sufficiently decorative decision was made to nominally fulfill the requirements of the Bologna Declaration, which does not affect the essence of the real processes taking place in Russian society. It can be concluded that now the renewal of the education system does not meet the needs of the modernized market, globalization processes, and needs of the development of the Russian society.

In addition, taking into consideration the current demographic problems of the country, the migration policy of young professionals plays an important role. The inflow of specialists of shortage professions can significantly improve the economic situation of the country, as well as help with training and borrowing other people's experience. The state has its own vision of migration policy, which is designed to help to achieve this goal.

The inequality of opportunities for realization and living standards among the local population and migrants does not allow the program to be fully developed. In addition, the program does not divide the flow of migrants according to any criteria, and accordingly, we do not have separate provisions regarding young migrants. So, in addition to social and cultural differences and imposed stereotypes, young professionals among migrants need to cope with the Russian bureaucratic apparatus.

Currently the Russian practice of labor relations is still at the stage of formation, so young professionals often face systemic problems in primary employment. They are caused by the fall in the quality of higher professional education in general, its lagging behind the requirements and challenges of the real sector of the economy, economic instability, depriving confidence in the future, overstated requirements to graduates imposed by employers.

The processes of adaptation of young professionals in the organization are very important to maintain sustainability and ensure the development of both individual organizations and the country as a whole.

References

