

Global trends in education: Russia case study

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Abstract: An improved system of Russian vocational education is seen as a major factor in the country's economic development. It is currently recognized that the global labour market is emerging as a consequence of globalization processes, which significantly affect the establishment of national educational systems. The paper discusses global educational trends, with a particular focus on the tendencies in the demand for labour both in Russia and in the world. The paper aims to describe changes in attitudes towards the relevance of specialist qualifications and the sufficiency of professional competencies acquired through education. In addition, the analysis of structural changes in the Russian system of vocational education starting from 1990 to the present day is given. The research is carried out using the methods of comparative and statistical analysis. The competency maps of future are drawn (Institute for the Future, Palo Alto, the USA), including the description of trends that alter the habitual context for the labour force, as well as key skills needed for a successful career. The 'Atlas of New Professions' describing most promising professions in the field of education is reviewed. It is shown that the country's role in the international division of labour can be used as an objective criterion to assess the performance of the country's educational system. In this respect, the data on Russia's position in the world rankings of competitiveness, innovation development and human development index, as well as the comparative data on the rate that Russian companies demonstrate in terms of innovative activity and technology exports are provided. The analysis of disproportions in the structure of graduates both in terms of levels and specialities of vocational education for the period 1990 – 2013 is given. Key problems faced by the Russian vocational education system are considered, including a weak focus on the actual needs of national economy and global changes in the labour market, a decline in the quality of training and the number of working specialities, as well as the low flexibility of educational programs.

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Keywords: globalization, professional education, global trends, trends, professions, skills, competencies, graduates, levels of education.

1. INTRODUCTION

The intensification of globalization processes and the formation of the international labour market have a significant impact on the patterns of national systems of vocational education development. The result of this process in Russia consists in a wide-ranging reform of the entire education system, the final stage of which was the adoption of the new Federal Law "On Education in the Russian Federation». This law fundamentally changed the structure of higher education in Russia, since it legislated the need to implement the basic principles of the Bologna Declaration. The purposes of Russia's accession to the Bologna process include, first of all, the support for the formation and adherence to common European educational space, and, secondly, the creation of prerequisites for changing the country's role in the international division of labour and the emergence of the possible integration into the global labour market. In the context of accession to the emerging single European educational system competitive with other global educational systems (American and Asian), we have to

change the approaches to the system of national vocational education organization, orienting it to the creation of a unified, multi-level, "transparent" system of training demanded by the labour market qualified workforce (Koksharov V.A., 2014). Touching upon the new trends in vocational education, it makes sense to pay attention to the changes taking place at the request for labour (Vasilyeva A.V., Tarasyev A.A., 2014) and to take into account the transformation of the relevance and completeness of the received specialties acquired during the training of professional competences.

The negative demographic situation in Russia determines the presence of numerous labour market problems (Kuklin A. A., Naydenov A. S., Nikulina N. L., Tarasyeva T. V., 2014). The combination of high rates of labour turnover with low job turnover is an important feature of the Russian market (Tarasyev A.A., 2013). In view of the difficult socio-economic situation on the Russian labour market in recent years, it is necessary to attract the labour force from neighboring countries (Naydenov A.S., Krivenko I.A., 2013),

in the quantity and quality required for the sustainable development of the economic system (Lutz W., Crespo Cuaresma, J., Sanderson, W., 2008). At the same time, labour migration carries a number of risks and threats for sustainable development of the host regions economic systems (Gurban I.A., Klevakin A.N., 2014). The direction of migration flows undergoes over the last decade inevitable changes depending on the socio-economic situation development in the regions of attraction (Nikonov O.I., Tarasyev A.A., 2015).

2. MAP OF PROFESSIONAL SKILLS - 2020

In 2011, the Institute for the Future, Palo Alto, USA, specializing in forecasting, published a report entitled "Skills for the Future 2020» (Future Work Skills 2020 Report, 2011). This report presents a map of professional skills (Future Work Skills 2020 Summary Map, 2011). This study was sponsored by the Phoenix Research Institute, USA, which carries out academic research in the field of training of working professionals, higher education and industry, aimed to improve learning outcomes and promote a high-skilled personnel (Gurban I.A., Sudakova A.E., 2015). The main cause of the maps development is the need to identify professional skills that will be most relevant in the technologically advanced and changing world in the coming decade.

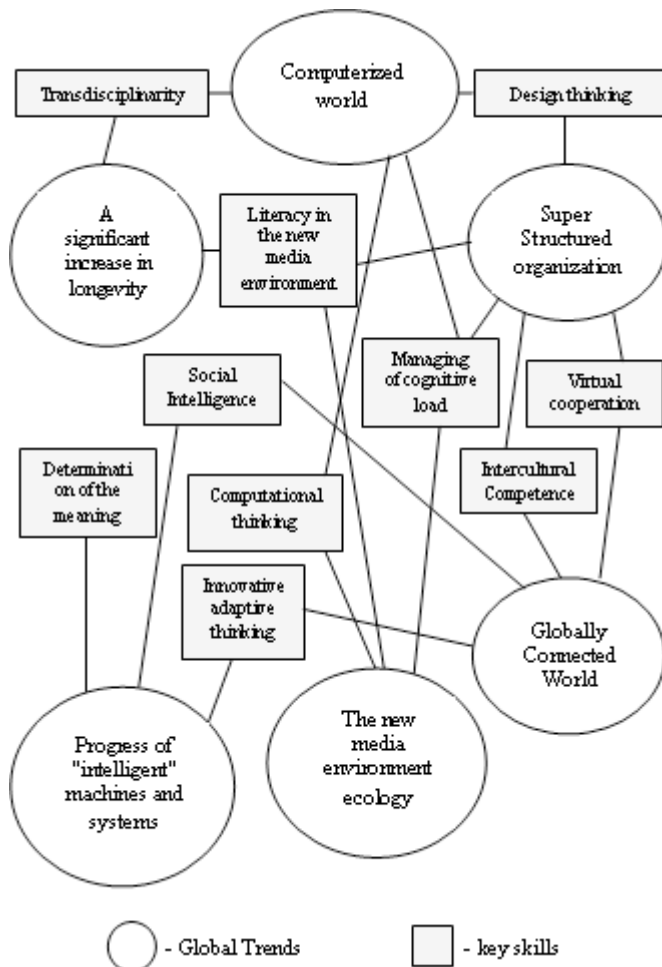


Fig. 1. Map of the skills of the future

The map illustrates six global trends, changing the usual environment for the workforce, and the corresponding ten key skills required for successful professional staff search in 2020. Thus, six global trends form the environment in which the occurrence of each skill is related to one or more of the trends (Fig. 1). The report notes, that the globally connected world, the improvement of intelligent machines and innovations in the media are just a part of the areas that are progressively changing our understanding of the working process and determine the best within the competence of the future. It also emphasizes the futility of trying to accurately predict the types of professions of the future, because of the complexity of this process, the incredible speed of technological progress and the fallacy of many previous predictions. Instead, the report focuses on job skills - the skill and abilities that will be required in the future to build a successful professional career (Koksharov, V.A., Agarkov, G.A., 2015). Let us dwell on the content of the global trends, changing habitual for workforce environment.

1. Extreme Longevity. With increasing life expectancy the population also increases. Current employees are planning to finish their career as possible later, not limiting themselves by the date of the retirement age. Usually that are professionals involved into highbrow activity. The increase of the work experience duration in conditions of the growth of techniques and technologies development require a permanent professional development, continuous improvement of existing skills and acquiring of new skills. Organizations have to find ways to transform the traditional career employees, suggesting a lot of flexibility and variability. The vector of human development is aimed at maintaining a healthy lifestyle, so that all aspects of life and, consequently, the development of the world economy, will be considered through the prism of health.

2. Computational World. The increase in processing power and the intensive development of supercomputing technology leads to the transformation of the surrounding world into a programmable system. Huge amounts of data allows to simulate the behaviour of social systems at all levels. High-performance computing will be used everywhere, ensuring management, various objects, security, solution of other industrial or households tasks. Thus, any labour activity will increasingly require the ability to effectively interact with the data.

3. Rise of Smart Machines and Systems. The process of machines and systems growing intellectualisation, their active integration into production processes is aimed at labour automation, including an increase in performance and accuracy, and the minimization of possible errors. The use of high technology in the production process transforms the human involvement in the work process, reducing it to a minimum. This process establishes new standards of work performance.

4. Superstructured Organizations. Widespread social technologies provokes the development of new forms of governance institutions, as well as the formation of the value of goods. New technologies and social media platforms allow any organization to achieve results that were previously

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