Olentiev R. V.,

Postgraduate student of Social and Humanitarian Policy Department,
KRI NAPA, Kharkiv

An extended abstract of the paper on the subject of:

INNOVATION POLICY OF HIGH SCHOOL AS A RESPONSE
TO THE CHALLENGES OF THE LABOR MARKET
OF MODERN GLOBALIZATION WORLD

Problem statement. Nowadays, higher educational institutions face challenges of introducing new education quality standards, elimination of discrepancies between the bulk of academic knowledge obtained in an institution and requirements to the specialist set forth by the employer.

Recent research and publications analysis. The Soviet educational system of Ukraine has left an educational and teaching school that trained specialists based on the regulated requirements of the state-planned economy. Specialists were “stuffed with knowledge” rather than professionally skilled to solve production tasks.

Today the employer not always orders a specialist with special professional education obtained in a higher educational institution. According to employers’ requirements, higher education more and more often is to be complemented with additional education targeted at specialization of knowledge and skills.

The paper objective is analyzing the trends of social development and discovery of new focuses for development of higher education and its further integration into the contemporary educational environment of the globalized world.

The paper main body. A mass-oriented higher education in Ukraine does not guarantee high quality of knowledge or professional skills of graduates so far. At the same time, increased competition in the labor market, Ukraine’s integration into the European educational space, as well as continuous development of science and technology require from the high school to provide the labor market with
highly qualified, critical thinking specialists capable of constant self-improvement and self-development.

The problem considered in the article is characteristic of almost all the post-Soviet countries, and scientists are trying to identify aspects of the problem in order to set ways for solving it.

According to the surveys carried out among employers, higher educational institutions graduates do not always meet their requirements as for the training level, while graduates themselves are not satisfied with their labor conditions and salary, and often reject employment, for which they have been trained. Generally, it results in inefficient use of labor of young specialists with high education, imbalanced demand and supply of qualified workforce and, as a rule, poor motivation of young people obtaining higher education.

Conclusions of the research. We believe that in all areas of training specialists for production and non-production fields, it is very important, in terms of future employment, to ensure target-oriented training, when additional requirements to knowledge, abilities and skills for the student to be eligible for the job profile based on his/her specialty are specified on the basis of contracts between the higher educational institution and potential employers. This specific training requires involvement of practitioners from enterprises that will quickly help mastering practical skills and will improve training of young specialists.