MODERNIZATION OF TECHNICAL AND VOCATIONAL EDUCATION:
PROBLEMS AND DEVELOPMENT PROSPECTS

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Abstract: This paper examines the possibilities of modernizing the system of technical and vocational education in accordance with the needs of society and the development of the economy. The current problem of the low percentage of employment of students in their specialty in the system of technical and vocational education (VET) is being raised. Particular attention is drawn to the need to change a number of traditional approaches to the system of training specialists. Based on world experience, the introduction and support of a dual education program is proposed, which should be implemented in close cooperation with employers and social partners interested in the development of dual education.

Keywords: technical and vocational education, VET, vocational education, dual education system, vocational training, modernization of education
сотрудничестве с работодателями и социальными партнерами, заинтересованными в развитии дуального образования.

Ключевые слова: техническое и профессиональное образование, ТиПО, профессиональное образование, дуальная система образования, профессиональная подготовка, модернизация образования

State Program for the Development of Education in 2011–2020 set an important goal for the pedagogical community - to modernize the system of technical and vocational education in accordance with the demands of society and the industrial-­innovative development of the economy. Technical and vocational education belongs to the function of “cultivation” of human capital, providing conditions for high-quality training for all sectors of the economy.

The concept of modernizing technical and vocational education until 2020 envisages of ensuring the adaptation of educational structures to the new system of socio-economic relations, creating conditions for diversifying responsibility for the development of education between the state, employers and civil society. At the present stage of development of the country, the educational institutions of technical and vocational education are facing a number of issues. What should they be? How to organize education? How to raise the prestige of the educational institution in the market of educational services? And so on. The main task of Technical and Vocational Education is to form a new model of vocational training that would overcome the lag in the volume and quality of labor resources from the actual requirements of specific enterprises. After all, the training of highly skilled workers and mid-level specialists is one of those tasks whose solution can ensure the sustainable economic development of any country.

The main problem in the system of technical and vocational education is the low rate of employment of yesterday’s students in their specialty. A modernization of the technical and vocational education system is underway, a new management system is being introduced, and the main task in it is to employ students.

High-quality professional education today is a means of social protection, a guarantee of stability, professional self-realization of a person at different stages of life. The state program for the development of education for 2011–2020 has set an important goal for the pedagogical community — to modernize the system of Technical and Vocational Training in accordance with the demands of society and the industrial and innovative development of the economy. The transition from industrial society and simple technological operations to the post-industrial type of economy requires a large number of specialists who can work with packages of modern technologies in changing external conditions that encourage a person to independently assess the situation and make responsible decisions. A modern worker should have a deep and comprehensive knowledge of technique, equipment, technology, skills of effective and rational use of them in production. It is impossible to solve this urgent task for modern Kazakhstan without training qualified teachers of technical and vocational education organizations trained in the appropriate specialization.

The format of the implementation of state programs for the modernization of technical and vocational education includes a number of activities. First of all, it is the reorganization of educational institutions by transforming it into a single type of educational institution, college. Also provides two-level training of specialists. At the same time, it is planned to improve the qualifications of teachers of special disciplines and masters of industrial training abroad. [1]

Modernization of vocational education determines the need for a fundamental change in a number of traditional approaches to the system of training specialists. Today, the dual training system is one of the most effective forms of vocational training in the world. Its peculiarity lies in the fact that training is conducted mostly not in an educational institution, but in an enterprise.

This system is successfully used in countries such as Germany, Austria, Denmark, the Netherlands, Switzerland. The dual model is
a combination of the interests of the business, the future specialist and the state.

This system assumes that 70-80% of the time the student is studying directly in the workplace, and only 20-30% - in college.

The dual system is in the interests of all parties involved in it - enterprises, workers, the state. For an enterprise, it is an opportunity to prepare personnel for itself, saving on expenses for searching and selecting employees, retraining and adapting them. [2]

Approximately half of young people in Germany after school acquire one of the 350 officially recognized educational professions within the dual system. Learning a profession is different from the purely school vocational training typical of many countries. 3-4 days a week at the enterprise practical training is conducted, and the theory of the specialty is taught 1-2 days a week in a vocational school. Duration of study - from 2 to 3.5 years.

More than 80% of student places are provided by small and medium-sized firms. Due to the presence of the dual system, the proportion of young people who do not have a profession or apprenticeship in Germany is relatively small: only 4.2% among those aged 15 to 19 years.

As for the unemployment rate in Germany, the average number of unemployed is 7.8%. If we talk about the unemployment rate among young people under 25, in Germany it is 7%, in Greece - 45%, in Spain - 43%, in Slovakia - 33%, in France - 30%. Thus, the figures clearly show the advantages of the German dual training system.

The combination of theory and practice guarantees the high qualification of artisans and workers. Vocational training is the beginning of a career that enables you to become a master in further studies.

The indisputable advantages of dual training should be attributed, and the fact that it:

- Firstly, a high percentage of graduates are employed, because they fully meet the requirements of the employer. Training as close as possible to production requests.
- Secondly, a high motivation to gain knowledge is achieved. A new psychology of the future employee is being formed. Students, first entrenched in the enterprise as potential workers, learn completely differently, more consciously and interested. The position of the passive consumer of educational information is replaced by the initiative position of a specialist in production, who needs to make decisions and take responsibility for them. The student used to adapt to the industrial relations in the team, learns social actions.
- Thirdly, the principle “from practice to theory” works; the student no longer works with texts and sign systems, but with production situations. Complex theories are easier to master through practice and the solution of real professional problems.
- Fourth, the assessment of the quality of training is carried out by employers themselves. From the first days the student spends most of his time in the workplace, shows his skills and diligence. Employers have the opportunity to assess the level of preparedness of future specialists directly in the production environment.
- Fifth, teachers should have not only good theoretical knowledge, but also own all the innovations in the workplace.
- Sixth, the burden on the budget is reduced. Part of the cost of vocational training is borne by the company.

However, today there is no readiness from the industry and enterprises. Although created the necessary legal and regulatory prerequisites.

The first. The Law of the Republic of Kazakhstan «On Education» includes:

- the concept of “cooperative learning” as a form of training organization based on the responsibility of the state, employers and educational institutions. Almost analogous to the dual model;
- new article «Social partnership in the field of vocational education.» It identifies the main directions of interaction of employers in the training of specialists, the organization of professional practice and their employment, the involvement of employers in the process of training specialists from production, the assessment of the professional preparedness of graduates.

The second. The Labor Code of the Republic of Kazakhstan provides for the creation of a
National Qualification System, the development by employers of professional standards, the creation of an independent system of certification of workers’ qualifications in industries.

As a result of the introduction of the dual system, the college develops programs based on the needs of the market in the region, develops its potential, improves the qualifications of teaching staff, which in general will improve the quality of training in educational institutions and lead to an increase in the competitiveness of the college. [3]

For an enterprise, dual education is an opportunity to prepare for themselves personnel exactly “to order”, ensuring their maximum compliance with all their requirements, saving on expenses for searching and selecting employees, retraining and adaptation. In addition, it is possible to select the best students, because in three years all their strengths and weaknesses become apparent. In turn, this approach motivates students to learn not for show.

The dual system provides excellent opportunities for managing your own career. The level of training within its framework is constantly increasing. No college education can provide such knowledge of production from the inside as dual training, which makes it an important step on the way to a successful career.

The idea of dual learning acquires its real practical contours. The interaction of education with business, labor market subjects is one of the components of the modern model, which is in demand by society. Therefore, it is precisely now that global support for the dual education program is needed, and work should continue on its implementation in close cooperation with employers and social partners interested in the development of dual education.

REFERENCES

1. Law “On Education of the Republic of Kazakhstan”