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## Професійна підготовка zareєстрованих безробітних: технологічний підхід

## Vocational Training of Registered the Unemployed: A Technological Approach

*У статті з'ясовано технологічний підхід до професійної підготовки zareєстрованих безробітних. Представлено складові організації та проведення професійної підготовки дорослого працездатного населення. Узагальнено тенденції розвитку технологізації професійної підготовки zareєстрованих безробітних. Визначено стратегію, тактику і техніку організації процесу професійно-орієнтованого навчання в професійній підготовці zareєстрованих безробітних. Ключові слова: zareєстровані безробітні, освіта дорослих, професійна підготовка, професійне навчання, технологія.*

*The article reveals a technological approach to vocational training of the registered unemployed. The components of the organization and training of adult working-age population have been presented. The trends in technologization of vocational training of the registered unemployed have been generalized. The article has defined strategy, tactics and techniques of vocation-oriented training of the registered unemployed. Keywords: registered unemployed, adult education, vocational training, vocational education, technology.*

**General formulation of the problem.** The need to address the fundamental challenges offered by the 21 th century, determines the importance of forming the established education systems. The major trends in forming the prospect education system are as follows: increase of the creativity element in the education; safeguard of more education availability for all groups in the society, and application of modern technologies in the education. The education must serve two aims: to provide specific knowledge, information; to form professional and communicative competence; to form intellectual knowledge, allowing receiving continuing education throughout life.

Modernization of education system is related to technologizing of education, national education integration into the European educational space, the interaction of education, science and innovations. It should be underlined that this fact requires training of registered unemployed. The goal of training unemployed is to teach to think systematically and constructively, to find and process quickly the necessary information, to make informed decisions in a situation of choice, to predict the consequences, to experiment, to create and implement something fundamentally new into professional activities [3].

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With the transformation of social relations in Ukraine raises the question of improving the current system of professional training. This professional training is one of the ways to increase the professional competence of experts, which takes into account the psychological characteristics and patterns of teaching more in adult education. It should be noted, that training adult is actively involved in cognitive processes, creative activities, research work in pairs and groups. These are the visions of causes of the need to create technologies of professional training of registered unemployed.

**Analysis of recent publications and research.** The problem of professional training of unemployed, especially with regard to definition of criteria and indicators, is always in sight of local scholars and practitioners. In psycho-pedagogical science the issues of professional training of unemployed were observed in the following areas: conceptual foundations in preparing of creative activities are shown in the works by O. Dubasenyuk, N. Nichkalo, S. Sysoeva; some separate aspects of training of registered unemployed for research studies are discussed by N. Biduk, L. Lukanova, Yu. Marshavin. Based on the idea of an integrated approach, we believe that it shows the direction of development and improvement of professional training for the registered unemployed. Integrated teaching process is responsible for the accelerated formation of personal and professional skills of registered unemployed, their social intelligence and effectiveness of teaching.

**The aim of the paper** – to analyze theoretically the necessity of implementation of learning technologies in the professional training of registered unemployed.

**The main material.** The professional training for the unemployed is one of the current tools to improve the

quality of labor potential and helping to reduce unemployment. The main objectives of vocational training is the acquisition and improvement of professional knowledge and skills of a person in accordance with its mission and capabilities, providing an appropriate level of professional qualification for professional and competitiveness in the labor market. Vocational training for the unemployed organized on request of the employer or selfemployment, entrepreneurial activity is carried out in educational institutions and centers of vocational education the state employment service of Ukraine.

Thus, the professional training of registered unemployed contributes to the investment attractiveness of the region. This is due to the needs of potential investors in qualified labor, its fast learning and training.

The problem of the creation and the implementation of pedagogical technologies in the process of professional training of registered unemployed lies in the fact that: in Ukraine there is no data bank of the availability of methodical developments on this problem; most of the material exists in the form of methodical instructions issued by very small number of specialists, and only in those educational establishments where they were created.

In professional training of registered unemployed technologies of social and pedagogical activities should be used. The structure of any technology in professional training of the mentioned categories is determined by: the presence of scientifically grounded program under which is solved the problem of the working population; scientific methods of educational standard of professional training as a precondition for increasing the professional competence of a specialist; given algorithm of procedural measures as a system of successive operations and actions.

The need for the innovative educational field is obvious and it should be the following preconditions: 1) orientation of the education process on the needs of learners; 2) alteration of the system for training specialists with a focus on the independent work; 3) application of the innovative technologies in training specialists.

The professional training of registered unemployed is an inseparable part of the integral education, which necessity has already been recognized in developed countries and remains to be recognized in developing countries [1].

The didactic peculiarity of the vocational adult learning is that the usual logic of teaching situations is often violated in the process of its implementation: formation of a new professional experience through his theoretical understanding. The forms and methods of the professional training include: heuristic conversation, presentations, discussions, brainstorming, roundtable method, business game

method, discussed competitions of practical works, role-playing, instructive trainings, collective solving of creative tasks, case method, group and individual practical exercises, modelling of a certain activity or situation, drafting of business plans and different programs, discussing video records including self actions records, etc.

Foreign researchers refer the above mentioned methods to the "active forms of a seminar", noting, that each of these forms has specific functions, its own method of preparation, organization and implementation [2]. To describe the technological steps there is a concept "methodology" that means a set of methods, modes of practical realization of something. A crucial condition for a successful implementation of technologies in the education process is providing of informatization a professional training. Each unemployed should have information technologies literacy and understanding of the technologies in use.

We will let our view on this issue. The learning technology for the registered unemployed includes the learning content and a set of forms, elements of interactive methods and of distance learning. Pedagogical technology in professional training of registered unemployed function at the following levels: the level of general pedagogy; subject and methodical level, local (module) level.

**Conclusions.** Thus, the technology of professional training of registered unemployed should be viewed as a set of principles, stages and levels that determine the selection, the layout and the use of didactic and pedagogical tools for training experts. This technology determines the strategy for tactics and techniques of the process-oriented professional training of adults.

In future we will study the tendencies of development professional training of registered unemployed in training units of enterprises, organizations and institutions in the conditions of the competence approach.

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