

## DEVELOPMENT OF THE CONTINUING PROFESSIONAL TRAINING SYSTEM IN RUSSIA

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In accordance with the President of the Russian Federation's Executive Order No 599 of 7 May 2012, at least one out of every 2.7 employed workers aged 25–65 years should be involved, in 2015, in one or other supplementary professional training program (either short-term or long-term) (hereinafter – SPT). As shown by the RF Federal State Statistics Service (Rosstat)'s data for 2010 (i.e., prior to the issuance of Executive Order No 599), only 15.8% of Russia's total employed population were participating in qualification improvement and professional retraining programs. In 2013, this index (according to Rosstat's survey) dropped to 13.8%. The lowest percentages of staff involved in SPT programs were observed in agriculture, fishery, and the hotel and restaurant industry – 4.5%, 4.4% and 4.0% respectively. The highest indices were demonstrated by the fuel and energy resources extraction sector (30.7%) and metallurgy (25.6%).

In the President of the Russian Federation's Executive Order No 599 of 7 May 2012 it is stated that, by 2015, it is necessary to increase 'the share of employed population aged between 25 and 65 years and trained under qualification improvement and professional retraining programs in the total population of this age group to 37 per cent'. Thus, it is planned that in 2015, at least one out of every 2.7 employed workers aged 25–65 years should be involved a supplementary (short- or long-term) professional training program (hereinafter – SPT).

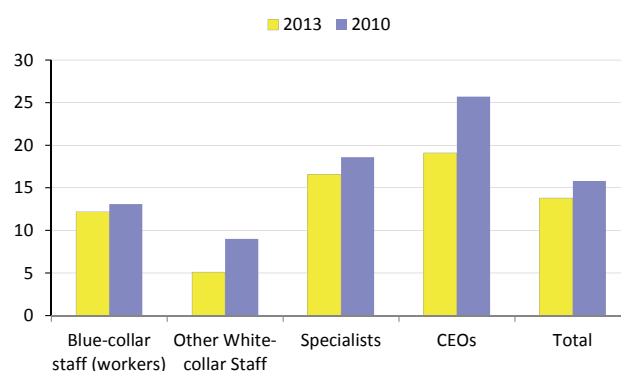
As demonstrated by data for the year 2010 released by the RF Federal State Statistics Service (Rosstat) (that is, for the period prior to the issuance of Executive Order No 599), only 15.8% of Russia's total employed population were participating in qualification improvement and professional retraining programs, and these also included individuals aged under 25 years and over 65 years. In 2013, this index (as evident from the results of Rosstat's survey) dropped to 13.8% (once again including employed individuals aged under 25 years and over 65 years) – Fig. 1 and Fig. 2.

As follows from data shown in Fig. 1, the percentage of involvement in SPT programs declined in every employment category: for CEOs it shrank by 25.7%, for specialists – by 10.8%, for blue-collar staff (workers) – by 6.9%, the most impressive decline being demonstrated by the category 'other white-collar staff' (43.3%).

Significant changes also occurred in different age groups (Fig. 2).

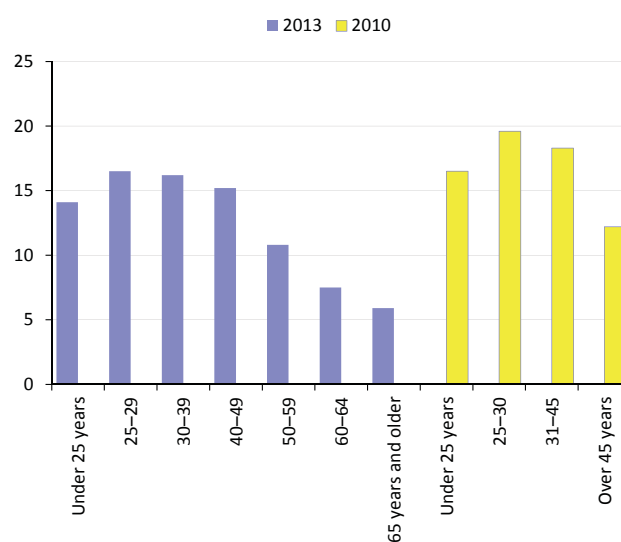
In 2013, the index of involvement in qualification improvement and professional retraining programs dropped on 2010 in every comparable age group.

The lowest percentage of staff involvement in SPT programs was observed in agriculture, fishery, and the hotel and restaurant industry – 4.5%, 4.4% and 4.0%



Source: Rosstat.

Fig. 1. The Involvement of Employed Population in Supplementary Professional Training and Qualification Improvement Programs in 2010 and 2013 (thousand persons)



Source: Rosstat.

Fig. 2. The By-age Distribution of Employed Persons Who Have Completed SPT Programs in 2010 and 2013 (thousand persons)

respectively. The highest rate of involvement in SPT programs was demonstrated by the fuel and energy resources extraction sector (30.7%) and metallurgy (25.6%). The rate of involvement in SPT programs also declined in the 'transport and communications' category: in 2010 this index amounted to 20.3% for transport and to 20.4% for communications; in 2013 it amounted to 19.8% for transport (a very insignificant decline) and to 13.2% for communications, thus representing a drop on 2010 by 35.3% (or by more than one-third).

It should be noted that, in 2013, the rate of staff participation in SPT programs increased in the public education system (15.6% vs. 13.8% in 2010) and in the healthcare system (13.1% vs. 11.4% in 2010).

The RANEPА survey conducted in July 2014<sup>1</sup> revealed that, over the past 5 years, a total of 49.6% of employed individuals<sup>2</sup> with qualification levels no lower than 'secondary professional education' underwent training courses in the framework of qualification improvement programs (Fig. 3).

The survey helped to identify the reasons why the employed individuals in Russia fail to receive supplementary professional training (Fig. 4).

Among these reasons we may specifically point to the lack of need for supplementary professional training, which was noted by 42.2% of the respondents who had not participated in any supplementary professional training programs over the past 5 years. This is a very important finding, it is indicative of the fact that, for a high percentage of the employed population, there exist no incentives for seeking supplementary professional training.

The lack of resources for covering the costs associated with SPT programs was also reported by a total of 42.8% of the respondents. Spare time availability was the main resource that was reported to be lacking (by 25.5% of respondents). At the same time, the lack of financial resources was also significant, having been reported by 17.3% of those employed individuals who had received no supplementary professional training over the past 5 years.

Another noteworthy finding is that 5.7% of the respondents who had received no supplementary professional training over the past 5 years reported a lack of sufficient information on the available training programs, and another nearly 3% reported that among the available training courses or curricula they could

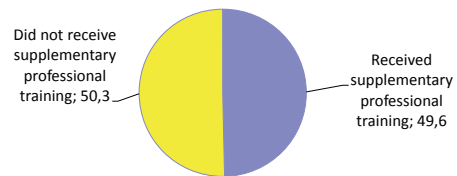


Fig. 3. The Rates of Participation in Supplementary Professional Training Programs among Employed Individuals with Qualification Levels no Lower Than 'Secondary Professional Education' over the Past 5 Years, %

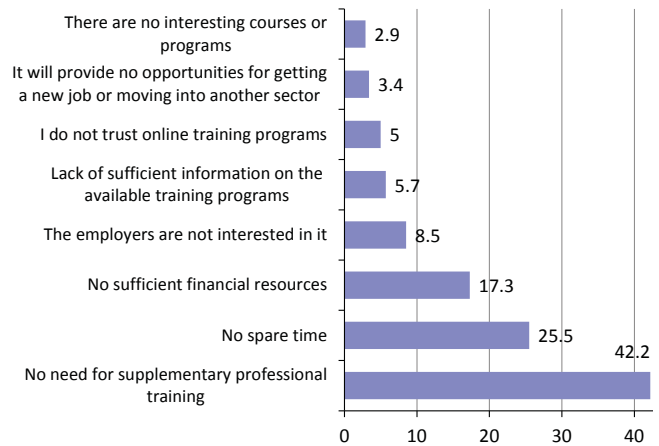


Fig. 4. The Reasons for Failures to Receive Supplementary Professional Training (Among Employed Individuals with Qualification Levels no Lower Than 'Secondary Professional Education' Who Received no Supplementary Professional Training over the Past 5 Years), % (Several Answers to One Question Were Allowed)

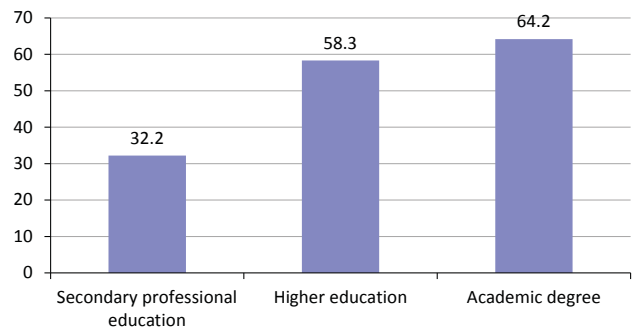


Fig. 5. The Share of Permanently Employed Individuals Receiving Supplementary Professional Training, by Education Level, %

find none of any interest for them. This finding points to the insufficient supply of SPT programs, which is below the demand displayed for such products by potential consumers.

Among those who did receive supplementary professional training, the shares of individuals with different education levels vary considerably (Fig. 5).

As is easy to notice, the higher an individual's education level, the stronger that individual's desire to

1 The survey took place in the framework of the Eurobarometer project, with the participation of the RANEPА Center for Continuing Education.

2 That is, an average of 10% per annum among the employed individuals with qualification levels no lower than 'secondary professional education' (in 2013, these amounted to 56.9% of the total employed population).

receive supplementary professional training and to upgrade his or her knowledge. Besides, this finding implies that the employed individuals with higher education and/or an academic degree not only have stronger incentives for receiving supplementary professional training, but also are provided with the necessary resources in terms of spare time and money. It seems that this fact can largely be explained by the greater ability of the representatives of these two education categories ('higher education' and 'academic degree') to take advantage of the opportunities offered by the new IT and communications technologies. Thus, they are more efficient at finding appropriate training programs, as well as at receiving supplementary professional training through the use of remote education services, which helps them save both time and money.

It should also be noted that, among the individuals who received supplementary professional training over the past 5 years, the share of those who paid for their training out of their own pocket is very high (Fig. 6).

Among those who received supplementary professional training over the past 5 years, 44.7% paid for it out of their own pocket; their employers covered the cost of SPT programs for 36.8% of those who had studied under these programs over the past 5 years. The State (the state budget) was reported to be the source of payment for their SPT programs by 11.6% of the respondents who had received supplementary professional training in recent years.



*Fig. 6. The Sources of Payment for Supplementary Professional Training (Employed Individuals with Qualification Levels no Lower Than 'Secondary Professional Education' Who Received no Supplementary Professional Training Programs over the Past 5 Years), % (Several Answers to One Question Were Allowed)*

Besides, supplementary professional training was free of charge for those who received it in the framework of promotion campaigns launched by companies interested in marketing their expensive equipment or new goods and/or services (this source of funding was reported by 13.6% of the respondents who had received supplementary professional training under SPT programs over the past 5 years).

On the whole, the RANEPА survey has revealed both the weak motivation of some of the employed individual for receiving supplementary professional training and the strong motivation of those who understand the real benefits of training under SPT programs. ●