

In the modern European community, social partnership is seen as an effective mechanism for the functioning and development of the economy. In Ukraine, the formation and development of the social partnership system takes place simultaneously with the formation of a market economy, a rule of – law state, a civil society and their institutions. Therefore, social partnership is considered ambiguously.

Most native scientists do not consider social partnership as an effective mechanism for the development and functioning of a market economy, which requires appropriate legal support and a developed civil society, as the main conditions for its formation. Although most of them agree that social partnership is directly dependent on the economic and social well-being of the state and that it is an institution of social partnership that one of the socially important institutions, which should contribute to the resolution of acute social problems, the development and implementation of modern social policies.

Social partnership is carried out at the international, national, sectoral and regional, production levels. Its main individuals are hired workers, labor collectives, trade unions – on the one hand; employers and their associations – on the other; the state and local self-government bodies – from the third, as well as their representatives and jointly established bodies for regulating social and labor relations.

In most EU countries these are organizations and movements of civil society.

One of the conditions for the development of social partnership in Ukraine should be the development of civil society.

Effective social partnership is characterized by:

- high quality of specialists training on the specialty profile;
- introduction of new specialties at the request of society;
- financing by entrepreneurs of the material and technical base of educational institutions;
- improvement of the procedure of passing the industrial practice at the enterprises;
- creation in cooperation with enterprises of information centers.

Each of these characteristics requires appropriate conditions for the formation and provision.

1. Ensuring the high quality of training specialists on the specialty profile.

In this, the experience of the leading European countries, in which the issue of the preparation of workers was decided at the expense of compulsory deductions from enterprise incomes, is positive.

In order to achieve the effectiveness of the vocational system, it is necessary to conduct research on changes occurring in the labor market to determine the list of professions that will be used by the demand of employers and also the professions from which more than necessary staff has been trained. In the conditions of decentralization, vocational education requires: development of the mechanism of multichannel and multilevel financing; creation of a new methodology for calculating the cost of training skilled workers; increasing attention to conducting research for the study of the needs of industries in the skilled workforce; introduction of professional training of e-learning resources and distance learning.

To ensure social partnership in the direction «Quality of training specialists on

the specialty profile», we consider appropriate: improvement of legislation and elaboration of a plan of action for the implementation of the current educational legislation (legal condition); increasing attention to the internal audit of educational institutions (organizational condition); increase of target financing for monitoring research (financial condition); development of educational and professional standards of a new generation (personnel / resource condition).

2. Introduction of new specialties at the request of society. In the next 5-10 years, the most promising will be the following professions: salesman, IT specialist, automation engineer, marketer, utility engineer, agroengineer, food processing and processing engineer, logistics, lawyer (commercial law), energy engineer, veterinarian, pharmacologist, financier, communication engineer, practical psychologist, geneticist, biochemist, robotic technician, nano-engineer. With that:

- educational institutions continue to prepare economists and lawyers instead of electric welders and locksmiths, sellers, technologists;
- unemployment remains high, and the demand for specialists does not correspond to the offer,
- there is a large share of Ukrainians working in the shadow.

The conditions for securing social partnership for the New Specialty on the Demand of the Society tool are the improvement of the current legislation on education (legal conditions); creation of regional systems of professional (vocational) training of skilled workers, establishment of a system for collecting data on the labor market (organizational conditions); definition of financing mechanisms for training qualified industry workers (financial conditions); involvement of marketers to determine the needs of the industry in the specialists (personnel conditions).

3. In Ukraine, the contractual forms of partnership implementation are still active but still insufficiently used in financing by entrepreneurs of the material and technical base of educational institutions.

To ensure social partnership in the direction of «Contract form of partnership implementation», it is desirable to intensify the introduction of contractual forms of implementation of partnership relations (legal and regulatory conditions), to create conditions for increasing the number of policy support subjects for scholarships (political condition), to ensure the functioning of the National Research Fund (organizational condition), to improve the financing of educational programs for the training of specialists on the basis of jointly created with entrepreneurs qualification x requirements (financial condition).

4. Improvement of the procedure for passing the production practice needs to be resolved. For example, until now, the issue of remuneration for interns has not been resolved.

The Law of Ukraine «About Education/ Pro Osvitu» provides for a new form of education – a network where the acquisition of an educational program takes place with the participation of various subjects of educational activity, which interact with each other on a contractual basis.

In educational institutions there are additional subjects of educational activity, except for the state and staff members. These are: bodies of local self-government, enterprises, institutions, organizations, individual individuals and / or legal entities under agreements (Article 15); educational, methodological, educational, scientific-

industrial and other associations on the basis of branch or professional features (Article 16); scientific, scientific and technical, innovation institutions (Article 17); other employees of institutions of postgraduate education, who have a license for educational activities (Article 18).

In order to ensure social partnership in the direction «Improvement of the procedure of passing the industrial and pre – diploma practice of students, students and students at enterprises and organizations», it is necessary to create additional conditions (legal, organizational, financial, personnel).

5. Creation of joint information centers for determining the needs of employees for each industry requires the development of the Ukrainian segment of the World Wide Web.

Ensuring social partnership in the direction of «Informatization of the economy» requires the creation of legal, organizational, financial and personnel conditions.

Consequently, social dialogue in Ukraine has not yet become a full-fledged instrument for ensuring the quality of education. Therefore, for each of the mentioned instruments of social partnership (quality of training of specialists, new professions, specialty at the request of society, contract form of partnership implementation, practice in enterprises and organizations, informatization of the economy) there is a need for the formation and provision of additional conditions. Such as:

- political – increase funding for informatization of the economy and for conducting monitoring studies of the state and changes in educational institutions;
- legal – adoption of the laws of Ukraine «On vocational education», «About the Education of Adults»; improvement of funding of educational programs for training specialists on the basis of jointly created with entrepreneurs qualification requirements; the standardization of pay for trainees undergoing industrial practice;
- organizational – creation of services in the enterprises and organizations for ensuring the passing of the industrial and pre-diploma practice of education applicants; creation of joint information centers for determining the need for workers for each industry; creation of regional systems of vocational education and training of skilled workers;
- personnel – creation and introduction of training programs for special training of mentors; development of educational and professional standards of a new generation for all branches of activity; improvement of educational programs in accordance with the market needs of the industry, which will be the basis for our further research.