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FORMATION OF THE ADAPTIVE SYSTEM OF VOCATIONAL TRAINING OF EMPLOYEES IN THE STATE AND SECTORAL LEVEL

The system of vocational training of workers is a complex open system, which can be considered at three levels: at the level of the state as a whole, at the industrial and at the enterprise level. This system can be represented as its functional interactions and providing subsystems. To the constituent elements of the system of vocational training of workers at the three levels contribute personnel, methodological, legal, logistical, financial and organizational support of the system. This system is potentially adaptive, because it characterized the main features of the adaptive systems: the open nature of the system and the extreme complexity; which ultimately leads to ability to predict changes in the system only in the short term; the ability to use the experience gained to adapt; system mechanisms are not random and deterministic; extreme sensitivity to small changes in the internal and external environment. To improve the adaptability of the system of vocational training of industrial workers in the first place, higher average frequency of training employees of industrial enterprises of Ukraine has to be addressed. It was therefore proposed to amend the legislative framework, which should

provide the frequency of training or the acquisition of a new profession, at least once every three years. Solving the problem of employment of the economically active population at the state and industry level, it is necessary to intensify cooperation of business entities with the State Employment Service of Ukraine. The results should be increase of the volume of retraining of the unemployed directly on the basis of enterprises and improvement of the performance of their job. However, it is necessary to solve the problem of updating the content of academic disciplines in higher and vocational education, which can be implemented by questioning employers and leading specialists in the field of industry, who will be able to point out the current and future competency, which should have a graduate education institution in accordance with the requirements of production and the labour market. These measures are aimed at improving the adaptability of the system of vocational training of workers in the industry and in Ukraine as a whole, which can enhance the competitiveness of the national economy due to the presence of highly qualified staff of the industrial enterprises.