

Group 5 “Quality and efficiency of human capital development”

1. We should address the issue of restructuring the network of educational institutions and managing a larger system. It is advisable to determine what we mean - the restructuring of institutions or optimization of the educational institutions network itself. This aspect is included in the state program "Education and Youth Policy" for 2016-2020.

2. The quality of interaction with customer organizations. The customer organizations submit an order for training of specialists and thereby determine the state order.

3. Our educational programs are modular in nature, due to the objectives of the state program "Education and Youth Policy". More than 10 percent of TVET and SSO educational programs are updated annually.

At the same time, there are problematic issues related to the differences in the requirements of customer organizations at the stage of submitting the order for staff training and employment of the graduates.

It is also necessary to improve the issue of professional skills development of the principals of educational institutions and especially teachers, particularly in terms of IT technologies. It is advisable to develop and test teacher's career development schemes. An item related to a network form of implementation of the educational programs is being introduced into the new edition of the Education Code; internships for both pedagogical staff and students will be developed.

It is also advisable to amend statistics, since statistical data can have significant differences.

Group 4

Suggestions on how to attract people to the regions:

1. Elimination of differences between centers and regions.
2. Development of the region, its attractiveness. Awakenning the initiative of people through demonstration of effective experience. For example, establishment of the resource centers is a good basis.
3. Elaboration of normative legal acts that would create the conditions for the development of small and medium-sized businesses.
4. Provision of social conditions.
5. Development of traditional handicraft. Attracting investments into the region, that is, creation of modern jobs, the resource centers that will help create these work places.
6. Revision of state tax policy, reduction in the share of manual labor.

Group 3 “Stimulating Employment Growth”

The advantage of the vocational education system of Belarus is an opportunity of staff training at the expense of the state budget, also for small and medium business.

At the same time, the vocational system has a low level of awareness of the state policy issues and specifically in the field of strategies development, for example, business education, the strategy of the Ministry of Economy. Educational institutions are direct suppliers of the staff, and it is advisable for them to influence the situation in the field of the state decision-making, regulate issues at the stage of their adoption.

It is important to formulate the core competency of entrepreneurship, to include it into the educational programs and curricula.

When making decisions, it is important to be guided by objective data so that the sample really reflects the entire economy. It is also advisable that employers can determine what competencies must be formed during the learning process of students.

Group 2

In the past three years, the labor market situation has improved. There is no such outflow of staff from the economy. Just 3 years ago, we have lost more than 20,000 employees, and now a little more than 5,000. Our unemployment rate is not very high. According to the ILO methodology the rate is not higher than 3.9% now.

But the problem is deeper. There is the issue of lack of qualitative competencies. A great deal has been accomplished in this direction. The National Qualification System was adopted, Sectoral Councils were created. We are trying to identify those competencies that we lack. Concurrently, work is underway regarding the number of staff in those types of activities that the economy needs in the near future. In 2017, a new resolution with clear delineation of roles of the main ministries (the Ministry of Education, the Ministry of Labor and Social Protection and the Ministry of Economy) was adopted. Now, interacting with the Ministry of Economics, the Ministry of Labor and Social Protection prepares an annual forecast of staffing requirements in the context of professional qualification groups. We have been doing this research for the second year. It is still selective research, there are some vulnerabilities, but work has already begun in this direction.

Close partnership between employers and education are needed. In this context, professional standards are being developed. As part of the project “Employment, Vocational Education and Training in Belarus”, the first pilot questionnaire was created to identify the skills that we will need in the future.

Further training for VET teachers in the field of digital educational resources is indisputably necessary. And what is most important now to put it into practice.

Using BIG DATA, an opportunity analysis of labor market demand in real time. A republic-wide job bank has been created in the Republic of Belarus. Of course, there are other providers who submit data on vacancies, but a republic-wide job bank provides more data. More than 85,000 vacancies are available daily. BIG DATA already exist; we need to learn how to use them, because this information can also be used to forecast staff requirements, and because we can see not only where specialists are needed, but also the employer's requirements for them for efficient operation of enterprises.

Group 1

We need real data, statistics.

A certain share of employers (small enterprises, micro-enterprises) is not involved in government procurement procedures.

Adult education requires various modes of study, training programs. It can be an online study mode and short programs.

It is advisable to identify employer incentive mechanisms for employing older staff. But such staff is not always ready to retrain and enter the labor market.

A question that needs to be resolved is the involvement of specialists as teachers:

1) a mechanism is needed to involve specialists from enterprises (justification for remuneration, recognition of their rights to teaching, etc.),

2) a mechanism is needed for involvement of university graduates, especially on technical, engineering specialties in VET institutions (not all specialties have a pedagogical direction).

Issues of financing mechanisms for adult education: the size of the group, which is financed by the state, is 20-25 people.

Could you name two topics that are most important?:

- Lifelong learning. Regionalization of human capital. Labor shortages and skills gaps.