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STUDY OF THE PROBLEM OF VALIDATING MIGRANTS' COMPETENCES AND RESKILLING IN EUROPE AND RUSSIA

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Introduction of the knowledge-intensive processes on production, the changing branch specialization, replacement of old professions by new ones raise requirements of preparation of professional staff.

All countries are faced with a problem of finding of a common ground of professional education and training system of highly professional specialists, taking into account constantly changing requirements of labor market and demand of the acquired professional skills throughout all life. Structural changes at the different levels of economy, competition toughening as among the enterprise, and a human resource lead to reduction of staff with low qualification (table 1).

Table 1

Educational need of economy for a manpower

<i>Qualification</i>	<i>High qualification</i>		<i>High qualification</i>		<i>Low qualification</i>	
	<i>2010</i>	<i>2020</i>	<i>2010</i>	<i>2020</i>	<i>2010</i>	<i>2020</i>
<i>Region</i>						
Russia [1]	31%	35%	11%	12%	23%	16%
Europe [2]	29%	34%	49%	50%	20%	15%

Employers meet difficulties in search of qualified personnel which in many respects can be explained with discrepancy between labor market requirements, qualification requirements and professional education level.

Global expansion of labor markets, internal and external mobility of workplaces, migratory integration results in need of search of special approach to training and development of the required competences, increase of qualifications and retrainings of applicants for vacancies.

Having conducted researches in the field of migration policy [3], authors note the following features (table 2):

- increase in inflow of external migration flows [4],
- interest of any state in attraction on the territory of migrants of high qualification, rare specialists, for providing innovative sectors of economy by the competent specialists [5]. The increase in population of the Russian Federation due to migration is shown in table 2.

Due to above told need of development and introduction of programs with a possibility of professional retraining and professional development of migrants appears.

Table 2

Dynamics of the Russian Federation population change due to migration
(thousand people)

<i>Years</i>	<i>The Population for the beginning of year</i>	<i>Migratory process</i>
2015	131267	475
2020	143529	836
2025	146271	838

Now in the territory of Russia for confirmation of qualification there are professional standards allowing employers to form personnel policy of the production and to organize retraining and training of personnel [6].

Absence of the general qualification requirements for an assessment of competences, uniform scale of an assessment to concrete qualifications creates difficulties at recognition of the competences created at the graduate and qualifications which are available for the worker.

Integration of different systems of training of graduates gives new approaches to an assessment of compliance of the received skills taking into account their personal features and validation of results of the previous training with recognition of this qualification irrespective of a way of their receiving [7].

Considering ways of obtaining professional skills (work, self-education, training continuation) it is possible to facilitate an assessment procedure of compliance of the acquired competences and to reduce the term of training of personnel by creation of individual trajectories of retraining that will allow to integrate into labor market not only socially unprotected groups of the population (migrants, refugees), but also physically disabled people.

Europe recognition of the results of training received in the different ways began to admit along with including to an education system of the competence-based model of education directed to result:

- formal education upon termination of which the diploma is issued,
- informal education upon termination of which the document isn't issued, training happens independently,
- the informalny education depending on individual abilities of the personality [8].

Now in the European countries the numerous centers in which models the arising problems urged to fix are developed and put into practice at an assessment

of the created skills and helping various organizations to realize this system in practice are created (table 3).

Specifics of conditions in which the Russian companies work not always allow to apply these tools on selection and retrainings of professional specialists.

Therefore the subject of development of methods of formation and an assessment of professional competences at the present stage of development of the Russian companies is actual.

Table 3

The international centers on retrainings of migrants

<i>Participants of the project</i>	<i>Features</i>
The international network of training IMPART, unites the countries of the central Europe [9]	it is directed to assistance to migrants in the sphere of employment. Procedure of an expert assessment has been changed. The emphasis has been placed on uniqueness of the person and a difficult set of conditions and requirements of the employer, recognizing that in real life, control indicators are considered in total with various variables which are possessed by each person
AMES, Australian project [10]	it is directed to assistance to migrants in the sphere of employment. Procedure of an expert assessment has been changed. The emphasis has been placed on uniqueness of the person and a difficult set of conditions and requirements of the employer, recognizing that in real life, control indicators are considered in total with various variables which are possessed by each person
The project uniting the Scandinavian countries [11]	Are focused on deleting of a language barrier and general education at a basic level. In Sweden training is held in language, native for migrants, In other countries in a state language. In Denmark and Norway the state pays grants by quantity trained, In other countries financing isn't connected with number of trained. Vocational training is combined with language training and mentoring in this connection difficulties of the organization of process appear
Finnish-Russian projects of BAJIO and PROSKILLS [12]	Approaches of system of validation are presented, the model of processes of validation of results of the previous training, estimates and certifications of qualification is offered

On the basis of numerous researches on this subject authors have drawn a conclusion that for achievement of the best indicators in employment it is necessary to create a package of measures which would meet the following criteria:

- availability of quality education,
- compliance of vocational training to requirements of labor market,
- possibility of acquisition necessary various courses of retraining.

Due to the above told, authors offer computer support of processes of an assessment of competences and degree of their compliance to requirements of the employer, and in cases of partial discrepancy offered requirements – formations of advanced training courses or retraining of experts [13].

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МОНИТОРИНГ ЛАВИНООПАСНЫХ УЧАСТКОВ ТРАНСПОРТНЫХ МАГИСТРАЛЕЙ С ПРИМЕНЕНИЕМ БЕСПИЛОТНЫХ ЛЕТАТЕЛЬНЫХ АППАРАТОВ

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Техногенные и природные воздействия могут привести к развитию процессов разрушения эксплуатируемых инженерных сооружений. Поэтому в последние годы получают развитие различные системы мониторинга, включающие в себя организацию инструментальных наблюдений, применение математических методов обработки результатов, построение