



IMPROVING THE TRAINING OF QUALIFIED GARMENT WORKERS ON THE BASIS OF PUBLIC-PRIVATE PARTNERSHIP UNDER THE CONDITIONS OF MARITAL STATE AND POST-WAR RECOVERY OF LIGHT INDUSTRY

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Abstract

The relevance of the article is determined by: the transformation (in the conditions of martial law) of employers' requirements for the professional skills and abilities of qualified workers in the garment industry; the need for appropriate revision and updating of professional and educational standards; the need to modernize the content of vocational (professional and technical) education (hereinafter referred to as V(VET)E) for the post-war recovery of garment industry enterprises and the introduction of public-private partnership mechanisms into V(VET)E institutions of the sewing profile.

Purpose: to identify and characterize war-related problems of training skilled workers in the sewing field; to summarize the proposals of domestic stakeholders regarding the improvement of this process on the basis of public-private partnership (hereinafter referred to as PPP).

Methods: theoretical analysis of research sources – to clarify the state of training of specialists for the garment industry in the conditions of martial law; survey – to identify proposals of stakeholders regarding the improvement of training of qualified workers of the sewing profile on the basis of PPP.

Results: a theoretical analysis of scientific research sources was carried out (official materials of the Committee of the Verkhovna Rada of Ukraine on Science and Education, the Ministry of Education and Science of Ukraine, then the Ministry of Education and Science of Ukraine, statistical data of the National Qualifications Agency of Ukraine, then NQA, educational programs for the training of qualified sewing workers, scientific and pedagogical literature from the research problem); a survey of stakeholders of the industry was conducted – to find out proposals for improving the training of qualified personnel for the light industry of Ukraine in the conditions of martial law and post-war recovery of the industry.

Conclusions: the factors influencing the state of war on the transformation of the labor market of light industry and changing the requirements of employers for the professional abilities and skills of skilled workers in the sewing profile have been clarified; according to the results of the survey, the suggestions of stakeholders on improving the training of skilled workers for light industry in the conditions of martial law and the post-war recovery of the garment industry on the basis of public-private partnership are summarized; the necessity of updating professional and educational standards, introducing integrated professions of the sewing profile has been proven; the need to justify certain organizational and pedagogical conditions (that should be created for this purpose in V(VET)E institutions) has been identified.

Keywords: *light industry, public-private partnership, integrated professions, professional standard "Master of tailoring", skilled workers of the garment industry, post-war recovery of light industry*

Introduction. The light industry of Ukraine, like many other industries, was faced with today's challenges: the survival of enterprises from the military invasion of the Russian Federation, the relocation of companies to other regions of the country, the simultaneous solution of many strategic and tactical tasks of the development of production in new places.

The trends of socio-economic development of light industry tracked over the past decades indicate that enterprises have always focused on the consumer, sewing women's labor resources and sources of raw materials, therefore, in general, they were spread throughout the territory of Ukraine. But the war led to the following: a significant number of women from the production staff of garment factories were evacuated, the sources of supply of raw materials were interrupted and completely changed, and the surviving production equipment was moved to other regions of the country. Many sewing enterprises were forced to stop their activities or significantly to reduce production volumes.

According to experts of the Institute of Economic Research and Political Consultations, due to the war, industry is expected to fall by 42.6%, while the GDP will decrease by 31%. Until 2021, light industry, one of the strategic segments of the national economy, which provided almost 5% of budget revenues and 2.6% of Ukrainian commodity exports. According to the results of surveys in July 2022, it was found that only 7% of enterprises work at 100% (Anhel & Hulik, 2022).

As you know, industries that provide life support recover better. Another difficult test – the release of new products – fell on the mostly female "shoulders" of sewing enterprises. Sewing factories and even small ateliers changed their assortment and began to sew unloading vests, thermal clothing, military clothing and other tex-tile products for the needs of humanitarian centers and refugee shelters. The repurposing decision is an example of fighting in the rear, which not only allows the enterprise to continue functioning, but also directly helps the country. Undoubtedly, such enterprises are conscious, proactive businesses that set trends in the market. But for many manufacturers, such repurposing means the use of new materials and accessories, other technologies for processing products, and sometimes a significant renewal of production equipment. This rapid technologization, which significantly changes the production environment in the labor market, creates new challenges regarding professional skills and competencies.

Sewing professions have always been relevant and constantly in demand on the labor market, because the efficiency and growth of production volumes are determined by the availability of qualified personnel capable of professionally solving production tasks. But for the reasons mentioned, the shortage of workers in the garment industry has increased many times compared to the pre-war situation. This is evidenced by the data of the National Qualifications Agency (Fig. 1).

The war hurt the V(VET)E institutions of the sewing profile of Ukraine. From almost 70 modern providers of quality services in the field of training the qualified workers in the sewing industry in all regions of Ukraine, many providers have been affected and relocated. But an important advantage of V(VET)E has always been its flexibility and quick response to the demands of the labor market: even in these difficult conditions, not only yesterday's school graduates, but also adults, immigrants who want to improve their qualifications or change their profession can study in educational institutions. Education can take place both full-time and part-time. Adaptation to the demands of the labor market during martial law stimulates the national V(VET)E to develop a system of training the skilled workers in cooperation with stakeholders for light industry.

Sources: Conceptual ideas that determine the priority of quality training of qualified sewing workers with a high level of professional competence and multi-functional skills, through the joint efforts of educators and employers on the basis of public-private partnership, are defined in the Laws of Ukraine "On Public-Private Partnership" (2010 No. 2404 -VI latest edition of 2015 N 817-VIII); "About education" (2017); "About vocational pre-university education" (2019);

"On vocational (professional and technical) education" (1998, last edition 2021); "On Amendments to Certain Legislative Acts of Ukraine regarding the Functioning of the National Qualifications System", signed by the President of Ukraine on June 15, 2022, which through amendments to the Labor Code, the Law of Ukraine "On Education" defines the concept of "partial qualifications" in labor legislation, and modern professional standards will now have an advantage over the outdated qualification characteristics (Article 96 of the Labor Code and Article 6 of the Law of Ukraine "About Salary")

This legal document makes it possible to speed up the path to the workplace for people who have lost their jobs, to quickly learn the elements of a new

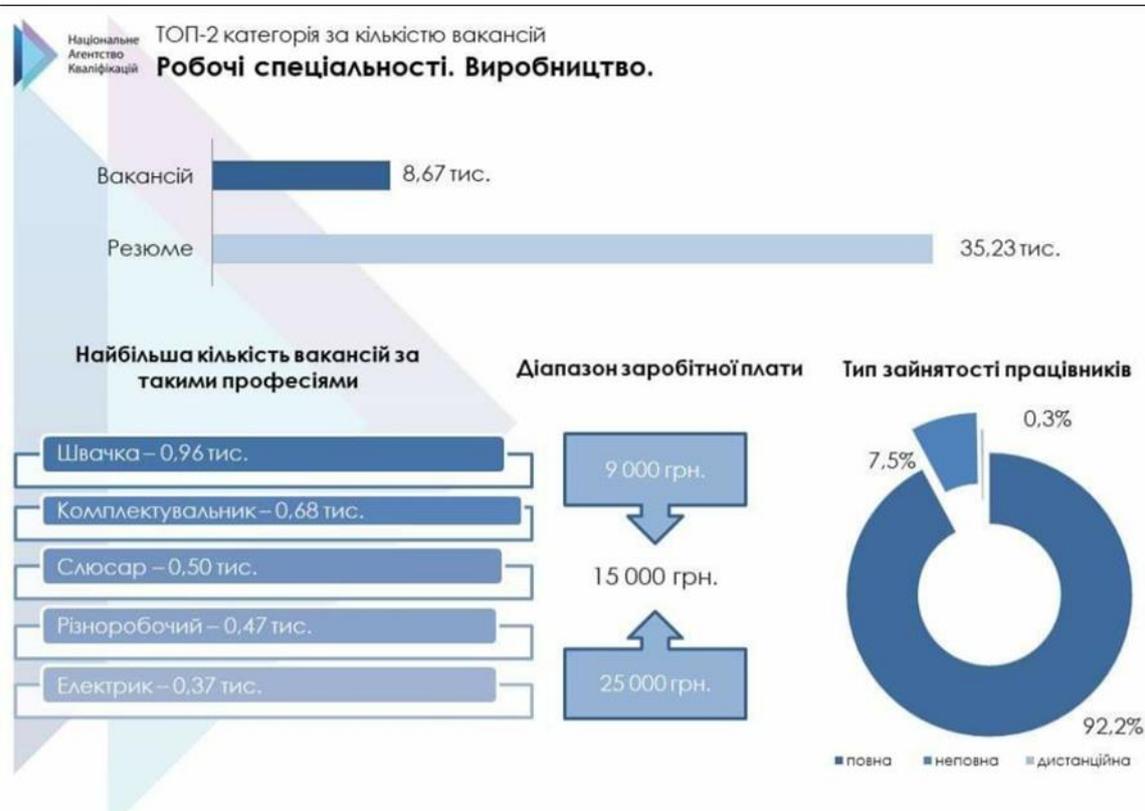


Fig. 1 State of demand and supply in the labor market of skilled workers of the sewing profile (website of the National Qualifications Agency of Ukraine)

profession and to get a job. These changes are very relevant for Ukrainians during the war: the concept of lifelong education has turned into a trend – "getting new qualifications for survival".

The article aims to identify the main problems of training the qualified workers of the sewing profile in the conditions of martial law and the post-war recovery of light industry; to analyze proposals of stakeholders to improve this process on the basis of PPP.

Methods: theoretical analysis of research sources – to find out the state of training of specialists for the garment industry in the conditions of martial law; survey – to identify proposals of stakeholders regarding the improvement of training of qualified workers of the sewing profile on the basis of PPP.

Results and discussion. Under modern conditions, the categories "efficiency" and "quality" are becoming the most important in the state policy of countries all over the world and the main orientation of international policy in the field of professional education and production. This also applies to light industry, which is rapidly developing technologically. Constant updating of production equipment, new materials and product processing technology are trends in the innovative develop-

ment of sewing enterprises in the conditions of globalization processes of the economy and rapid technologization. These factors create new challenges for professional skills and competencies.

At the same time, in addition to this development of the light industry, the destructive factor of martial law and the relocation of many enterprises affected by the invasion of the Russian Federation continues. According to the statistics of the public association "Ukrlegprom", currently more than 60% of enterprises are micro-enterprises, 25% are small, and 12% are medium-sized. (Ukrlegprom, 2022). This reformatting created a need for specialists with broad qualifications, which forces us to review the content and effectiveness of traditional sewing professions: seamstress, tailor, cutter, which are constantly in demand on the labor market. These mono-professions in the conditions of martial law and in the post-war period have the prospect of merging into a consolidated profession, in which several mono-professions and/or types of professional activity are integrated for the purpose of training according to a single standard of VET (Nychkalo, 2000).

Training in integrated professions gives positive results and contributes to:

- rational use of study time when learning an integrated profession;
- increasing students' interest in learning and obtaining broad qualifications;
- optimization of training content;
- increasing the time for industrial training and practice;
- expanding and deepening the level of knowledge, skills, and abilities;
- significant cost savings for the training of future specialists.

The practice of introducing integrated professions is also observed in the countries of the European Union, and the activity of employers in the development of professional standards is evidenced by statistics: in Belgium, Finland, France, Germany, Italy, Estonia, Latvia, more than 30% of educational programs were created in cooperation with employers; a significant part of these educational programs is implemented on the basis of the enterprise (Voronina-Pryhodii & Kravets, 2022). Synergy of efforts of employers and V(VET)E institutions in the process of their training is widely understood and important. The strengthening factor is the state policy in this area, which is actively developing legislatively, creating all the conditions for this fruitful cooperation: the active activity of the National Qualifications Agency of Ukraine ensures communication with the main stakeholders of the labor market, forecasts the market's needs for qualifications and coordinates the development of professional standards.

For the past seven years, the public association "National industry partnership in the light industry of Ukraine "Fashion Globe Ukraine" (hereinafter NIPLIU "FGU") has been cooperating with V(VET)E institutions and many domestic sewing enterprises-stakeholders regarding the improvement of the qualification level of future workers in the field of light industry, renewal of professional and educational standards. One of the directions of this cooperation is the study of the needs of employers in updating the nomenclature of labor professions and the study of the factors of sectoral changes in the economy:

- new requirements of the modern branch of light industry, innovative activities of enterprises and, accordingly, new functions of specialists performing professional activities;
- the demand of employers for integrated (enlarged) professions in the field of light industry, due to the emergence of the opportunity to respond more effectively and in a timely manner to

the redistribution of personnel according to labor functions;

- the need to recognize the results of informal training and create conditions for the professional development of employees and the improvement of the quality of their work.

The latest studies of the problems of public-private partnership testify to the urgent need of small and medium-sized enterprises of light industry in the new consolidated profession "Master of tailoring clothes", which will include the labor functions of such mono-professions as: "Seamstress", "Tailor" and "Cutter".

NIPLIU "FGU" made a proposal to create this profession together with specialists of the Institute of Vocational Education and Training of the National Academy of Educational Sciences of Ukraine. In 2021-2022, a joint effort of educators and employers developed a professional standard for the mono-profession "Master of Tailoring" (profession code according to the Classifier of Professions DK 003:2010 - 7439).

Within the limits of the defined professional qualifications, there may be partial qualifications according to the needs of the labor market ("Junior master of tailoring", "Master of tailoring", "Senior master of tailoring").

The working group of developers of the professional standard project, which consisted of scientists, teachers, methodologists of V(VET)E institutions, masters of industrial training, designers and constructors, worked on the professional standard project for several months. The main labor functions of a tailor were determined, uniform requirements for general and professional competences, the scope of knowledge, abilities and skills for the performance of the tailor's labor functions in the field of light industry were established. (National sectoral partnership in the light industry of Ukraine, 2021)

After a public discussion of the professional standard of the integrated profession "Clothing Master", it was transferred to the National Qualifications Agency and approved by the order of the Ministry of Economy dated 02.14.2022 No. 304-22. (National Qualifications Agency, 2022). The specified process is a guarantee of increasing the contingent of applicants in the field of V(VET)E, interested in the educational services of V(VET)E institutions of the sewing profile and obtaining educational and professional qualifications that are relevant in the labor market. The logical continuation is the development of an educational standard and educational programs for the profession

"Mas-ter of tailoring".

The relevance of the development of standards is confirmed by the results of surveys among manufacturers of the sewing industry of various assortments regarding dissatisfaction with the level of professional competence among graduates of V(VET)E institutions of the sewing profile and allow us to formulate a proposal about the need to review, modernize and optimize the content of professional education:

- increasing time for industrial training, objectivity in calculating time for practical classes;
- updating the methodical base of the subject "Production technologies" in terms of modern production processing of sewing products;
- review of educational programs.

As part of a survey of industry stakeholders (employers, V(VET)E institutions and their graduates), a proposal was received, at least as an experiment, to introduce specializations after the first basic years of study in V(VET)E institutions:

- master of tailoring men's outerwear,
- master of sewing women's light clothes,
- master of tailoring women's outerwear,
- a master of tailoring underwear and corset products, etc.

The modular principle of building curricula and educational programs makes it possible to form qualified workers' integrated competence in a certain field of professional activity based on mastering the content of the basic unit and specialized training modules. This will make it possible to train specialists as effectively as possible to perform complex production tasks, as it happened earlier in the system of training personnel for sewing enterprises, and the introduced unification was a temporary measure during the decline of the industry. Over the past 20 years, the situation has changed a lot, many manufacturers of a diverse assortment have appeared for both domestic and foreign sales markets. Today, graduates have basic knowledge and skills in the profession, but they get part of their knowledge in the workplace from a certain qualification. Thus, employers spend a lot of resources on training their employees. The return to specialization within the framework of public-private partnership will contribute to:

- effective training of workers in the sewing industry,
- implementation of training at workplaces, including quality internships, apprenticeship development and mentoring,
- the use of various elements of a dual form of education, which will help graduates of V(VET)E

institutions to quickly transit from study to work.

This is a joint sphere of interaction between educators and employers who are ready to invest their resources in the process of training personnel for sewing enterprises. Today, the priorities of manufacturers are inclined towards the graduates of V(VET)E institutions, who from the first days of work in their profession are able to competently, efficiently and responsibly perform complex production tasks, ready for constant professional growth, social and professional mobility. The economic efficiency of professional training of future skilled workers, like the efficiency of any other type of activity, requires a specific assessment. However, the application of quantitative assessment is hindered by the huge variety of social and production-economic results that cannot be reduced to a single measure. At the same time, we believe that the main indicator of the effectiveness of professional training of qualified workers is their successful activity at the workplace and the economic efficiency of enterprises.

PPP has intensified the discussion on improving management in the field of vocational education and training, especially when companies experience a lack of professional skills among graduates of educational institutions, and the public sector does not have the resources to finance vocational education and training programs. The implementation of result-oriented PPPs in various forms and types fits into the paradigm of new public administration. In the policy of professional education and training of the EU countries, such results are manifested in high-quality professional skills that are useful not only for individual students, but also for companies and society as a whole. This increases the value of joint actions of PPP stakeholders, the level of trust between state and private partners for investing in the development of professional education and training, contributes to the establishment of ties between V(VET)E institutions and enterprises, etc. (Radkevych, 2022).

Conclusions. Based on the analysis of research sources, the study of various factors of the influence of martial law on the transformation of the labor market of light industry, and the conduct of a survey of domestic stakeholders, the main tasks of improving the process of training the qualified workers for the garment industry on the basis of public-private partnership are summarized, namely:

- implementation of innovative educational programs for professional training and retraining of

personnel, taking into account the proposals of employers and the requirements of the realities of martial law and the recovery of the post-war garment industry;

- the creation of integrated (enlarged) professions in the field of light industry, due to the emergence of the possibility to respond more effectively and timely to the redistribution of personnel according to labor functions;

- implementation of the system of confirmation of professional qualifications of light industry professions in accordance with European practices;

- improvement of the forms and mechanisms of motivation of employers for the organization on their bases of various types of educational and production activities, professional development and training of pedagogical workers;

- development of joint programs for young people related to effective career guidance, populariza-

tion of light industry professions and a network of V(VET)E institutions;

- improvement of labor market monitoring systems of light industry, tracking of transition processes from education to employment, taking into account changes in relocated enterprises and educational institutions during hostilities.

It has been found out that for the effective solution of these tasks, the activities of regional and local authorities, united unions of employers and entrepreneurs, professional unions, pedagogical workers of V(VET)E and scientists should be coordinated. For this purpose, certain organizational and pedagogical conditions should be created in V(VET)E institutions, the need for substantiation of which determines the perspective of further research.

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ВДОСКОНАЛЕННЯ ПІДГОТОВКИ КВАЛІФІКОВАНИХ РОБІТНИКІВ ШВЕЙНОГО ПРОФІЛЮ НА ЗАСАДАХ ДЕРЖАВНО-ПРИВАТНОГО ПАРТНЕРСТВА В УМОВАХ ВОЄННОГО СТАНУ ТА ПОВОЄННОГО ВІДНОВЛЕННЯ ЛЕГКОЇ ПРОМИСЛОВОСТІ

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Реферат

Актуальність статті зумовлена: трансформацією в умовах воєнного стану вимог роботодавців до професійних умінь і навичок кваліфікованих робітників швейної галузі; необхідністю відповідного перегляду й оновлення професійних та освітніх стандартів; потребою модернізації змісту професійної (професійно-технічної) освіти (далі – П(ПТ)О) для повоєнного відновлення діяльності підприємств швейної промисловості та впровадження в заклади П(ПТ)О швейного профілю механізмів державно-приватного партнерства.

Мета: виявити й охарактеризувати пов'язані з війною проблеми підготовки кваліфікованих робітників швейного профілю; узагальнити пропозиції вітчизняних стейкхолдерів щодо вдосконалення цього процесу на засадах державно-приватного партнерства (далі – ДПП).

Методи: теоретичний аналіз джерел дослідження – для з'ясування стану підготовки фахівців для швейної промисловості в умовах воєнного стану; опитування – для виявлення пропозицій стейкхолдерів щодо вдосконалення підготовки кваліфікованих робітників швейного профілю на засадах ДПП.

Результати: здійснено теоретичний аналіз наукових джерел дослідження (офіційних матеріалів комітету Верховної Ради України з питань науки і освіти, Міністерства освіти і науки України далі МОН, статистичних даних Національного Агентства Кваліфікацій України далі НАК, освітніх програм підготовки кваліфікованих робітників швейного профілю, науково-педагогічної літератури з проблеми дослідження); проведено опитування стейкхолдерів галузі – для з'ясування пропозицій щодо покращення підготовки кваліфікованих кадрів для легкої промисловості України в умовах воєнного стану і повоєнного відновлення галузі.

Висновки: з'ясовано фактори впливу воєнного стану на трансформацію ринку праці легкої промисловості та зміну вимог роботодавців до професійних умінь і навичок кваліфікованих робітників швейного профілю; за результатами опитування узагальнено пропозиції стейкхолдерів щодо покращення підготовки кваліфікованих робітників для легкої промисловості в умовах воєнного стану та повоєнного відновлення швейної промисловості на засадах державно-приватного партнерства; доведено необхідність оновлення професійних і освітніх стандартів, упровадження інтегрованих професій швейного профілю; виявлено потребу обґрунтування певних організаційно-педагогічних умов, які мають бути створені для цього в закладах П(ПТ)О.

Ключові слова: *легка промисловість, державно-приватне партнерство, інтегровані професії, професійний стандарт «Майстер з пошиття одягу», кваліфіковані робітники швейної галузі, повоєнне відновлення легкої промисловості.*

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