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## Article

# Educational and qualificalational disproportions of Ukraine's regional labor market

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## **EDUCATIONAL AND QUALIFICATIONAL DISPROPORTIONS OF UKRAINE'S REGIONAL LABOR MARKET**

*The article deals with educational and qualification features and disproportions of the regional labor market. The authors reveal and summarize the features of structural and dynamic characteristics of the labor market in an industrial region (Zaporizhzhya region), and professional and sectoral structure of the employed and unemployed population. The disproportionality between regional distribution of vocational education and demand for skilled labor is considered in the context of the uneven distribution of employees by professions and economic activities, which led to distortions in the quantitative and qualitative structure of the labor market and further aggravated the mismatch between the level of labor's skills and the needs of employers at the regional level.*

*The paper substantiates the conclusion about the autonomy of the trajectories of vocational education development in the region and the labor market of worker professions, which shows up in the excessive qualification of the employed population in the region.*

*Based on the results of analytical calculations, the authors identified and fully characterized the professional "core" of the Zaporizhzhya region, which covers no less than 80% of all employed in the worker professions and identified, in its structure, the most wide spread professions in the region. The comparative characteristic of the professional "core" with the need of employers and their salary offers allowed to identify the bottlenecks of the occupational structure of employment in the region.*

*Since the training of workers in accordance with the policy of decentralization is a prerogative of local authorities, it is at the regional level that workers should be trained to ensure the replenishment of a professional "core". The authors prove that the system of worker training in Zaporizhzhya region is not able to bring the training of skilled workers in line with the needs of the labor market. It is the social dialogue with all stakeholders in the region that acquires particular importance for the modernization of the content of educational policy.*

***Key words:*** imbalance, demand, supply, professional workers, regional labor market

JEL: J21, J23, J24

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The parameter mismatch between labor demand and labor supply is a significant challenge for modernizing the socio-economic system of Ukraine in terms of satisfying the economy's long-term requirements in skilled personnel. There is a significant imbalance between the supply and demand of the workforce in terms of vocational qualifications, educational levels in various economic activities, economic regions and the country as a whole.

Structural changes in the economy of Ukraine, a significant decrease in the share of industry, aging of the population, increasing migration trends that are connected with demographic, transformational, Euro-integration and globalization processes and with the formation of the tendency towards primitivization of economy that is characterized by a considerable proportion of employed in elementary occupations. Everything mentioned above determines the trend of the development of national and regional labor markets and defines the requirements for vocational education and training (VET) in order to overcome or minimize existing educational and qualifical imbalances.

The existing imbalances between the structure of staff training and the demand for graduates and experienced skilled laborers that entered the labor market call for a search for fundamentally new approaches that make it possible to regulate the system of supply and demand on the labor market. Positive changes and the development of effective mechanisms for managing the system of VET in turn require a systematic analysis of labor market functioning in order to enable, in the future, predictive assessment of labor demand and necessary numbers of trained personnel in the future.

The manifestations of various aspects of labor market imbalances, in particular the existing educational and professional imbalances are addresses in the works of researchers from different countries. Ukrainian peculiarities of matching labor market supply and demand in educational and professional terms are considered in the works of E. Libanova [1], L. Lisohor [2], L. Shaulska [3] and L. Ilich [4]. Some aspects of the development and provision of the workforce capacity of domestic industry are considered in the works of O. Amosha [5], V. Antoniuk, O. Novikova, V. Druzhynina, etc.

Taking into account the processes of decentralization and a certain autonomy of the regions of Ukraine in the training of skilled workers, increasingly urgent become the problems of analysis of the professional and qualification structure of labor supply and demand and the relevance of their training to the needs of the regional labor market. Despite the presence of sufficiently thorough and diverse research on the educational imbalances in the development of the Ukrainian labor market, there is a need for a more detailed analysis of its regional features, for the identification of the most top requested blue-collar professions at the regional level and for the possibility of their acquisition in vocational training institutions.

**The goal of the research** is to identify and quantify the educational and professional imbalances in the region that create barriers to modernizing transformations and specifying the methods for optimizing the regional policy of labor training and the state policy in the field of vocational education and training in general.

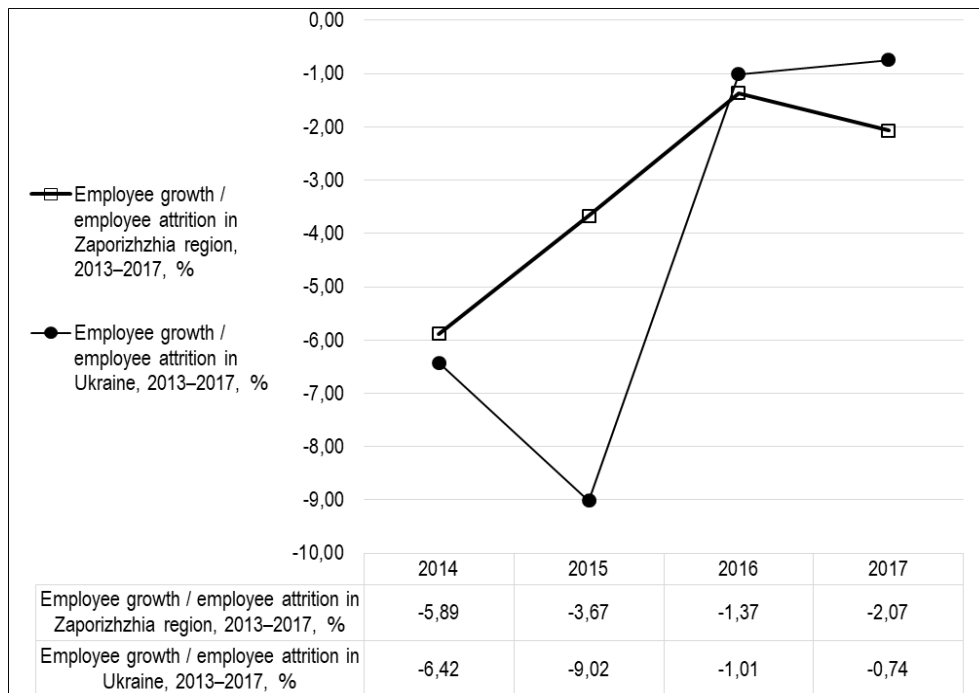


Zaporizhzhia region was selected for analysis because it is one of the most powerful industrial regions of Ukraine. The earlier discussed peculiarities of the industrial segment of the domestic labor market [6] make it possible to note significant educational imbalances as to the provision of the region's economy with skilled workers. It is of scientific and practical interest to identify features at the level of an industrial region and its economic development requires qualitative skilled workers.

A common problem of almost all vocational training institutions of Zaporizhzhia region (hereinafter – region) is the inconsistency of the training content to the sectoral trend of economic development. Thus, only 56% of students are trained in sectorally relevant professions, which leads to unsound competition between education establishments due to similar professions and oversaturation of the labor market with workers who do not find vacancies when placing in a job [7]. The existing imbalance between educational services and employers' requests, the capacities of vocational training institutions and learning community, and between material resources of VET institutions and modern technological equipment of the regional enterprises lead to irrational use of material, financial, and human resources and negatively affect vocational training of skilled workers. This fact further intensifies regional supply and demand imbalances.

The manifestations of profession-qualification imbalance between labor market needs and training can be considered in macro and micro dimensions [8]. The macroeconomic component is the structural deterioration of the provision of almost all economic activities with skilled labor, which is one of the reasons for the loss of competitive power of the corresponding sectors in world markets [9]. Microeconomic aspects imply the existence and strengthening of skilled labor shortage in enterprises, which will affect the financial and social performance of the region [10]. The reasons for the imbalances are the informational uncertainty of the labor market prospects in the occupational context that has a multidimensional nature. First of all, it is the limited ability of employers to assess the prospective need for certain professional personnel during training. At the same time, it is also the incomplete analysis of the labor market in the occupational context and of the structure of satisfied demand for labor at the regional level that determine the occupational core of the region and training "gaps". It is hoped that the results of this study will help to fill these gaps and improve the tools for regulating the VET system in Ukraine.

Despite the low sensitivity level of the main indicators of the labor market to changes in macroeconomic parameters that prevailed during a rather long period of time, (the period from 2013 turned out to be difficult for both the country as a whole and the labor market in particular). First of all, it was manifested in a significant narrowing of the possibilities of labor application in the domestic segment of employment. The overall decrease in the number of jobs in Ukraine in the period 2013–2017 is 16,4%, while the similar indicator in Zaporizhzhia region – 12,4% (Fig. 1).



**Fig. 1. Employment dynamics in Ukraine and Zaporizhzhia region, 2013–2017, %**

Source: calculated by Yuryk Ya. according to data of population (households) sample survey on issues of economic activity.

Against the background of changes in the total number of employed workers, the industry region's labor during the researched period was characterized by relative stability. According to our calculations the corresponding structures coincided with 90%. The analysis of the number and structure of employed in Zaporizhzhia region showed that the largest areas of labor effort were and remain wholesale and retail trade (19,1%), food and pharmaceutical industries (17,4%), and agriculture (15%). And these economic activities account for the largest amounts of job cuts during the researched period (Fig. 2).

The sectoral reallocation of jobs in the region took place simultaneously with the differentiation of sectoral salaries. Thus, financial and insurance activities accumulating a very small proportion of employees (less than 1%) traditionally provide much higher wages than the region's average (136,7% in 2013 and 110,6% in 2017). The situation is similar in the sphere of public administration where the salaries ranged from 105,7 to 126,8% of regional average and at enterprises of professional and scientific and technological activities (from 103,8 to 113,5%). On the other hand, the industry has accumulated a significant share of employment in the region and offers higher salaries than region's average. The industry significantly reduced the contribution to wage differentiation (the ratio of salaries in industry and the average regional indicators decreased by 5,7 percentage points).

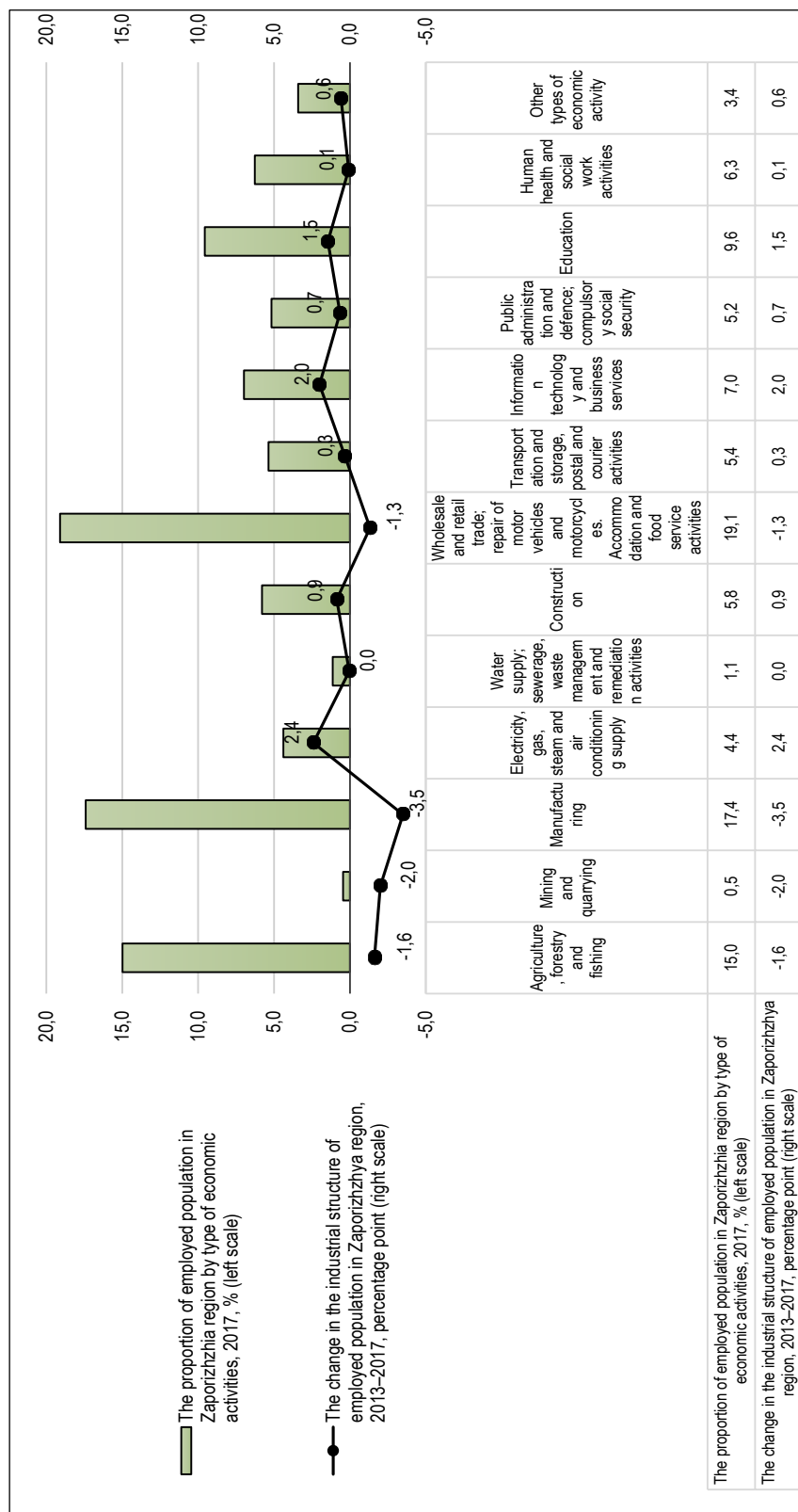


Fig. 2. The dynamics of employment by type of economic activities in Zaporizhzhia region, 2013-2017, %

Source: calculated by Yuryk Y.I. according to data of population (households) sample survey on issues of economic activity.

The occupational distribution and the corresponding structural shifts characterize changes in labor demand according to market fluctuations. On the one hand, due to rapid technological and industry changes and on the other hand due to poor state regulation – the modern labor market in Ukraine is characterized by a worsening of structural disparities between labor demand and its supply by occupation. This situation limits the absorption of unemployed and does not stimulate the satisfaction of the employers' needs of labor. For many years there has been a rather high demand for skilled workers using specific tools (25,6% of the total quantity of job vacancies as on 01.01.2019 in Zaporizhzhia region), elementary occupations (12,2%), and plant and machine operators and assemblers (12,2%).

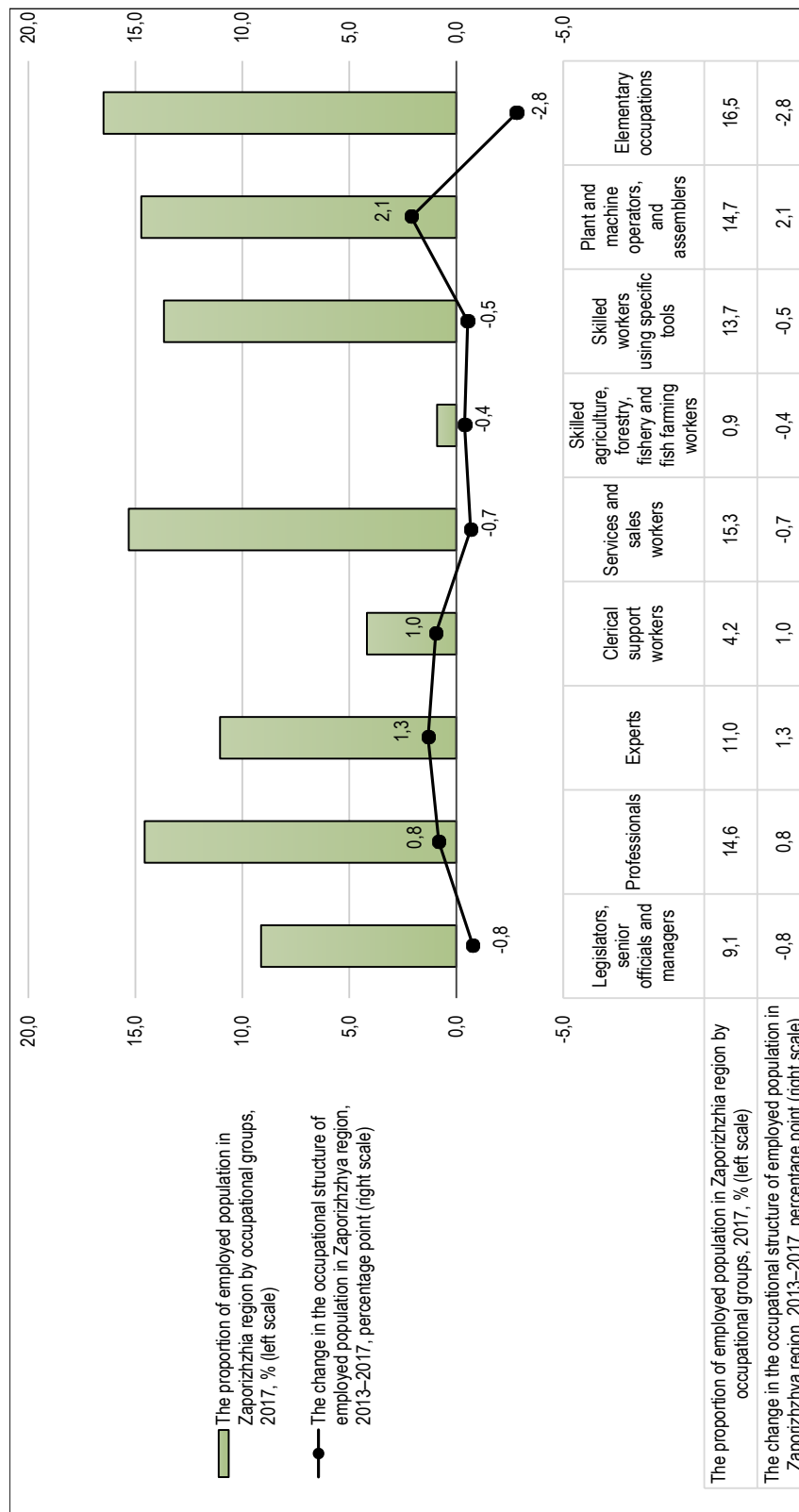
During the researched period, the most represented occupations in the Zaporizhzhia region labor market (Fig. 3) are professionals (14,6% in 2017), services and sales workers (15,3%), skilled workers using specific tools (13,7%), plant and machine operators and assemblers (14,7%). One of the features of primitivization of the region's economy is a rather high level of satisfied demand for the elementary occupations (16,5% of the total quantity of employed in the region).

Also interesting is the degree of dependence of the occupational structure of the labor force in the region on the gender distribution of employment. According to the theory of human capital, the choice of an occupation depends on the individual's reward expectations during the working life. The rational behavior of a woman in the market involves the choice of certain professions that in case of temporary absence from the market will only incur insignificant loss. The scholars S. Polachek [11] and R. Anker [12] noted that women tend to choose professions that allow them to combine work and family responsibilities. They will choose activities with relatively high starting salaries and low reward expectations on the accumulated professional experience.

The irregularity in the distribution of women and men by occupation characterizes horizontal and, to some extent, vertical segregation in the labor market. A high degree of gender segregation is a significant factor of the imbalance in the remuneration of labor, career prospects and as a consequence, it leads to inequalities between men and women in employment in the region as a whole. Therefore, the analysis of gender aspects of segregation in the regional labor market is important not only from the point of view of social justice, but also from the point of view of increasing the efficiency of the utilization of regional labor resources.

The analysis of the gender occupational structure of employment in Zaporizhzhia region has shown the following results (Fig. 4). More than half of men (62,7%) are skilled workers using specific tools, plant and machine operators and assemblers and perform elementary occupations that do not require vocational education.

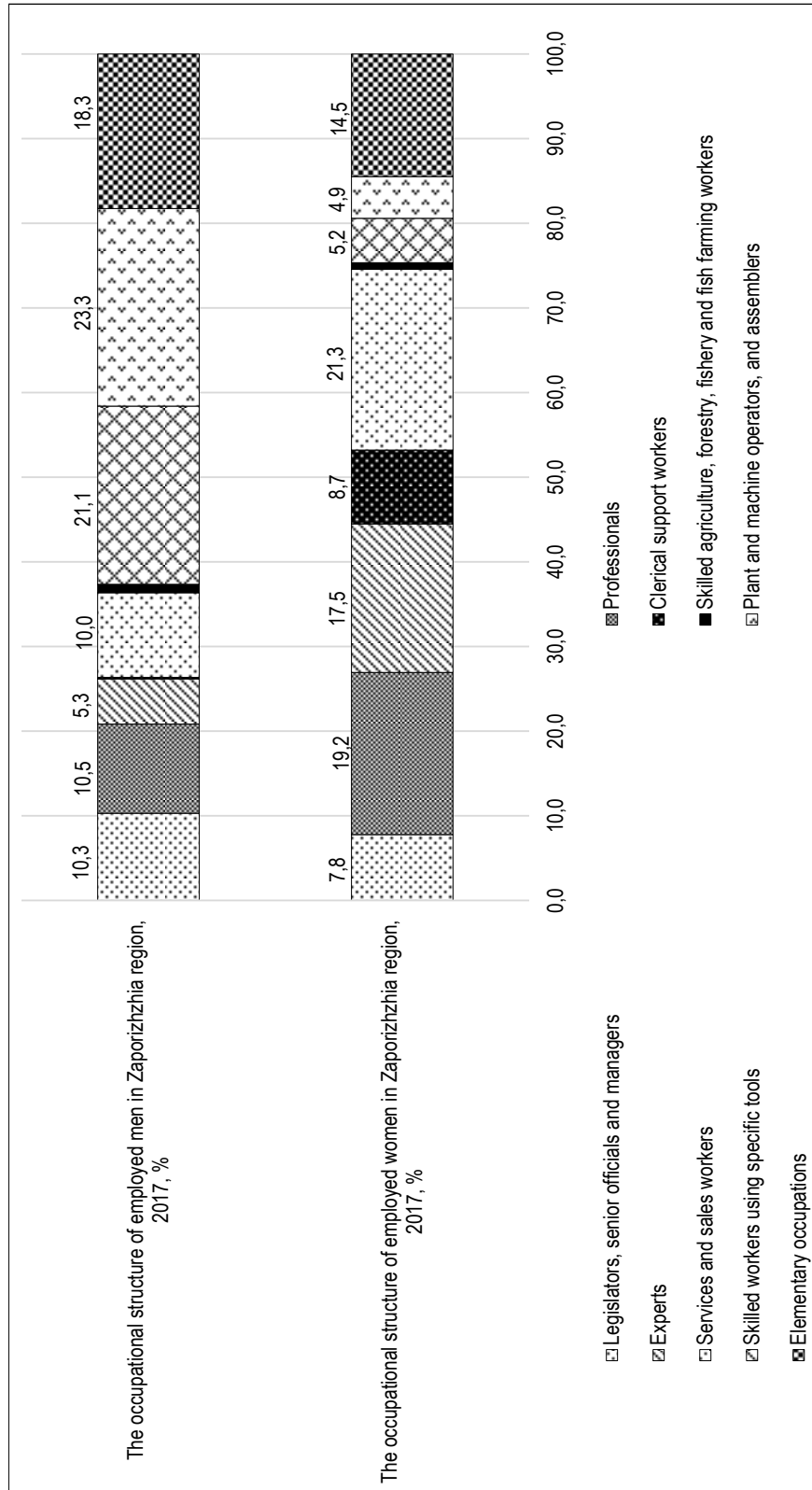
Women are concentrated in occupations that do not require manual labor. At the same time these occupations require high educational status – professionals, experts and services and sales workers.



**Fig. 3. The dynamics of employment occupational structure 2013–2017, %**

Source: calculated by Yuryk Ya. according to data of population (households) sample survey on issues of economic activity.



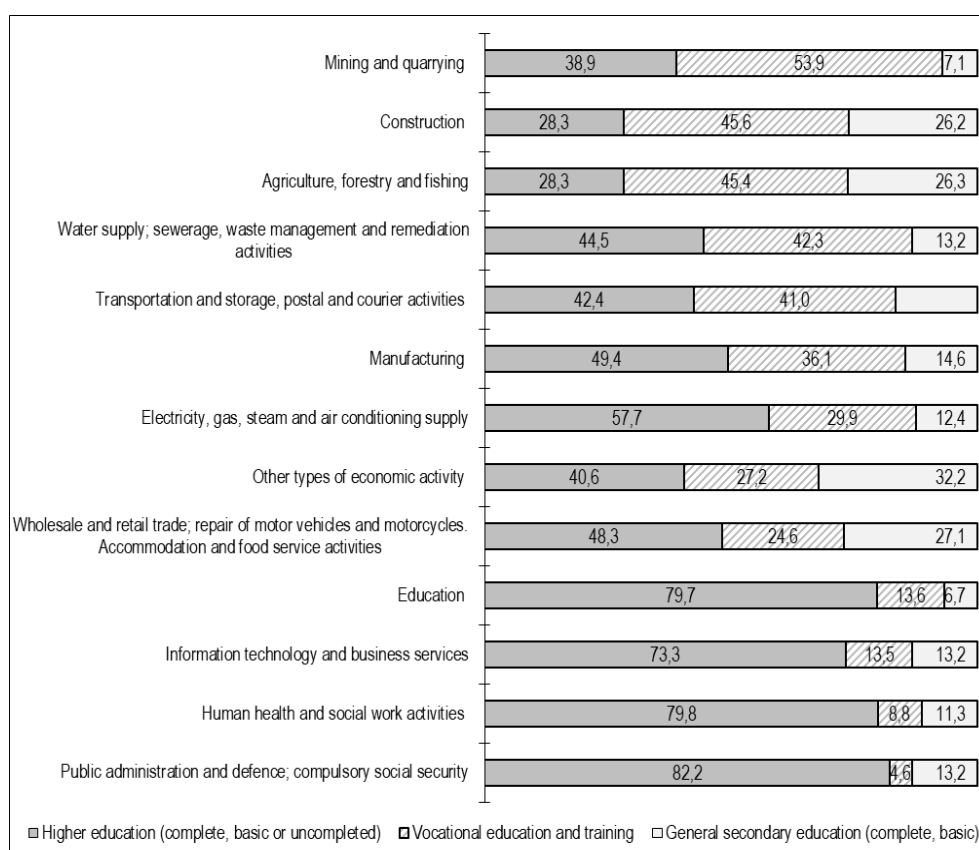


**Fig. 4. The gender distribution of employees in Zaporizhzhia region by occupational groups, 2017, %**

Source: calculated by Yuryk Y.I. according to data of population (households) sample survey on issues of economic activity.

Not surprisingly the gender structure of unemployment is similar to the gender structure of employment. In most cases unemployed women in the region are former professionals (15%), experts (12,7%) and services and sales workers (25,7%). At the same time the unemployed men are plant and machine operators and assemblers (33,5%), as well as skilled workers using specific tools (27,3%).

The regional labor market is characterized by an imbalance with the educational services market, which has led to differences in the quantitative and qualitative structure of the labor force and disproportion between skill level and the employers' needs. Thus, the educational structure of employed population in Zaporizhzhia region by economic activities shows that the sectors such as public administration, human health and social work activities, information technology and business services need labor force with high educational level (Fig. 5).



**Fig. 5. The educational structure of employed population in Zaporizhzhia region by economic activities, 2017, %**

Source: calculated by Yuryk Ya. according to data of population (households) sample survey on issues of economic activity.

Practically every second person employed in mining and quarrying, construction, agriculture, water supply and transportation has vocational education and training.

The demand for work that does not require any qualification is traditionally high in construction, trade, agriculture, and wholesale and retail trade.

Higher educational status does not reduce the risk of unemployment in the region but increases it. Thus, according to 2017 data, 48% of people with higher education and 36% with vocational education and training are unemployed in Zaporizhzhia region. In other words, people whose education level satisfy the requirements of blue-collar occupation can find a job easier, taking into account the industrial orientation of the region.

Thus, taking into account the written above, today the labor market of Zaporizhzhia region is characterized by the presence of the following basic imbalances: education-qualification, structure-gender, industry-wage, structure-quality, and the imbalance between labor supply and its employment. It is important to develop public policy approaches to get over these imbalances, which would require appropriate scientific justification.

The prevention of educational and professional imbalances (that have only been deepening recently in Ukraine) is closely linked to determining the market need for the employees' appropriate skills. The interest of scientists in the problem of over-qualification and its impact on the economic development and well-being of workers began with the publication of R. Freeman's "The overeducated American" [13]. This book actualized the problem of employment at workplaces that require a lower educational status. In recent decades the interest in the problem of skills mismatch and overeducation has grown. The lack of educational status leads to the slowdown in aggregate productivity and its excessive level indicates the inefficiency of investment in education that is too expensive for society. The studies by J. Hartog [14], P. Sloan [15], E. Levin, and H. Oosterbeek [16] indicate that overeducated workers for certain workplaces receive "fines" in the form of lower salary.

Trends towards autonomy in the development of labor markets and educational services are being seen in Ukraine [17, 18] and Zaporizhzhia region is no exception. The population has inflated expectations of the educational status, which is expressed in the fact that 38,2% of clerical support workers, 17,5% of services and sales workers, and 14,5% of skilled workers using specific tools are at workplaces that do not require complete or basic higher education. It continues to be a source of deep concern that every fifth worker in elementary occupations has a higher education of various levels (Table 1).

One of the reasons for this imbalance is the education itself. Higher education accessibility, relaxation in the requirements for applicants while entering higher educational establishments, and the absence of effective quality monitoring [19] forms a mechanism for discrediting the higher education institution itself. Gradually turning from an instrument of investing in human capital and improving individual competitiveness into a tool for socializing young people to a future life, the education is significantly losing its quality. Even with higher education, often at public expense, there is a high probability of being employed at workplaces that only require vocational education and training, as evidenced by the data in Table 1.



Table 1

**The educational structure of occupational groups in Zaporizhzhia region and the proportions of the imbalance between the qualification level of employees and the qualifying requirements for workplaces, 2017, %**

| The indicators                                                  | Complete and basic higher education | Uncompleted higher education | Vocational education and training | Complete secondary education | Basic secondary education | Total |
|-----------------------------------------------------------------|-------------------------------------|------------------------------|-----------------------------------|------------------------------|---------------------------|-------|
| Legislators, senior officials and managers                      | 70,4                                | 16,2                         | 9,2                               | 4,2                          | 0,0                       | 100,0 |
| Professionals                                                   | 89,4                                | 8,9                          | 0,9                               | 0,7                          | 0,0                       | 100,0 |
| Experts                                                         | 37,9                                | 51,9                         | 5,4                               | 4,8                          | 0,0                       | 100,0 |
| Clerical support workers                                        | 38,2                                | 22,9                         | 25,9                              | 11,1                         | 1,9                       | 100,0 |
| Services and sales workers                                      | 17,5                                | 23,7                         | 29,8                              | 27,3                         | 1,6                       | 100,0 |
| Skilled agriculture, forestry, fishery and fish farming workers | 5,7                                 | 23,7                         | 15,7                              | 46,3                         | 8,6                       | 100,0 |
| Skilled workers using specific tools                            | 14,5                                | 14,4                         | 52,7                              | 16,1                         | 2,4                       | 100,0 |
| Plant and machine operators, and assemblers                     | 7,4                                 | 17,6                         | 52,1                              | 22,5                         | 0,5                       | 100,0 |
| Elementary occupations                                          | 7,1                                 | 15,3                         | 38,7                              | 34,8                         | 4,1                       | 100,0 |

 the proportions of overeducation of employees in comparison to the skill level of actual workplaces

 the proportions of undereducation of employees in comparison to the skill level of actual workplaces

Source: calculated by Yuryk Y.I. from the data of population (households) sample surveys on economic activity.

Another reason is related to the structural and sectorial characteristics of the region's economy that does not offer as many workplaces that require higher education. For example, experts from European Centre for the Development of Vocational Training outlined that by the end of 2020 only 31,5% of workplaces in Europe will require higher education and 48% of workplaces will require workforce with vocational education and training [18]. Therefore, there is a particular interest in vocational education and training that forms the basis of satisfied labor demand in Zaporizhzhia region in view of its industrial and agricultural specialization.

According to our calculations, 90% of people with vocational education and training in the region are represented in such occupational groups as plant and machine operators and assemblers (26,8%), skilled workers using specific tools

(25,2%), services and sales workers (15,9%), while less than a quarter (22,3%) are employed in elementary occupations that do not require any special training.

The current system of regular skilled workers training in Zaporizhzhia region through vocational training institutions is not able to solve the key problem – to adjust the training of skilled workers to the needs of labor market. Based on the results of our research we can say that the current system of vocational education and training in Ukraine and in the region is characterized by the following problems:

- in Zaporizhzhia region the current system of regular skilled workers training in vocational (vocational-technical) training institutions does not meet the requirements of the regional labor market and does not provide proper results, because the local authorities and local government do not properly analyze the occupational aspect of the regional labor market and hence do not have sufficient and qualitative information and analytical tools for effective decision making in the sphere of employment and vocational education;
- the system of monitoring educational services in the field of vocational education and training that should facilitate the realistic planning of the volumes and directions of vocational training, is ineffective;
- there is no clear system of informing the population about the situation on the labor market in order to ensure qualitative planning of the regular skilled workers training in vocational training institutions at regional and territorial communities levels;
- there is no system of informing the parties involved, education authorities and vocational training institutions about employers' needs for workers in terms of economic activities and occupations;
- the absence of occupational standards that makes it impossible to update and develop the latest educational standards for the training of skilled workers;
- the material and technical base of vocational training institutions is outdated. Workers who do not have access to the latest innovative equipment immediately fall into the zone of high unemployment risk;
- employers are not responsible for creating conditions for vocational training institutions graduates for their adaptation, and consolidation at workplaces and further improvement of their skills and career progress. The overwhelming majority of enterprises do not develop and implement appropriate programs for the professional development of young workers and no funds are allocated for these purposes. It leads to the outflow of graduates from enterprises and strengthens their desire to retrain and change profession.

The training of skilled workers does not meet the current socio-economic needs of society in general and the region in particular. In vocational training institutions the list of occupations for their graduates is quite cumbersome and is based on professional job names, while the employment statistics is generated based on the names of occupational group, which makes it impossible to analyze and forecast the need for particular occupations.



This requires defining a detailed list of the most common occupations in the region – the so-called occupational "core" and identifying opportunities for local vocational training institutions to train them.

The occupational "core" that we have formed consists of 29 occupational groups that cover 80% of those employed in the region in blue-collar occupations (included in sections 4–8 of the National Classifier of Ukraine DK 003: 2010 "Classifier of occupations"). Interestingly, 50% employed of skilled workers in the region represent at the "core" only five types of professional activities, namely: a motor vehicle driver, a shop assistant, a security worker, an electrical engineer and wiring electrician, a mechanical engineer and assembly mechanic of agricultural and industrial vehicles (Table 2).

The analysis of the occupational "core" structure was supplemented with the analysis of the registered labor market in terms of labor demand and offered salary and its supply represented by unemployed. Thus, in the region the most widely represented are the professions of motor vehicle drivers (16,3% in the occupational "core"), shop assistants in shops (14,1%), security workers (8,6%), electrical engineers and wiring electricians (6,8%), and mechanical workers and assembly mechanics of agricultural and industrial vehicles (4,8%).

Shop assistants seeing are of the greatest demand in the regional labor market (the share of these vacancies in the "core" is 17,7%) although the level of offered salaries for them does not exceed 60% of the average pay in the region. The risk of job loss is also high here. The share of unemployed shop assistants is the highest among other members of the occupational "core" (18,7%).

Of considerable demand and supply are also the occupational group of workers for operating and maintenance of agricultural and forestry equipment, although the level of salary offered to them is lower than the average level in Zaporizhzhia region.

A competitive level of salaries in the region is offered only to workers servicing ore and metal smelting furnaces (137,3% of the average pay in the region). The vacancies and unemployed in this occupational group are less than 1%. At the same time, the analysis of the data showed that the training in vocational training institutions in the region is carried out only by one of the many occupational job names that is part (according to the National Classifier of Ukraine DK 003: 2010 "Classifier of occupations") of this occupational group (8121). In other words, in the region, the training for this profession in vocational training institutions is insufficient, possibly because training is carried out directly at the enterprise.

Also absent in the region is training for all professional names in such is not by occupational "core" groups as: security workers (a guard, a security person) – 5169; personnel for the provision of services to patients of health care centers (auxiliary nurse, nurse's aide) – 5132; childcare workers (midday supervisors, babysitters) – 5131; bank tellers and cash-in-transit couriers – 4212; manufacturers providing a daily care for livestock (operator of stock breeding complexes and mechanized farms; swineherd; milkman; livestock breeder; veterinary care assistants (veterinary medicine)) – 6121.

Table 2  
The characteristics of the occupational "core" of the labor market in Zaporizhzhia region

| Code number | The occupational group                                                            | The share of occupation<br>in occupational "core",<br>% | The share of vacancies,<br>% | The share of registered<br>unemployed, % | Salary level according to<br>vacancy, % | Load of registered<br>unemployed per one<br>vacancies, person | Training in the region by<br>occupation |
|-------------|-----------------------------------------------------------------------------------|---------------------------------------------------------|------------------------------|------------------------------------------|-----------------------------------------|---------------------------------------------------------------|-----------------------------------------|
| 8322        | Motor vehicle drivers and motor vehicle repair workers                            | 16,28                                                   | 12,83                        | 10,96                                    | 74,53                                   | 1,25                                                          | +                                       |
| 5220        | Shop assistants                                                                   | 14,11                                                   | 17,69                        | 18,73                                    | 59,06                                   | 1,55                                                          | +                                       |
| 5169        | Security workers                                                                  | 8,63                                                    | 6,91                         | 8,10                                     | 62,61                                   | 1,72                                                          | -                                       |
| 7241        | Electrical engineers and wiring electricians                                      | 6,76                                                    | 4,66                         | 2,88                                     | 84,36                                   | 0,91                                                          | +                                       |
| 7233        | Mechanical workers and assembly mechanics of agricultural and industrial vehicles | 4,83                                                    | 8,33                         | 6,17                                     | 86,68                                   | 1,09                                                          | +                                       |
| 7129        | Builders, repairers of buildings and steel erectors                               | 4,07                                                    | 1,39                         | 0,91                                     | 71,20                                   | 0,96                                                          | +                                       |
| 5230        | Shop assistants in trade outlets and markets                                      | 3,79                                                    | 0,12                         | 0,51                                     | 54,44                                   | 6,50                                                          | +                                       |
| 7231        | Mechanical engineers and assembly mechanics of motor vehicles                     | 3,72                                                    | 0,69                         | 0,64                                     | 93,84                                   | 1,36                                                          | +                                       |
| 8331        | Workers for operating and maintenance of agricultural and forestry equipment      | 3,32                                                    | 13,82                        | 17,03                                    | 70,08                                   | 1,81                                                          | +                                       |
| 4211        | Cashkeepers and check-tickets                                                     | 2,99                                                    | 1,24                         | 2,53                                     | 71,01                                   | 2,98                                                          | +                                       |
| 7212        | Welding operators and flame cutting torch operators                               | 2,78                                                    | 3,48                         | 2,27                                     | 101,92                                  | 0,96                                                          | +                                       |
| 5132        | Staff for provision of services to patients of health care centers                | 2,75                                                    | 3,65                         | 2,16                                     | 54,81                                   | 0,87                                                          | -                                       |
| 5141        | Hairdressers                                                                      | 2,56                                                    | 0,63                         | 1,11                                     | 54,81                                   | 2,60                                                          | +                                       |
| 8211        | Machine-tool operators                                                            | 2,49                                                    | 3,65                         | 1,60                                     | 86,53                                   | 0,65                                                          | +                                       |
| 5122        | Chefs                                                                             | 2,39                                                    | 4,79                         | 6,65                                     | 60,14                                   | 2,04                                                          | +                                       |
| 4115        | Secretaries                                                                       | 2,13                                                    | 0,69                         | 1,20                                     | 58,93                                   | 2,53                                                          | +                                       |
| 5123        | Waiters and canteen workers                                                       | 1,70                                                    | 2,33                         | 2,68                                     | 60,66                                   | 1,69                                                          | +                                       |



Continued Table 2

| Code number | The occupational group                                                                                                   | The share of occupation<br>in occupational "core",<br>% | The share of vacancies,<br>% | The share of registered<br>unemployed, % | Salary level according to<br>vacancy, % | Load of registered<br>unemployed per one<br>vacancies, person | Training in the region<br>by occupation |
|-------------|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|------------------------------|------------------------------------------|-----------------------------------------|---------------------------------------------------------------|-----------------------------------------|
| 4222        | Office workers providing public information (briefing papers)                                                            | 1,57                                                    | 2,16                         | 2,18                                     | 58,01                                   | 1,48                                                          | +                                       |
| 5131        | Childcare workers                                                                                                        | 1,46                                                    | 1,27                         | 1,02                                     | 56,85                                   | 1,17                                                          | -                                       |
| 8121        | Workers servicing ore and metal smelting furnaces                                                                        | 1,42                                                    | 0,63                         | 0,37                                     | 137,32                                  | 0,87                                                          | +                                       |
| 8333        | Crane operators, hoist operators and similar mechanisms                                                                  | 1,41                                                    | 1,70                         | 1,01                                     | 95,31                                   | 0,87                                                          | +                                       |
| 7412        | Bakers, pastry chefs and pastry makers                                                                                   | 1,38                                                    | 0,89                         | 1,43                                     | 69,16                                   | 2,37                                                          | +                                       |
| 4212        | Bank tellers and cash-in-transit couriers                                                                                | 1,22                                                    | 0,20                         | 0,82                                     | 72,85                                   | 6,03                                                          | -                                       |
| 7141        | Painters                                                                                                                 | 1,13                                                    | 0,67                         | 0,68                                     | 88,06                                   | 1,50                                                          | +                                       |
| 6121        | Manufacturers providing on a daily basis care for livestock and its delivery                                             | 1,11                                                    | 0,70                         | 2,05                                     | 64,11                                   | 4,31                                                          | -                                       |
| 7232        | Aircraft mechanics and assembly mechanics of aircraft vehicles                                                           | 1,10                                                    | 0,37                         | 0,17                                     | 89,76                                   | 0,66                                                          | +                                       |
| 7136        | Plumbers and pipe fitters                                                                                                | 1,03                                                    | 2,03                         | 1,60                                     | 75,34                                   | 1,16                                                          | +                                       |
| 8155        | Workers servicing oil refining and natural gas plants                                                                    | 1,00                                                    | 0,94                         | 1,52                                     | 67,03                                   | 2,37                                                          | -                                       |
| 8163        | Workers servicing garbage incinerators, compressors, refrigeration, ventilation, water-purifying and melioration systems | 0,86                                                    | 1,53                         | 1,04                                     | 67,61                                   | 0,99                                                          | -                                       |
|             | <b>Total occupational "core" (80% of all employed in the region by occupational groups 4-8)</b>                          | <b>100</b>                                              | <b>100</b>                   | <b>100</b>                               |                                         |                                                               |                                         |

Source: calculated by Yuryk Ya. according to data of population (households) sample survey on issues of economic activity.



The conducted research proves that there are imbalances between the training of skilled personnel at the level of blue-collar occupations and the needs of the regional labor market due to the absence of the forecasting of market needs in workers of particular professions. The disparity and partial incomparability of statistical accounting about the occupational distribution of the employed population and professional names of the works for which training is carried out in vocational training institutions, the impossibility to accurately assess the employers' long-term needs in particular professions, the lack of well-established communicative relations between labor market participants (educational establishments, employers, employment services, regional public administration bodies) only exacerbates existing imbalances. It is possible to solve the identified regional problems in terms of training skilled workers via several guidelines:

- improving the activities of the analytical services of local authorities and local government;
- using a social dialogue at the regional level in order to expand the community of the users of services of the educational institutions in the context of the creation of proper conditions for continuous vocational education and training, life-long professional development of the adults, upgrade of the skills of the employed and retraining of the unemployed;
- modernization of the network of educational institutions through the creation of multidisciplinary centers, updating of the content of the educational process taking into account the regional demand for blue-collar workers, and renewal of the facilities of the vocational training institutions with due regard for the regional economic guidelines.

The modern world demands the expansion of the competence of skilled workers in terms of skills in operating modern technological equipment, mastering new products, and acquiring related jobs. Everything mentioned above requires educational institutions to modernize themselves and develop the latest educational programs and standards. Social dialogue with all the parties involved at the regional level will require methodological, institutional and resource support, which represents the prospects of further research.

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**ОСВІТНЬО-КВАЛІФІКАЦІЙНІ ДИСПРОПОРЦІЇ  
РЕГІОНАЛЬНОГО РИНКУ ПРАЦІ УКРАЇНИ**

Досліджено освітньо-кваліфікаційні особливості та диспропорції регіонального ринку праці в Україні. Виявлено та узагальнено особливості структурно-динамічних характеристик ринку праці промислового регіону (Запорізька область), професійно-галузевої структури зайнятого та безробітного населення. Диспропорційність професійної освіти в області та попиту на кваліфіковану робочу силу розглянута авторами через нерівномірність розподілу зайнятих за професіями та видами економічної діяльності. Це призвело до перекосів у кількісно-якісній структурі ринку праці та посилення невідповідності рівня кваліфікації потребам роботодавців на рівні зазначеного регіону.

Обґрунтовано висновок про автономність траєкторій розвитку професійної освіти та ринку праці робітничих професій у Запорізькій області, що проявляється у надмірній кваліфікації зайнятого населення цього регіону.

За результатами аналітичних викладок виокремлено та комплексно охарактеризовано професійне "ядро" Запорізької області, що охоплює не мен-



ше 80% усіх зайнятих за робітничими професіями, та в його структурі виявлено наймасовіші види занять регіону. Порівняльна характеристика професійного "ядра" із потребою роботодавців та їхніми зарплатними пропозиціями дала можливість виявити "вузькі місця" професійної структури зайнятості в регіоні.

Оскільки підготовка робітничих кадрів згідно з політикою децентралізації є прерогативою місцевої влади, саме на рівні регіонів повинні готуватися робітничі кадри, що забезпечують поповнення професійного "ядра". Доведено, що система підготовки робітничих кадрів у Запорізькій області не спроможна привести підготовку кваліфікованих робітників у відповідність до потреб ринку праці. Особливої важливості у контексті модернізації змісту державної політики у сфері освіти, у т.ч. професійно-технічної, набуває активізація соціального діалогу на регіональному рівні.

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**Ключові слова:** дисбаланс, попит, пропозиція, робітничі кадри, регіональний ринок праці, Запорізька область

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**ОБРАЗОВАТЕЛЬНО-КВАЛИФИКАЦИОННЫЕ ДИСПРОПОРЦИИ  
РЕГИОНАЛЬНОГО РЫНКА ТРУДА УКРАИНЫ**

Исследованы образовательно-квалификационные особенности и диспропорции регионального рынка труда в Украине. Выявлены и обобщены особенности структурно-динамических характеристик рынка труда промышленного региона (Запорожская область), профессионально-отраслевой структуры занятого и безработного населения. Диспропорциональность профессионального образования в области и спроса на квалифицированную рабочую силу

рассматривается авторами через призму неравномерности распределения занятых по профессиям и видам экономической деятельности. Это привело к перекосам в количественно-качественной структуре рынка труда и усилению несоответствия уровня квалификации потребностям работодателей на уровне указанного региона.

Обоснован вывод относительно автономности траекторий развития профессионального образования и рынка труда рабочих профессий в Запорожской области, что проявляется в излишней квалификации занятого населения этого региона.

По результатам аналитических выкладок выделено и комплексно охарактеризовано профессиональное "ядро" Запорожской области, охватывающее не менее 80% всех занятых по рабочим профессиям, и в его структуре выявлены массовые профессии региона. Сравнительная характеристика профессионального "ядра" с потребностью работодателей и их зарплатными предложениями дала возможность выявить "узкие места" профессиональной структуры занятости в регионе.

Поскольку подготовка рабочих кадров в соответствии с политикой децентрализации является прерогативой местных властей, именно на уровне регионов должны готовиться рабочие кадры, обеспечивающие пополнение профессионального "ядра". Доказано, что система подготовки рабочих кадров в Запорожской области не может обеспечить соответствие подготовки квалифицированных рабочих с потребностями рынка труда. Особую важность в контексте модернизации содержания государственной политики в сфере образования, в т.ч. профессионально-технического, приобретает активизация социального диалога на региональном уровне.

**Ключевые слова:** дисбаланс, спрос, предложение, рабочие кадры, региональный рынок труда, Запорожская область