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## **TRAINING AND EMPLOYMENT OF POLISH YOUTH IN THE NATIONAL LABOR MARKET \***

*The situation on the labor market in Poland is characterized by increasing imbalances in the structure of labor demand and supply. In particular, the imbalance is determined by the increase in unemployment among university graduates and the limited opportunities for their employment. Over the past five years, the number of unemployed among university graduates has increased. Statistical analysis shows that 1 / 5 of specialists do not work on their specialty. The youth is a potentially important resource for the development of the country's productive forces. With the deterioration of the demographic structure of Poland and a decrease in the youth category of the population, it seems expedient to ensure effective employment of young people who have received higher education. In order to identify the benefits of qualified labor force in the labor market Polish scientists conducted a sociological study. It also had the aim to study the views of students on improving youth policy in the field of vocational training, employment expansion and labor adaptation. Considering the trends in the formation of labor market, it is advisable to establish a constructive dialogue between universities and employers in order to eliminate disproportions in the youth segment of the labor market; to ensure sustainable cooperation between them in the study of future labor market development and define the areas of specialists training. It is also necessary to develop the preventive measures against potential unemployment. The new educational model of "adaptive competence" is proposed. The relevant organization of the university work in meeting the*

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*needs of students in advanced training by obtaining additional education, useful for their subsequent employment and career growth, is justified.*

**Keywords:** *employment, education, labor market, youth, adaptive competence, additional education.*

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#### НАВЧАННЯ ТА ПРАЦЕВЛАШТУВАННЯ ПОЛЬСЬКОЇ МОЛОДІ НА НАЦІОНАЛЬНОМУ РИНКУ ПРАЦІ

*Ситуація на ринку праці в Польщі характеризується посиленням диспропорцій у структурі попиту і пропозиції робочої сили. Зокрема дисбаланс визначається збільшенням безробіття серед випускників вищих навчальних закладів і обмеженими можливостями їх працевлаштування. За останні п'ять років кількість безробітних серед випускників вищів зростає. Статистичний аналіз показує, що 1/5 спеціалістів не працюють за фахом. Молодь — потенційно важливий ресурс для розвитку продуктивних сил країни. В умовах погіршення показників демографічної структури Польщі і скорочення молодіжної категорії населення доцільно забезпечити ефективну зайнятість молоді, яка здобула вищу освіту. Для виявлення переваг кваліфікованої робочої сили на ринку праці польські науковці провели соціологічне дослідження думки студентів стосовно удосконалення молодіжної політики у галузі професійного навчання, розширення зайнятості і трудової адаптації. Враховуючи тенденції формування ринку праці, варто налагодити конструктивний діалог вищів із роботодавцями для ліквідації диспропорцій у молодіжному сегменті ринку праці; забезпечити стійку кооперацію між ними у вивченні перспективного розвитку ринку праці і визначення напрямів підготовки фахівців; розробити запобіжні заходи щодо виникнення потенційного безробіття. Запропонована новітня освітня модель «адаптивної компетенції», а також обґрунтовано актуальність організації роботи університетів з реалізації потреби студентів у підвищенні кваліфікації шляхом надання додаткової освіти, корисної для їх подальшого працевлаштування і кар'єрного зростання.*

**Ключові слова:** *працевлаштування, освіта, ринок праці, молодь, адаптивна компетенція, додаткова освіта.*

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## ОБУЧЕНИЕ И ТРУДОУСТРОЙСТВО ПОЛЬСКОЙ МОЛОДЕЖИ НА НАЦИОНАЛЬНОМ РЫНКЕ ТРУДА

*Ситуация на рынке труда в Польше характеризуется усилением диспропорций в структуре спроса и предложения рабочей силы. В частности, дисбаланс определяется увеличением безработицы среди выпускников высших учебных заведений и ограниченными возможностями их трудоустройства. За последние пять лет количество безработных среди выпускников вузов возросло. Статистический анализ показывает, что 1/5 специалистов не работают по специальности. Молодежь – потенциально важный ресурс для развития производительных сил страны. В условиях ухудшения показателей демографической структуры Польши и сокращения молодежной категории населения целесообразно обеспечить эффективную занятость молодежи, получившей высшее образование. Для выявления преимуществ квалифицированной рабочей силы на рынке труда польские ученые провели социологическое исследование мнения студентов относительно совершенствования молодежной политики в области профессионального обучения, расширения занятости и трудовой адаптации. Учитывая тенденции формирования рынка труда, следует наладить конструктивный диалог вузов с работодателями для ликвидации диспропорций в молодежном сегменте рынка труда; обеспечить устойчивую кооперацию между ними в изучении перспективного развития рынка труда и определения направлений подготовки специалистов; разработать предупредительные меры относительно возникновения потенциальной безработицы. Предложена новая образовательная модель «адаптивной компетенции», а также обоснована актуальность организации работы университетов по реализации потребности студентов в повышении квалификации путем получения дополнительного образования, полезного для их последующего трудоустройства и карьерного роста.*

**Ключевые слова:** трудоустройство, образование, рынок труда, молодежь, адаптивная компетенция, дополнительное образование.

**Relevance of the paper.** Situation improvement on the labor market in Poland doesn't mean that the problem of the effective employment of young people is no longer actual, and it still remains unresolved both in the whole country and in separate provinces. In particular, the problem concerns university graduates. The failures in economic reform have resulted in the weakening of state control over the quality of training, implementation of policies in the field of professional employment, saving and developing the country's labor potential and, finally, the breakdown of relations between higher educational institutions and the corporate sector. The inconsistency of educational services market and the labor market has led to an imbalance between labor demand and supply. Higher education graduates qualification does not meet modern requirements of entrepreneurs. Students do not master necessary practical skills during their study. Students' expectations do not meet the requirements of employers, which prevents them from adapting to the labor market. At the same time, the economic situation is unstable, and this complicates the prospective training of personnel. To balance education and the labor market, the situation monitoring is required. On the basis of this monitoring the improvement of state regulation of youth employment processes will take place.

The article outlines the results of a sociological survey on the problems of students' higher training and their future employment. The research provides the material for critical analysis of students' experiences and the development of proposals to improve their employment.

**Analysis of the problem research.** The problem of Polish labor market was studied by many scholars. The actual issues of employment of the population according to structural

changes in the country's economy were analyzed; the dynamics of demand for labor by employers and employment opportunities of the population are studied. Y. Horyzyk, for example, studied the problem of demographic changes in Poland and their impact on the dynamics of employment [1]. H. Krunska and E. Kvjtkovskii proposed to improve the work of employment services through making the agreements between employees and employers [2]. B. Sendruchich analyzed the study conditions of students [3]. M. Vovchanich studied the labor market problems in Mazovia [4, 5]. Z. Sirojc [5, 6] and E. Lyzhkovska [6, 7] studied the state of education and socio-economic orientations of students. Apart from the attention of Polish researchers, specific questions were lost on the assessment of the quality of training by students and their preparation for the needs of the labor market. Some specific questions were left out of sight of Polish researchers. They are the assessment of training quality by students and their background for the needs of the labor market. Among Ukrainian researchers, G. Lopuchnjak [8] was engaged in the employment of Polish youth, focusing on a comparative analysis of youth unemployment in Poland and Ukraine.

**The aim of this work** is to make a sociological assessment of knowledge level of students and the practice of higher educational institutions graduates' employment. Finally, the provision of recommendations on the prospects for improving the employment conditions of youth at enterprises and organizations in the country.

**Scientific novelty.** A comprehensive sociological survey of the opinion of Polish students about the quality of education and employment on the national labor market has been carried out. Based on the results of the study, an extension of the range of innovation institutes and mechanisms of democratic governance was proposed. All these institutes and mechanisms will positively influence on the employment level of higher education graduates.

**Research methods.** During the survey and analysis of its results, the statistical methods of typological grouping, the selection of group characteristics, layout, general scientific method of analysis and synthesis were used. The calculation was made on the basis of respondents' survey data according to the criteria of age, form of study, place of residence.

**Main material and the results of the study.** According to the results of the study, it was proposed to provide effective employment of university graduates on the country labor market through the establishment of cooperation between educational institutions and employers for the implementation of targeted education programs, as well as to increase the professional and psychological adaptation of students to specific working conditions and situational changes in the labor market.

Taking into account the dynamics of demographic changes in Poland, the effective use of labor resources becomes an important factor in the country's economic development. However, the quantitative and qualitative state of labor potential does not indicate that without the appropriate changes in public education policy, it will be possible to overcome the difficulties in adapting young people to the modern labor market in Poland. During 2006–2016 there is deterioration in the demographic structure: the proportion of young people aged 15–24 in the total population and the average number of employed is decreasing. During that time, the contingent of young people at a given age, that is, when they are most active in the proposing of their work, is gradually decreasing. If in 2006 this category of youth from 15 to 24 was 6330 thousand people, then in 2016 it was 4702 thousand. Actually, the number decreased by 1628 thousand people [9, p. 668]. Respectively, the proportion of this contingent of youth to the total population declined from 43.7 % in 2006 to 29.2 % in 2016, which make 14.5 %. The unfavorable situation on the youth labor market is determined by the ratio of the number of young people to the average number of employed. The share of young active population aged 15–24 willing to work decreased from 16.6 % to 12.0 % during 2006–2016.

Shifts in the employment structure come against the backdrop of a decline in the birth rate and aging of the population. On average, the number of children born by one woman during the year decreased by 1.1 % in 2016 compared to 2010. The average birth rate in Poland is inferior to the similar coefficient in Ukraine (1.5), Belarus (1.5), Bulgaria (1.7), Romania (1.6), etc. [10, c. 579–580]. Under limited demographic resources, it is important to attract young people to the educational process in order to increase the competitiveness of the economy, and in this way to increase its mobility and the chances of a decent workplace. The condition of full and effective employment of young people is the system of professional training, which takes into account the requirements of scientific and technological progress, updating of the technological base and modern methods of labor organization in the industrial and infrastructure sectors.

Sociological surveys on the ability of young people to adapt to the requirements of the labor market give a precise view of the interaction between education and the real economy. The study carried out by Polish specialists, taking into account the concept of flexicurity and its implementation in the practice of the labor market regulation in the Republic of Poland. The methodological basis of flexicurity, which is used in the EU, is the provision of complementarity between employment and social security of workers, primarily through expanding employment opportunities. The survey was organized in the Mazovia province among students of higher educational institutions.

The area of the Mazovia province is approximately 35,560 square km. This province has the population of about 5 million 325 thousand people. The administrative structure of the region consists of 37 counties, five separate cities, 314 communes and 86 cities.

Unemployment in Mazovia is at the lowest level in the country now (in the region it is below 10.0 %, in Warsaw it is less than 5.0 %). In recent years, the number of unemployed among graduates of higher educational institutions in Mazovia has increased by 10 %. To understand the situation with the study of Polish students, their professional training at the university was assessed. They were asked the question if the university prepared them well enough for future professional life. 16 % of students answered confidently positively and 33 % of them answered negatively. Practically, the number of those who believe that studying in the university provides the appropriate quality of preparation is twice the number of students who negatively assess their level of education (Table 1). Between these extreme positions there is the group of youth (51.6 %), which assess the quality of education with some doubts [6].

*Table 1. Students' assessment of the quality of professional training at the university*

<b>Satisfaction with the quality of education (yes / no)</b>	<b>Number of respondents, persons</b>	<b>Answers, %</b>
Probably yes	32	16,8
Rather yes	98	51,6
No	22	11,6
Certainly no	6	3,2
Hard to say	32	16,8
<b>Total</b>	<b>190</b>	<b>100,0</b>

*Source:* according to the results of the author's sociological survey assessing the quality of study and employment of students in Polish city of Mazowiecki.

The assessed level of education quality varies by respondents depending on gender, age, family status, degree and type (system) of study, place of residence. The most significant difference between them is observed depending on the type of study (full-time education / distance learning) and place of residence (Table 2). 80 % of respondents (full-time education students) are satisfied with the quality of education, and 67.5 % of respondents are distance learning students. 71.2 % of respondents living in cities are satisfied with the quality of education, in rural areas their number is 57.8 %.

In general, we can say that the university as an institutional structure does not fully fulfill its educational functions. More than a quarter of students (26 %) do not receive appropriate quality of education.

*Table 2. Students' assessment of professional training quality at the university, depending on the type of study and place of residence*

Satisfaction with the quality of education (yes / no)	Type of study				Place of residence			
	full-time education		distance learning		city		rural area	
	Number of respondents, persons	Answers, %	Number of respondents, persons	Answers, %	Number of respondents, persons	Answers, %	Number of respondents, persons	Answers, %
Probably yes	1	20,0	31	17,0	23	16,1	9	20,0
Rather yes	3	60,0	92	50,5	79	55,2	17	37,8
No	1	20,0	21	11,5	17	11,9	5	11,1
Certainly no	0	0,0	6	3,3	2	1,4	4	8,9
Hard to say	0	0,0	32	17,6	22	15,4	10	22,2
<b>Total</b>	<b>5</b>	<b>100,0</b>	<b>182</b>	<b>100,0</b>	<b>143</b>	<b>100,0</b>	<b>45</b>	<b>100,0</b>

*Source:* according to the results of the author's sociological survey assessing the quality of study and employment of students in Polish city of Mazowiecki.

At the same time, students accept their status with trust and they hope that training will provide them with high competitiveness in the labor market. Most students (62.4 %) are convinced that university education makes it possible to find a permanent job and 85.9 % of them intend to start work immediately after receiving higher education (Table 3). 70.2 % of students claim they plan to work and 15.7 % of students have some hope in this regard. Most students want to work on the chosen specialty. 15.3 % of them are sure that they will find the job immediately after graduation, and 47.1 % students think they will find the job but after some search. The rest of the university graduates (37.6 %) do not expect to work on the chosen specialty.

Data listed in the Table 3 indicate an imbalance in the market of educational services and the labor market. Practice shows that even obtaining professional education does not guarantee young workers a job: the graduates of higher education institutions are not always employed. On the one hand, this is the consequence of the cessation of the system of specialists appointment to work after the acquisition of higher education, which was implemented earlier, on the other hand, it is the result of miscalculations in the determined prospective need for skilled labor.

Table 3. Opinion of students on employment issues

Decent employment (yes / no)	Employment for a permanent job		Get started right after graduation	
	Number of respondents, persons	Answers, %	Number of respondents, persons	Answers, %
Probably yes	29	15,3	125	70,2
Rather yes	89	47,1	28	15,7
No	17	9,0	8	4,5
Certainly no	4	2,1	3	1,7
Hard to say	50	26,5	14	7,9
<b>Total</b>	<b>189</b>	<b>100,0</b>	<b>178</b>	<b>100,0</b>

Source: according to the results of the author's sociological survey assessing the quality of study and employment of students in Polish city of Mazowiecki.

The youth labor market is negatively affected by the factor of structural unemployment, as the consequence of which there is a mismatch between labor demand and supply by professional qualification and other qualitative parameters. In Poland, the interaction between the employment service, executive authorities and the business sector of the economy is not established well [6]. The results of the survey indicate a significant imbalance in the youth labor market (Table 4).

Taking into account the negative processes taking place in the labor market in Poland, young people have difficulties to find job after university studies. Assessment by the students of the labor market according to the criterion of a professional offer shows that the training of personnel for a real economy in specific specialties exceeds market demand: 70 % of responses (34.7 + 35.3 %). This indicates that Polish higher education institutions do not function well in terms of implementing state interests. Some students (17.9 %) say that job in the acquired profession should be sought outside the region of residence. Only a small proportion of responses (6.8 %) illustrates the alternative position of students about employment [5, 6]. The Polish youth who studies in a full-time education are particularly critical to employment in the chosen profession (Table 5). Their responses to the labor market assessment are up to 80 % pessimistic. More than 1/5 of the youth plan to look for job outside the region.

Table 4. Students' assessment of employment prospects in the region

Assessment of the labor market	Number of answers	Answers, %
The demand for work exceeds the market offer	66	34,7
The job does not satisfy	7	3,7
The offer for your profession is more than a market need	67	35,3
Job should be sought outside the region	34	17,9
It is expedient to employ a profession after getting acquainted with working conditions	52	27,4
I have got another opinion on this issue	13	6,8

Source: according to the results of the author's sociological survey assessing the quality of study and employment of students in Polish city of Mazowiecki.

**Table 5. Estimation of prospects of employment in the region by students of full-time education and distance learning**

Assessment of the labor market	Full-time education		Distance learning	
	Number of answers	Answers, %	Number of answers	Answers, %
The demand for work exceeds the market offer	2	40,0	63	34,6
The job does not satisfy	1	20,0	5	2,7
The offer for your profession is more than a market need	2	40,0	64	35,2
Job should be sought outside the region	1	20,0	33	18,1
It is expedient to employ a profession after getting acquainted with working conditions	0	0,0	52	28,6
I have got another opinion on this issue	0	0,0	13	7,1

Source: according to the results of the author's sociological survey assessing the quality of study and employment of students in Polish city of Mazowiecki.

**Table 6. Estimation of the prospects for changing the situation on the labor market for the next 10 years**

Perspective assessment (yes / no)	The contingent of the respondents in general,		The contingent of respondents on specialties			
			Students of economic specialties		Students of other specialties	
	Number of respondents, persons	Answers, %	Number of respondents, persons	Answers, %	Number of respondents, persons	Answers, %
Probably yes	10	5,3	4	6,9	6	4,7
Rather yes	54	28,4	22	37,9	32	24,8
No	60	31,6	12	20,7	46	35,7
Certainly no	9	4,7	3	5,2	6	4,7
Hard to say	57	30,0	17	29,3	39	30,2
<b>Total</b>	<b>190</b>	<b>100,0</b>	<b>58</b>	<b>100,0</b>	<b>129</b>	<b>100,0</b>

Source: according to the results of the author's sociological survey assessing the quality of study and employment of students in Polish city of Mazowiecki.

The survey results show that young people are skeptical of improving the situation on the national and regional labor market (Table 6).

According to students' opinion, the situation in the labor market does not look easy. The economy of Mazovia region, which has been tied to the capital of the country for a long period of time, is now forced to reorient, which is accompanied by the emergence of imbalances in the structure of demand and supply in the labor market. The unstable nature of the demand for specialists with higher education is the result of instability in the economic situation in the region. The change of enterprises owners and attracting of foreign investment



Table 7. Necessity of state support of youth in employment

Necessity of state support of youth in the labor market (yes / no)	Number of respondents, persons	Answers, %
Probably yes	150	79,8
Rather yes	32	17,0
No	3	1,6
Certainly no	0	0,0
Hard to say	3	1,6
<b>Total</b>	<b>188</b>	<b>100,0</b>

Source: according to the results of the author's sociological survey assessing the quality of study and employment of students in Polish city of Mazowiecki.

affects the need of employers in skilled workers in different ways. Modern methods of business management and restructuring of the region's economy do not prevent the graduates of higher education institutions from maintaining an unstable situation in the labor market. Obviously, students are skeptical about the possibility of employment in the enterprises of the region. Only a little more than 1/3 of students hope for improving the situation on the labor market, but only 5.3 % of them are confident in economic growth over the next ten years. Among the students of economic specialties, the share of optimistic answers about the growth is 44.8 %. Students of other specialties (technical, legal, political science) assess the economic perspective even worse, only 29.5 % of positive responses.

Unemployment of graduates in the labor market in Mazovia is typical of most regions of the country. This causes depressive attitudes among young people and generates paternalistic queries to expand employment opportunities (Table 7). The majority of answers (96.8 %) is aimed at increasing the role of the state in the professional adaptation of potential graduates of higher education institutions to the conditions of the labor market through programs that need to be developed together with employers.

Regardless of their socio-demographic characteristics the young people who are studying and intending to work unanimously consider it appropriate that the state have to take measures regarding the long-term development of the labor market (Table 8). If we analyze the responses of young people in groups, for example, up to 25 and over 25 years old, then it can be determined that 98.7 % and 95.4 % of respondents express positive attitude towards state support. Among the married and unmarried the disagreements is even less – 97.0 and 96.5 % respectively. The same minor difference is between the students I, II, III and IV, V years of study – 96.9 % and 96.4 % of responses.

Taking into account the mixed trends in the labor market in Poland, it seems relevant to regulate it by ensuring the involvement of employers in the process of developing the training programs in higher education institutions for the next ten years.

Firstly, modern education implies the formation of adaptive competence among students, secondly, the realization of their need for additional education as a means of increasing competitiveness in the labor market.

Adaptive competence involves the ability of students to flexibly and creatively apply acquired knowledge and skills in different contexts of practical activity. In order to acquire adaptive competence, a complex of cognitive, emotional and motivational components that cover the subject base in the form of structured knowledge in a particular field, the skills

**Table 8. Necessity of state support for the development of the labor market in the opinion of various categories of youth**

Necessity of state support (yes / no)	Youth categories											
	up to 25 years old		25 years and older		not married		married		I, II, III years of study		IV, V years of study	
Probably yes	65	83,3	84	77,8	81	81,0	67	77,9	97	75,8	49	87,5
Rather yes	12	15,4	19	17,6	16	16,0	16	18,6	27	21,1	5	8,9
No	1	1,3	2	1,9	1	1,0	2	2,3	2	1,6	1	1,8
Certainly no	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0
Hard to say	0	0,0	3	2,8	2	2,0	1	1,2	2	1,6	1	1,8
<b>Total</b>	<b>78</b>	<b>100,0</b>	<b>108</b>	<b>100,0</b>	<b>100</b>	<b>100,0</b>	<b>86</b>	<b>100,0</b>	<b>128</b>	<b>100,0</b>	<b>56</b>	<b>100,0</b>

*Source:* according to the results of the author's sociological survey assessing the quality of study and employment of students in Polish city of Mazowiecki.

of using heuristic thinking methods, self-regulation skills to manage their own cognitive, motivational and emotional processes, and other knowledge are needed [11, p. 8].

The education system in Poland today does not give students the necessary abilities to manage their own education process, information and communication skills, critical thinking, and the ability to solve complex problems. The educational system reacts too slowly on the changes taking place in the country's economy, which causes an increase in the gap between the level of education and changes in the real economy. The choice of the model of adaptive competence as a priority of education means that it goes beyond the routine competence (the mechanical execution of typical tasks), and helps to transfer knowledge to new conditions and apply them to solve practical problems. The issue of innovation education was highlighted in 1995 in the report of the European Round Table of Industrialists "Education for Europeans. The movement to self-education society" [11, p. 9]. Since then, the relevance of the issue has only aggravated as a result of the introduction of information technology and exponential growth of knowledge [11 p. 9]. Modern studies show that the student's educational performance is influenced by a large number of different congenital, emotional and motivational factors. Therefore, in the process of educational programs development, a multi-faceted approach is needed that involves the application of many measures and regulatory methods.

At the same time, additional education of young people provides their competitiveness. It's important for a modern student to be engaged in a continuous learning process. The problem of additional education was not sufficiently highlighted during the sociological survey of Polish students, the results of which are set out in this article. However, the issue of deepening education is becoming more and more important. Traditionally, in world and Polish literature, additional education was regarded as education for citizens over the age of 30 and combined with retraining and raising the skills of workers of a particular specialty. For undergraduate students and master degree students, the need for additional education was not considered as a permanent phenomenon.

At the same time, the facts of concurrent training with employment, the specifics of which are approximate or coincide with the direction of the basic educational process, are not unique. Some students attend educational courses to improve their knowledge and skills, which they receive in accordance with educational standards. Nowadays, students

on their own initiative intend to be included in the system of additional education in order to increase the relevance for the labor market. Experience shows that this trend is applied to the students of humanities, economics and law, partly to the students of construction, architecture, agriculture and industry.

One of the factors that determine the activity of students in the development of additional competencies is the high rate of change in the technical and technological equipment of production. Dissatisfaction with the content of the basic standards of education also stimulates the desire to acquire more professional competencies.

The need to master knowledge in related industries is more important factor in the process of diversification of the economy. This is necessary for students to be able to analyze information from different sources and communicate with colleagues when solving specific and complex problems. The students who feel the need of additional education increase their chances of prestigious employment.

The studies conducted among the students studying at the educational institutions of Mazovia province have shown that young people do not receive sufficient information on the use of their own professional knowledge. Uncertainty in successful employment can be explained by the fact that students experience a shortage of specific professional competences not being provided with curricula. Students' desire to improve their own knowledge should encourage the education system to introduce additional education programs into basic education programs in the near future.

**Conclusions.** The sociological survey of the interaction of higher professional education with the labor market in Poland has shown a lack of trust between them in the process of employment of educational institution graduates. The ineffectiveness of the existing education system makes it difficult for employers to hire young people who have completed their studies and acquired a particular profession. In the case of achieving permanent practice of complementing two independent spheres of the national economy: education and production, one can localize and, in the long run, overcome unfavorable tendencies of youth employment in the labor market.

The rapid pace of restructuring of the Polish economy, the development of small business, the renewal of its technological base and methods of business management organization change the nature of requirements for the professional training of students in the direction of increasing social maturity and expanding the students qualification structure. The state of employment of graduates of higher educational institutions indicates that the main task of universities and employers should be the establishment of a constructive dialogue aimed at eliminating disproportions in the labor market. Cooperation is also needed in the study of the long-term development needs of the labor market and the definition of training areas (adjusting curricula, training interns, aimed at collaborative work on innovative content); the development of preventive measures for the emergence of potential unemployment (providing information for young people about the situation on the labor market: growth or decrease in demand for certain professions, forecasting as the basis for planning professional education, etc.).

Based on the analysis of the international sociological research results, we propose to choose an innovative educational model of "adaptive competence" as a priority of introducing a constructive approach to student learning based on the self-regulation method. The idea of adaptive competence involves the use of different forms of organization of learning and social interaction, creating opportunities for the practical application of the acquired knowledge and skills. Formation of effective conditions for the student environment will help to improve the practical training of students and increase their competitiveness.

An urgent problem is the organization of universities work in the direction of realizing the needs of students in improving their qualifications by acquiring additional education. It is necessary to ensure that students are effectively informed about the potential benefits of mastering skills outside the standard curriculum and to match the cost of additional education and student solvency.

The introduction of additional education will form a new relationship between teachers and students, increase the motivational role of students to mastering related knowledge useful for further labor adaptation. To improve the affordability of additional education, it is important to create a system of non-state structures to promote the development of new forms of learning.

Within the framework of university programs, it seems most reasonable to receive additional skills at classes that will enhance students' awareness of the value of future professional work.

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