

# The Ways Of Forming System Of Corporative Partnership In Professional Colleges.

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**Abstract**—In given item is considered problem of the provision market labor graduate professional colleges, corresponding to request of the employers.

The Author offers for decision on a matter three stages: preparatory, organizing, system generating. In which, it is consecutively stated organization of the process of corporative partnership.

**Keywords**—*Corporative partnership, social protection, the market of the labor, employer, training, professional profile, qualification feature.*

Corporative partnership in vocational training is understood as special type of the interaction of the professional institutions with subjects and institutes of market labor, state and local organs of authority, public bodies targeted on maximum co-ordination and realization interest of all participants of this process.

At period of the formation of the market relations the main corporative protection of the person becomes the level of his vocational training. This requires efficient operating of the system of the vocational training.

Efficient operating the system of the vocational training possible only under its orientation on satisfaction of requirements market of the labor, concrete request of the employers i.e. when vocational training becomes the instrument of the decision of the economic problems, ensuring the correspondence to of the supply and demand specialist on profession, corresponding to request of the employers and having necessary experience, knowledge and skill.

The decision of this problem requires forming in principal new system of the relations - a relation of corporative partnership between professional educational institutions and enterprises, associations of the employers, working people, and organ of the labor i.e. with all consumer of the product of the educational institutions.

The new system of the relations will allow the professional educational institutions totally to take into account the requirements of the employers, quicker to respond to change market situation labor and will finally allow the scholastic institutions to

execute its main a destination - provide the qualitative training on specialties, claimed on the market of the labor.

Establishment and fortification of the relationships with enterprises, organs of the labor, territorial management bodies will allow the professional educational institutions to provide:

- an access to information on the market of the labor (the specialists of what profession and how many are required on the market of the labor);
- an account of the requirements of the employers on contents of preparation of specialists (the professional profile, qualification features);
- an adjustment of old and development of new scholastic materials and programs providing preparation specialists, meeting the demands of employers;
- more broad possibilities for organization of practical training of students;
- a possibility for organization of the short-term period of internship of the teachers for familiarization with the most latest types of the equipment and technological process;
- more broad possibilities of job placement of graduate;
- initiation of new joint commercial project for replenishment off-budget fund of the educational institutions (the opening course on increasing of the qualifications workman enterprise, forming of the joint workshops, shops, the centers of the servicing the population and others).

Together with that, obvious interest of all system participants of corporative partnership in the most quick of its formation does not mean that process will go smoothly and without problems. This disturbs many objective and subjective reasons: isolation of employers not only industry, but also scholastic institutions; absence of the due contact between management body by formation and organ of the labor and others. In this connection success in forming the system corporative partnership in vocational trainings to a considerable extent depends on educational institutions themselves, initiatives, energy of their leaders, understanding by them the whole importance of partnership, ability to convince in its necessity and to involve in it all their own potential partners, both on the market of the labor, and on the market of the educational services, as well as

reasoning and the sequences of the stages of organizations of this process.

#### **The First stage - preparatory.**

The main purpose of the preparatory stage is a determination of the circle of the tasks, necessary to solve the professional college. For what is recommended get the answers to the following questions:

- That follows to understand under system corporative partnership?
- What problems of the educational institution possible to solve through development of the system corporative partnership?
- Who can become the main partner for given educational institution?
- What educational institution can give its real and potential partner?

To answer all questions follows to conduct the analysis real and potential partner and reveal their interests. The Analysis follows to conduct in that sector of the economy, for which educational institution prepares the personnel. Study information on that, what enterprise, organization and professional association it is presented; in what image given sector is seen in strategic plan of the development of the region, what potential it possesses.

An information about educational institutions, acting in segment of market of educational services are important; it follows to collect whole information about professional standards or skilled feature and about existing educational standard on different level of the vocational training.

The important task of the first stage, without decision which impossible, go to the following, is an achievement to motivations of the whole group of the educational institution on need of the execution complex and labor-consuming work on forming the firm system cooperation with different category of social partner. The result of the successful termination of the first stage of the forming the system of corporative partnership must become:

- insistence of group of the educational institution on development of corporative partnership;
- a database of potential social partner on category existing and potential forms of cooperation with them;
- a database of the educational institutions, working in the same segment of market of educational services;
- a database of existing educational programs;
- an analysis of the prospects of the development of given sector of economy in concrete region;
- an estimation availability of preparation of specialists for the given sector of economy on determined educational level (the quantitative analysis of estimation of market labor).

#### **Second stage - organizing**

The Purpose given stage is a determination of the firm relationships with social partner. Within the framework of its prepare the agreement on cooperation, is perfected technology of the interaction with different category social partner i.e. the elements

of the future system corporative partnership, are defined forms corporative partnership, is formed circle social partner educational institution.

Not always professional college manages successfully to set the contacts up with employer. This can occur both on objective, and on subjective reason. Occasionally this can happen for want of mutual interest, or inabilities to find the mutual interests for want of determined communication skill, because of inability on the part of representative of the educational institution it is correct to form of talking process, be prepared to meeting, and bolt the results of negotiations. For what is recommended carefully prepare each visit corporative partner.

Prepare visit, as follows:

- a purposes of the visit and tasks, which necessary to solve in the course of visit follows beforehand to discuss on worker counsel in educational institutions;
- before visit to corporative partner advisable to get the maximum to available information on him to show the knowledge and interest in process of the contact (the size of the enterprise, the main trends to activity, attribute to professional association and etc);
- necessary beforehand to agree on meeting and strictly follow this agreements;
- at choice of the contact person (the employee, directed to corporative partner), advisable provide the equal social status (inadmissible to director of the large company to direct the teacher or, more so, student);
- beforehand prepare the презентационный package of the educational institution and offers on cooperation. The Representative of the educational institution to supply the personal visiting card;
- at organizations of the meeting on territory of the educational institution, necessary to provide calm, comfortable atmosphere, provide coffee, or tea pause.

Fastening result negotiations:

- preparation document on total negotiations;
- a discussion of project, prepared document on worker counsel in educational institutions, adjustment document;
- preparation to the following contact with social partner;
- a maintenance reached result through constant contacts.

The most important task of the second stage is an estimation of market labor.

The Specialists of the educational institution must realize this activity, attracting different sources to information, including given state and departmental statistics, division of the labor, management body by formation, development exploratory centre, results of the own studies and questioning and others Estimation qualification requirements of the employers, degree of the correspondence of the knowledge and skills graduate need market labor educational institution can conduct, using protozoa sociological acceptance and methods (questionnaire design, interviewing).

The Result of the second stage of the forming the system corporative partnership, must become:

- signed agreement on cooperation with different category social partner about passing practical persons student, about job placement graduate, about expert operation scholastic-methodical documentation, about unceasing formation, about period of trial pedagogical workman and etc;
- statistical and analytical material about position on the market of the labor, its quantitative and qualitative parameter, structure qualification demand on interesting profession.

The Main total result of the second stage must become creation main gel-forming element of the future system corporative partnership.

### **Third stage – system generating**

The purpose given stage is an association in system available and forming elements of corporative partnership. The interaction with partner becomes firm and constant, support contact with employer moves over to bit of the most important functional duties of the personnel of the professional college. Revision are contributed for this in duty regulations, actions on corporative partnership are included in working plan of the educational institution and etc. One of the most important directions of activity of the educational institution becomes forming the organizing structures corporative partnership, uniting all participant of this process, adjusting relations between them.

In particular, Board of guardians, which comprise of itself representatives of the educational institutions, industry, professional association,

management body by formation, organ of the labor. Activity of these guardians is realized according to Position about corporative partnership at the average special, vocational trainings in Republic of Uzbekistan.

On final, the one third stages forming the system corporative partnership, interaction of the educational institution with all concerned party is removed on technological level. Technologies corporative partnership is formed at a rate of educational institution.

The Total of the third stage must become:

- a duty regulations different category workman of the educational institution, complemented duty on work with social partner;
- a plan of the functioning (working) the educational institution with action on corporative partnership;
- a standard documents on corporative partnership, comprising of itself agreement, positions about practical person student, about period of trial of the teachers, about functioning board of guardians, about co-ordination scholastic-methodical material, about job placement graduate and etc;
- constantly acting board of guardians;
- a firm cooperation with different category social partner.

It is necessary that reached results by professional colleges on the last stage were constantly supported and were bolted, since at connecting period there is no stability in operation corporative partnership and system itself, and it is under influence of subjective beginning in the control of social development.