

# METHODOLOGICAL FRAMEWORK DEVELOPMENT FOR ADAPTABLE CAREER GUIDANCE PROCESS IN VET SYSTEMS

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Contemporary society faces such serious problems as occupational and qualification mismatch in employment, nonuse of developed skills. These come out in structural and latent unemployment, as well as low rate of graduates' and youth employability (e.g. in 2013, the ratio of unemployed graduates to graduates output with the higher level of education was 7,1% for Russia in common, while in some regions this figure was 26,6%). One of the ways to solve the abovementioned problems is the implementation of career guidance activities combining a professional consultation and occupational reporting.

Professional counseling allows getting a portrait of the individual psychometric recommendations on areas of employment. Occupational reporting allows getting diverse information about employment, job functions, salaries level. These aspects of career guidance can fully embrace the concept of "WISH-ABLE-NEED". So, the first aspect (professional counseling) reflects a person's desire to be engaged in the selected vocation ("WISH"), its ability to perform the work ("ABLE"). The second aspect (occupational reporting) reflects the demand for this type of activity in the labor market ("NEED"). Upon that occupational reporting shows demand dynamics for the job in time perspective, i.e. demand for hard and soft skills of the individual ("WISH"+"ABLE") at a certain stage of his life time.

For example, a graduate student (aged 21-22 in Russia) is interested in early employment, and his chances to be employed depend on his education and the current situation on the labor market - "demand-supply" balance for skills. However, when he/she enters college (3-5 years before graduation), the labor market needs may be fundamentally different comparing to situation at the graduation time. To solve the indicated problems it is necessary to develop scientific and methodological approaches that would take into account the temporary nature of career guidance and "supply-demand" balance in the labor market.

The idea of the developed methodological framework is the coherence into single system of existing career guidance methods and socio-economic development forecasts. That would allow establishing an adaptable career guidance process and training of in-demand staff.

In contrast to existing career guidance methods that form "episodic" recommendations on jobs choice, it is offered to implement an original method for Vocational Education and Training (VET) systems that extends the existing approaches by taking into account the time factor. The time factor here

would be predetermined time intervals required to obtain a certain level of education - training time. During these time intervals labor market conditions can change dramatically and even lead to absence of demand for occupation which particular individual was currently studying. Thus adaptable career guidance technique that allows taking into account training time in recommendations is hardly needed.

Methodological framework development for adaptable career guidance process and socio-economic development forecasts would provide implementation of adaptive curriculum which would allow the education system graduate to be in demand "here and now" at the moment of graduation.

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