

To cite this paper:

Litvinenko M. (2022) Workforce' competitiveness in the continuing professional education process. *Human Progress*. 8 (1): 11. URL: http://progress-human.com/images/2022/Tom8_1/Litvinenko.pdf. DOI 10.34709/IM.181.11

WORKFORCE' COMPETITIVENESS IN THE CONTINUING PROFESSIONAL EDUCATION PROCESS

Margarita Litvinenko

Senior Lecturer of Department of Economics in Russian Academy of National Economy and Public Administration under the President of Russian Federation
Kurgan, Russia

Abstract. The article forms a conceptual model of labor force competitiveness, which is based on two main theoretical approaches to labor force competitiveness, implemented, firstly, when applying for a job in the labor market (the external environment) and, secondly, when performing work in production (the internal environment). This article attempts to solve the problem of assessing the labor force' competitiveness not only in the work process, but also in the vocational education and advanced training. A systematic expanded list of the labor force competitiveness indicators is presented, including quantitative indicators (advanced training frequency, experience (length of service) in a particular professional field, etc.) and qualitative indicators (educational level; academic performance; certification results; professional and qualification level; scientific and technical knowledge; discipline, etc.), characterizing the labor force competitiveness, which can be supplemented and revised taking into account information capabilities. The study made it possible to form a system of indicators for the assessment methodology that characterize the labor force competitiveness formation in the continuous professional education for workers in various economy sectors: the railway industry, the education sector, and the state and municipal service.

Keywords: competition; competitiveness; work force; continuing professional education; competitiveness quantitative assessment, competitiveness qualitative assessment.

JEL codes: J01; J29.

References

1. Shatalov, M.A.; Mychka, S.Yu. Continuing professional education as a factor of competitiveness in the labor market / Decent work - the basis of a stable society: collection of articles of the VII

- International Scientific and Practical Conference. 2015. Ural State University of Economics. P.: 201-205.
2. Perevozova, I.; Daliak, N.; Babenko, V. Modeling of Financial Support for the Competitiveness of Employees in the Mining Industry // M3E2-MLPEED. 2019. P.: 444-454.
 3. Yuzvovich, L.I.; Razumovsky, D.Yu. The use of typical models of financial behavior of the population in conditions of macroeconomic instability // Kazan Economic Bulletin. 2020. No. 2 (46). P.: 75-82.
 4. Pace, R.W.; Stephan, E.G. Paradigms of competitiveness // Competitiveness Review: An International Business Journal. 1996. Vol. 6 No. 1. P.: 8-13. <https://doi.org/10.1108/eb046325>.
 5. Zatepyakin, O.A.; Kazantseva, G.G.; Ivanova, E.V.; Domnyshev, A.V. Ecosystem approach to the formation of the professional potential of the region in the context of digital transformation // Human Progress. 2022. Vol. 8. Issue 1. P.: 7. DOI 10.34709/IM.181.7.
 6. Golenkova, Z.T.; Kosharnaya, G. B.; Kosharnyy, V.P. Influence of education on improved competitiveness of employees in the labor market // Integration of Education. 2018. Vol. 22. No. 2. P.: 263.
 7. Piotrowska, M. Facets of competitiveness in improving the professional skills // Journal of Competitiveness. 2019. No. 11 (2). P.: 95-112.
 8. Greshnykh, A.A.; Kolesov, V.I.; Sedletskaya, T.V. Development of personnel potential of the region and the system of vocational education in modern Russia // Bulletin of the St. Petersburg University of the State Fire Service of the Ministry of Emergency Situations of Russia. 2012. No. 4. P.: 117-122.
 9. Dunker, K.A. The competitiveness of the Russian labor force as a key condition for the development of an innovative economy / Innovative development of the economy: entrepreneurship, education, science: Sat. scientific Art. Minsk: GIUST BGU. 2013. P.: 185-187.
 10. Kara, A.N. Assessment of the competitiveness of specialists in the regional labor market: theory, methodology, practice: author. dis. ... Dr. Econ. Sciences: 08.00.05. Moscow. 2012. 44 p.
 11. Litvinenko, M.S. Methodical approach to assessing the competitiveness of employees // Labor Economics. 2021. Vol. 8. No. 4. P.: 423-442. DOI: 10.18334/et.8.4.111944.
 12. Litvinenko, M.S.; Kulkova, I.A. Competitiveness of workers: modern tools of management and improvement of its level // Social and labor research. 2021. No. 3 (44). P.: 146-156.
 13. Sobolev, E.N. Criteria and factors of competitiveness in the modern labor market // Economics and business: theory and practice. 2019. No. 1. P.: 141-146.
 14. Litvinenko, M.S.; Kulkova, I.A. Employees' competitiveness assessment during the skills development to improve the territories sustainability // E3S Web of Conferences. 208, 03016.

15. Kozyrev, V.A.; Palkin, S.V.; Korsakov, V.V. Personnel management in railway transport. M.: GOU "Educational and Methodological Center for Education in Railway Transport". 2008. 304 p.
16. Shishmakov, V.T.; Shishmakov, S.V. Innovative management in railway transport. M.: Route. 2006. 134 p.

Contact

Margarita Litvinenko

The Russian Academy of National Economy and Public Administration under the President of
Russian Federation, Kurgan branch

147-a, str. K.-Marx, 640022, Kurgan, Russia

Litvinenko.ms@kurg.ranepa.ru