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REGIONAL SPECIFICS OF LABOR POTENTIAL IN SPECIALIZED LABOR MARKETS

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Abstract. The article analyzes the situation on the specialized labor market in four regions of the Middle Volga region of the Russian Federation by professional group of engineering and technical specialties. The analysis was carried out to identify the correspondence between the training volumes, the employment educational structure, the structure and dynamics of active resumes and vacancies. The purpose of the study is to identify demand trends for engineering qualifications in a strategic perspective to overcome the coronavirus pandemic consequences and sanctions restrictions with the production reformatting to import substitution. As a research result, trends have been identified for a gradual increase in the share of employees with vocational education and a reduction in the young specialists' output in the engineering group, which, according to the authors, may affect the economic development of regions adversely in the future. The structure of supply and demand in the regional labor markets of the Middle Volga region is determined, which is characterized by a moderately competitive situation with some unsatisfied demand from employers. As a result, in two regions (Samara Region and the Republic of Tatarstan), salary offers exceed the job seekers' expectations, in the other two regions the labor market is less attractive for job seekers. The necessity of advanced engineering and technical specialists' training with basic digital skills is substantiated.

Keywords: qualification; engineering and technical specialists; digital skills; labor potential; supply in the labor market; job market demand.

JEL codes: J20; I25.

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