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ORGANIZATION OF OCCUPATIONAL STANDARDS IMPLEMENTATION IN THE COMPANY: CASE STUDY OF THE COMPLEX CENTER OF SOCIAL SERVICES FOR THE POPULATION OF POLEVSKOY

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Abstract. The article describes the practical experience of introducing occupational standards in the field of social professions. The study was conducted in the state autonomous institution "The Complex Centre of Social Services for the Population of Polevskoy". The analysis showed that work of occupational standards application had been conducted in three stages. The article analyses in detail each stage. At the analytical stage, the regulatory and legal framework was studied, a plan was drawn up, the purpose and tasks for the work were defined. At the organizational stage, the working personnel compliance with the requirements of occupational standards was analysed and non-conformities were identified; and a survey was conducted among the clients of the Centre about their satisfaction with the quality of services. The results of the survey are also analysed in this article. It is revealed that the process of occupational standards application requires serious preparation and the personnel management system organization. The order of this process realization is described in general, and also some elements of this process methodical support are offered. The amount of fines is written further imposed on the organization for the lack of occupational standards implementation. The selection algorithm of an educational institution is formulated for the qualification improvement the workers that do not correspond to the occupational standard. And the author also calculates the organizational economic costs for compliance with the legislation on the introduction of occupational standards.

Keywords: implementation of occupational standards; stages of occupational standards inculcation; algorithm for choosing an educational institution; the costs of training; youth attraction.

JEL codes: M 12; M 53.

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