

High Technology Park as of responsible organization in the information technology sector. It is a special economic zone, gaining IT-companies, i.e. employers interested in professionals. Alexander Martinkevich, deputy director of the State Institution "Administration of High Technologies Park", claimed about the results of their activity 03/12/2015. The results of the project were passed to the Ministry of Labor, where it should be decided to introduce professional standards or not in the IT sector. HTP thus was ready to implement the system. The project clearly defined by the number and the characteristics of qualification levels, together with representatives of education the requirements to the skills and knowledge of employees were defined. That is, they do not just represent criteria to evaluate of university graduates in the IT sector, but also allow the industry to form the requirements for future employees. The Regulation also stipulates weak involvement of employers and other social partners. The Regulation states that decision of the Ministry of Labor and Social Protection was agreed with 'the interested'. But who are "the interested" is unknown. The character of the involvement of social partners in the sectoral councils is also not defined. Meanwhile, it is the key point and, therefore, requires foremost concretization. Be-cause interaction between educational institutions and employers, authorities, organizations and associations are guarantor of forming really demanded in the labor market qualifications.

Experts claim that the failure to take urgent and effective measures to develop a national qualification framework and professional standards may have a negative impact on the fragmentation of education and labor market - the growth of the unemployed graduates, negative balances in educational and labor migration.

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## GEOGRAFICAL CLUSTERING OF PROFESSIONAL SKILLS

Nowadays there are many factors influencing economy. Economists always analyze almost all of them, but one problem means the interconnections between the man and economy in whole or in part. It involves the weight of the town, city,

metropolis(any geographical place) in people`s life and how it is taken to economic performances.

It is based on some types of clustering. The most obvious one is a clustering of professional skills in one place. We can see it has some positive effects.

Most people think about where to live, and if they want to build a career they start to find the best place for it. Then we can notice that there are cities in the world specializing just in some things. The best example is the states in the USA and the biggest metropolises in the world.

In RF and RB we can`t observe the distinct differences in all core competence between the regions. And it`s the problem, because we can get some progress through the use of clustering. Now we have only natural monopolies in some regions, it helps to make some clusters of people with similar professional skills. Such regions are more effective than others.

It means we need to develop an infrastructure of every place in their own ways. Actually, it also depends on people, because they choose the job location taking into account the infrastructure of the location- how many parks, schools, hospitals are in this city.

To make this we must increase innovations and their quality, improve social conditions and even take care of cultural background.

Here is approximate sequence of the professional skills clustering:

1. Man chooses the best place for his job.
2. If there is the one place being the best in this field of activities in the county it means this city can help to meet all people with the same aims and similar skills.
3. Then happens we call clustering of the professional skills in one region. It often occurs when certain professional skills cluster in one and the same region.
4. Eventually, we have some profit which is known as a clustering effect.

All in all, we should make everything possible for every city "saying" what it can do. In accordance with the USA there are states that make a specialty out of finance or theatre or cinematic art etc. The most famous is Silicon Valley. So our countries can do

it in the same way. Now almost everything best is in the capitals and it is not enough for great results in economy. So then we should make a promotion for every region to get the professional skills clustering profits. Finally it will be easier to control, develop and analyze every area of economic activity.

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## OFFSHORE OUTSOURCING AS ONE OF THE DRIVING FORCES OF GLOBALIZATION

Today outsourcing is a common business practice for lots of companies. Generally, outsourcing is the practice of transferring operations to an outside supplier rather than performing them in-house. Offshore outsourcing, however, goes even further. It occurs when a company transfers its operations to a vendor outside the home country.

Since it was identified as a business strategy in 1989, offshore outsourcing has been developing in order to keep up with the changing objectives and strategies of businesses all over the world. Today it comprises most fields of business and various business and production process operations. More than 30 countries provide offshore services, some performing a full range of them, and some specializing on a particular kind of activity.

Among the many companies which use offshore outsourcing are such IT giants as IBM, Microsoft, Apple; PC manufacturers Hewlett-Packard, Dell, Acer; the toy manufacturer Hasbro; Boeing, the largest aerospace company; car manufacturers BMW (Germany,) Toyota (Japan); cement company Cemex (Mexico); software developer Applabs (India).

Outsourcing has become popular for a reason. It is advantageous in terms of costs and risk-sharing. It also gives the opportunity to receive high-quality services from qualified specialists. What is more, outsourcing non-core activities helps concentrate on the core ones.