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PROFESSIONAL STANDARDS AS A SOURCE OF HARMONY BETWEEN EDUCATION AND LABOR MARKETS

One of the most obvious and widely recognized problems of Belarusian education services market is its detachment from labor market. This problem is directly related to the national qualification system designed to establish a correlation between education market and labor market. In accordance to the Resolution of the Council of Ministers № 34 from 01.17.2014 "On some issues of development of the national qualification system of the Republic of Belarus", during 2014 it was expected to approve new elements of the national qualifications system in two pilot sectors - information technology sector and in management sphere, and to submit the results by 31 December 2015. Belarus was able to use effective international experience. In particular, the UK experience, which system of professional standards is recognized as one of the best in the world, Russia's or Kazakhstan's experience.

While creating an effective qualification system priority of professional standards and commitment of the social-partnership agreement and the implementation of the interests of all participants in the pro-process should be provided. The key subject acting as a consumer, coordinator, analyst and designer of "the structure and mechanisms of function" is the Ministry of Labor and Social Security, while the "Education Code" does not provide the basic concept of a 'professional standard', while productive relationship between education and labor market is impossible without that term. Organization responsible for "the practical testing of the new elements of the national qualification system Belarus in the sphere of management" is the Academy of Public Administration. The idea of national qualification system precisely is to correct understanding of education goals and objectives and adequate labor market requirements from the positions that are external to the university and the Ministry of Education. This means that the key subject should have been the employer-organization rather than an educational institution. In this respect, there is consistent selection of

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,