

ANNOTATION

to V.A. Orlov's dissertation

“Social and professional orientation of youth on mining professions in the Middle Urals”, specialty 22.00.04. - social structure, social institutions and processes. - Ekaterinburg, 2020

Research topic relevance. There is an ongoing process of searching the ways to build a competitive economy in Russia. Taking into consideration the prevailing specifics of the Russian economy - namely, the raw-material orientation and the predominance of mining enterprises, there is an emerging need in mining professionals. Meanwhile, young people are reluctant to get jobs at mining enterprises. What makes it worse, with the employees of senior working age constantly retiring, the headcount is not replenished with young specialists. This leads to a noticeable and constantly progressing staff shortage in the mining industry. A sharp contradiction arises between the need in mining workers and the labor resources shortage at mining enterprises.

The reasons for the shortage of mining professionals go hand in hand with a complex of obvious and latent factors. Firstly, these are social consequences generated by transitional processes and market economy development, which is naturally followed by changing professional and value orientations of the population, especially of the younger ones. Secondly, these days the technological mode in the world economy is also changing and the information society is being developed. As a result, computer technologies are advancing and various new professions are emerging which attract young people much more than traditional ones as their professional identity. Mining trades lose in their attractiveness to the new professions. Thirdly, the profession of a miner remains psychologically and physically dangerous, often involves a great deal of risk for health and life, however, this is not compensated with the wages and income.

Currently, the Urals mining industry, which has always been the basic one in the country, is experiencing critical shortage of skilled workers. Vocational guidance

aimed at choosing mining professions is poorly managed in the region today. To address these burning issues, a number of urgent measures are to be taken. These should be focused on shifting the professional and value orientations of students and working youth to the mining professions.

This heavy professional deficit provides for urgent restoration and revival of the vocational training system. It is the mining industry, which is facing the biggest problems of social and vocational orientation of young people nowadays, as the crisis processes in this sector can slow down the technological progress and economic development of the country. In relation to other sectors, mining is physically hard and very dangerous, and payment does not always correspond to risks and costs. Compared to the Soviet society, when the moral and stimulating material motivation of the mining professionals was very high, today this job prestige is dropping.

This reveals contradictions emerging in the system: labor market needs - lack of skilled workers; labor market needs – professional training of mining workers, inadequate professional orientation of young people on mining specialties. The sociological research problems aimed at studying the value orientations of the younger generation, the factors of socialization and social-vocational orientation of the Russian youth is updated every year. The given research explores these challenging issues.

The extent of the prior research of the issue. Considering the specifics of the given problems when researching the state and the features of the modern Russian education system, we analyzed the scientific works by the national scientists and foreign experts. The active discussion of the problem of the socio-professional and value orientation of students and working youth in the national sources was initiated as far back as the 1960s. The problems of the student youth were studied by N.I. Alekseev, I.V. Bestuzhev-Lada, T.I. Zaslavskaya, A.G. Zdravomyslov, V.T. Lisovsky, N.M. Rimashevskaya, L.Ya. Rubina, R.V. Rybkina and other scholars.

Youth subculture of the 70-80s. was extensively studied by V.N. Boryaz, Yu.R. Vishnevsky, V.A. Dmitriev, G.E. Zborovsky, S.N. Ikonnikova, A.A. Kozlov, Yu.S. Kolesnikov, V.T. Lisovsky, M.Kh. Titma, F.R. Filippov, V.T. Shapko et al. Of particular interest are works devoted to the problems of professional orientation of the young generation, the transition from training to work, employment issues and the real adaptation of young workers in the organizations (V.A. Mansurov, G.V. Osipov, B.S. Pavlov et al.).

Professional identity is key to the youth socialization. Occupational choice is based on knowledge and understanding of the content of professional activity, which largely determines the social status of the individual. Labor division has led to a variety of work types, which makes the career choice even more complicated.

Sociology of professions is one of the leading areas of the Western and Russian sociology with its own theoretical tradition and research methodology. G. Spencer laid the foundation, revealing the role of professions in complex industrialized societies¹. Of great importance was Emil Durkheim's paper "On social labor division" where professions were considered an important social institution². Its main function was maintaining positive social norms and behavior patterns. A certain contribution to the sociology of professions was made by Max Weber, who revealed the professional specifics of a scientist's and a politician's work, and identified the professionals' place in the social structure of society³. Talcott Parsons, who organically entered the professional structure in the theory of social systems,

¹ See: Spenser H. The Principles of Sociology. Abridged by Stanislav Andreski. London: Macmillan, 1969.

² See: Durkheim E. On the division of social labor / Trans. from Fr. By A.B. Gofman, notes by V.V. Sapov. M.: Kanon, 1996.

³ See: Weber M. Science as a vocation and profession / Selected works. Trans. by P.P. Gaidenko, A.F. Filippov M.: Progress, 1990, p.707-735; Weber M. Basic concepts of stratification / Kravchenko A.I. Sociology of Max Weber: Labor and Economics. M.: In the Vorobyevy, 1997, p.160-179.

demonstrated great interest in studying the professional groups⁴. T. Parsons considered professional relations as an important link in the reproduction of the societal system and analyzed the behavior of professional groups using theoretical categories of social action. This emphasized the institutional dimension in professional relationships perception.

Currently, the sociology of professions is vibrantly responding to economic, technological and social changes, to structural transformations of work and professional activity in modern society. Following the working professions reduction and the service sector and the field of precarious work expansion (G. Standing⁵), professional hierarchies and the existing status positions of various professional groups are being reviewed. The growing globalization of highly skilled labor markets causes the professional communities to be formed not in separate countries, but in the major regions of the world. These conditions provide for emerging concepts of professional divide, of the formation of groups engaged in creative work and working in megacities of the world, in particular, the “creative class” concept by R. Florida and others.

Great attention was drawn to studying the problems of value orientations in career choice. The issues of entering the profession, trends in the changing value attitude to work in the vocational training process of future specialists in higher and secondary vocational schools remains under-researched. The works by Arkhangelsky L.M., Bueva L.P., Blyumkin V.A., Shubkin V.N., Yadov V.A. are devoted to this topic. They offered the axiological aspect as a factor in determining and regulating patterns of formation and rethinking of value orientations, leading to a realization of their essence in the youth environment.

⁴ CM.: Parsons T. Professions//International Encyclopedia of the Social Sciences. New York: The Macmillan Company & The Free Press., 1968, p.530-544; Parsons T. The Professions and Social Structure//Social Forces, 1939, #17(4), p.457-467.

⁵ See: Standing G. The precariat: the new dangerous class. M.: Ad Marginem, 2014.

The issue was also explored by the leading scientists in the field of mining, academicians Satpayev K.I., Skochinsky A.A., Terpigorev A.M., Shevyakov L.D., associate fellows of the USSR Academy of Sciences Mankovsky G.I., Spivakovsky A.O., Krupinsky B.M. as well as Trushkov N.I., Sheshko E.F., the famous mining practitioners Abakumov E.T., Borisov S.S., Zasyadko A.F., Patrikeev N.N. Their findings in the field of training students and working youth for professional activity were of great importance. To a certain extent, their works considered issues of social-vocational training and career guidance of the young generation for the mining industry, and also explored the influence of social conditions on the development of schoolchildren' and students' value based orientations.

In teaching and psychology - Ananyev B.G., Andreeva G.M., Zubok Yu.A., Kon I.S., Malkovskaya T.N., Merenkov A.V. et al, - considered social and professional-value based orientations from the point of view of expressing personal attitude to social reality, determining the motivation of behavior. A historical approach is significant when studying value-based orientations. The famous scientists Vishnevsky Yu.R., Zborovsky G.E., Kogan L.N., Rubin L.Ya., Shapko V.T. conducted pioneer research in the field of sociology of youth and education in the Urals.

V.I. Blinov's, S.S. Grinshpun's, D.A. Endovitsky's, E.A. Klimov's, I.A. Kolesnikov's, O.S. Logunova's, N.S. Pryazhnikov's S.N. Chistyakova's contribution to the modern theory of the youth's career identity in the period of the country's transition to market economy is of particular importance. Their works analyze the problems of the young people's career choice and professional development in the social, psychological and economic aspects under complicate conditions of the time.

Blinov V.I., Dulinov M.V., [Yesenina E.Yu.](#), [Osadcheva S.A.](#) [Popov A.A.](#), [Sergeev I.S.](#)⁶ are developing the digital vocational training concepts. An activity

⁶ Blinov V.I., Yesenina E.Yu., Sergeev I.S. The main ideas of the didactic concept of digital vocational training. - Moscow: 2019.

approach to training is developed and used by Popov A.A., Lvovsky V.A., Proskurovskaya I.D.

The pedagogical component of the problem of career identity is that the person perceives professional values and labor market needs as subjectively important, so that they become sustainable guidelines of the personality development, forming its behavior, goals and activity. These issues of students' values were studied by Batrakov I.S., Skvortsova N.K., Shchenkin N.K., whose works reflected the ideal lifestyle of the Soviet youth. At the same time, there is an obviously ambiguous perception by modern students of education, its relevance to the content and nature of their further professional work. The development of the value-based orientations is an indicator of the individual maturity, the socialization indicator.

A distinctive feature of the present time is the formation of professional values and orientations of the studying youth under the market relations development in the country, which causes new social problems and contradictions. This research revealed that students and working youth have lost the structural homogeneity typical in the Soviet time. At that time, the idea of the national youth policy was to overcome social differences between classes, strata and groups, with special attention to the universal goals of different youth groups.

All this provided for the choice of the topic and problems of the thesis research, the main task of which was identification of social conditions and factors affecting the efficient development social and professional orientations of students and working youth of the Middle Urals towards careers in mining.

The research object is the professional-value orientations of students and working youth of the Middle Urals.

The research subject is the development of social and vocational orientations of students and working youth towards the careers in mining.

The aim of the research is to study the internal and external factors of the formation of social and professional orientations of young people towards mining professions to provide the regional economy with skilled workers and engineers.

With the reference to the aim, the following research tasks arise:

- reveal the conditions and factors of the formation of professional orientations for the mining professions for students and working youth in modern conditions;
- identify the general and the specific in social and professional orientations towards mining careers of the youth in the mining region of the Middle Urals;
- highlight the main existing contradictions in career guidance activities for the young people;
- consider trends and causes of changes in social and vocational orientations of students and working youth towards careers in mining;
- determine the currently most efficient ways and methods of forming vocational orientations for the mining careers of students and working youth in the Middle Urals.

The theoretical and methodological basis of the research was the fundamental scientific works by national sociologists, labor motivation theories, modern concepts of self-identification, self-development and self-realization of an individual at the stage of career choice, which are the implementation of the activity approach. The research used systematic analysis of youth orientation towards mining professions in the conditions of a shortage of workers and specialists in the mining industry, the specific features of the raw-material orientation of the Russian economy and staffing requirements for the mining industry in the modern global market. To analyze the value system of the modern youth and the professional and value orientations of students the axiological approach was used. The research employed the systemic, activity and axiological approaches providing for the comprehensive study of the given problems.

To solve these problems **a set of sociological research methods were used:** first of all, observation in the process of personal communication of the author, whose labor activity for 20 years directly involved career guidance, with young people; analysis of documents and statistics of schools, colleges and universities; mass surveys of the working youth, schoolchildren and college and university students (USMU, NTSPI); expert assessment method (heads and specialists of mining enterprises, labor veterans); monitoring of professional-value orientations and attitude of the youth towards careers in mining. The most important empirical basis was the results of questionnaire surveys, which made it possible to identify the dynamics of changes in the professional orientations of young people in the last 20 years.

The empirical basis of the work is the research, carried out by the author from 2008 to 2017 in the educational institutions of the city of Nizhny Tagil: institutions of secondary (Mining School), specialized secondary (Mining and Metallurgical College) and of higher education (the Ural State Mining University, in its representative offices in the cities of Nizhny Tagil and Kachkanar) and also at the Vysokogorsky mining and processing works.

The first stage of the research was in 2008-2009. A questionnaire based on a quota representative sample was used to interview 894 students from Nizhny Tagil schools, 225 students from the Mining and Metallurgical College, 50 full-time students and 304 part-time students from branches of the Ural State Mining University, as well as 222 young mining workers from the Vysokogorsky mining and processing works.

The second stage of the research took place in 2011-2017. Through a questionnaire based on a quota representative sample 432 people were interviewed, including: 95 students from the Nizhny Tagil Mining School, 105 students from the Mining and Metallurgical College, 92 full-time students and 130 part-time students from the Ural State Mining University branches in Kachkanar and Nizhny Tagil. In

addition, 43 labor veterans from the Vysokogorsky mining and processing works were interviewed through the expert survey method.

Also, the author was actively engaged in **monitoring the quality of education and student satisfaction with the educational process** and the educational conditions at the Ural State Mining University, which is the main higher educational institution for training mining industry staff in the Ural region, from 2007 to 2017, including sociological studies of a representative sample in 2007, 2008, 2010, 2012, 2014 and 2017 in the framework of the “Quality Assurance Systems for Training Graduates of Vocational Education Institutions” Rosobrnadzor program, where students, teachers and representatives of employers were surveyed.

As part of monitoring, an **expert survey** was conducted, with 57 experts from 28 mining enterprises participating in 2017 (see the List in Appendix 5). The survey mainly involved representatives of manufacturing enterprises - 73.1% experts, another 7.7% of the respondents represented commercial organizations, the same number of people worked for administrative organizations. The work place of 3.9% experts referred to educational activities. Part of the experts were from organizations involved in project and research activities.

The scientific novelty of the research is to identify and analyze social and vocational orientations of the students and working youth towards mining professions in the industrial cities of the Urals:

- 1) The definition of “social and vocational orientation” of the youth is specified, which is presented as a unified concept of “social orientation” and “vocational orientation”, considered in inextricable connection with each other. The social component emphasizes the connection of professional orientation with the interests of society, the labor market needs, and the individual interests.
- 2) The specifics of the social and professional orientations of young people towards mining professions under the market relations development in the mining regions of the Middle Urals are featured, which reveal in the need to consider the dangerous

nature of labour in mining and mining processing enterprises; physical severity and inadequately low pay contribute to emerging victimization in miners;

3) The content specific features and the factors of the young people's social and professional orientations development in choosing mining career were identified, stemming from the mining industry specifics;

4) Significant discrepancies between the labor market needs in the Middle Ural for skilled workers for the mining industry and the availability of such staff were identified, driven by the inefficient social and vocational guidance system in terms of personal choice of life and career identification, life strategies and aspirations of young people in the dynamically changing Russian society;

5) Based on empirical studies, the role of vocational-value orientations in the occupational self-identification of the youth is revealed, as well as the degree of influence of various factors (parents, school, peers) on career choice: 1) the creative nature of work, interesting work, with reference to proclivity (vocation); 2) popular occupation, providing for high earnings, 3) entering a university, getting a profession regardless of the specialty);

6) The influence of the regional identity of the mining and mining processing enterprises of the Urals on the choice of mining occupations by youth is identified.

General provisions of the thesis to be defended:

- The specifics of the socio-vocational orientations of the youth of the Urals is determined by a combination of factors providing the strategy of their career and life choice, self-identification and self-realization. The key values of modern students of educational professional institutions affecting their career choice are: 1) terminal values, or goals-values: a) materially secure life, b) self-development, c) health; 2) values-means: a) education and scope of knowledge, b) responsibility and a sense of duty, c) accuracy and order in things, promptness in business.

- Under new social conditions of the Russian society, the methodology and methods, the content and organization of educational process have changed, young people's

beliefs, expressed in value orientations for education, professional training, career choice, and moral principles of attitude to work, are also changing;

- The reasons of labor resources shortage in mining industry, due to the unattractiveness of mining occupations, dangers of mining work, life risks and inadequately low pay level, are disclosed;
- Social-vocational orientations of the school and university students' personality are developed in the process of individual development, they are associated with the socio-cultural environment specifics of the Urals and are influenced by the following main factors: stable personal motives, desire to get or continue education, status and prestige of the mining profession, personal professional inclinations, independence development in activities and decision-making, including that of career choice;

Compliance of the thesis topic with the HAC specialty:

22.00.04. - “Social structure, social institutions and processes” is implemented in the requirements of the following points:

“Research fields:

26. The social functions of the general education system; functionality and dysfunctionality of vocational training. Labor market and vocational training.

30. Age cohorts in socio-structural relations systems. Youth in the labor market, employment prospects. Regional specifics. Branch of science: sociological sciences.”⁷

The theoretical significance of the research is that:

⁷ Website of the Higher Attestation Committee: <http://arhvak.minobrnauki.gov.ru/web/guest/316>. –Date of access 13.04.2019.

- the content of the concept of social-vocational orientation in the framework of professional and personal development of students and working youth in the conditions of the market relations formation is featured;
- the conditions, development factors, expectations and claims of students and working youth in relation to perspective work in mining industry in the Ural region are explored;
- the dynamics of changes in the social and vocational orientations of students and working youth in the Sverdlovsk region is featured.

The practical importance of the research: the results of both theoretical and empirical studies can be used in the process of developing programs aimed at young people's social and professional orientations development towards career in mining, professional knowledge improvement in the field of training students and working youth for occupational activities, development of a conscientious attitude to study and work, professional education and work in the mining profession.

The methods of social-vocational orientations development in the process of professional and personal formation of the personality when choosing a career in mining are proposed. The research materials will be useful to school, college teachers and university lecturers in vocational guidance, personnel management agencies for designing vocational guidance programs, retraining and advanced training, organization of mentoring, and development of the responsible attitude to the profession - for universities.

Scientifically based methodological recommendations are presented on developing social and vocational orientations of students in the training process at the institutions of secondary, specialized secondary and higher education of the Urals. Scientifically based methodological recommendations on the effective organization of social and vocational guidance for mining careers of students and working youth in the Middle Urals are provided.

Testing and implementation of the research results.

The main theoretical conclusions and provisions of the thesis are featured in 16 scientific publications, including two monographs. The general provisions of the research were discussed and reported at 10 all-Russian and international conferences: “Society - Culture – Human”: All-Russian. scientific-practical conf. with international participation in the memory of prof. V.T. Shapko (Ekaterinburg, the first President of Russia B.N. Yeltsin Ural Federal University, February 28–29, 2012); “Actual problems of personnel management in the conditions of socio-economic modernization of the country”: All-Russian scientific-practical conf. (Ekaterinburg, April 27–28, 2012); “School – University: achievements and problems of fundamental education”: All-Russian scientific-practical conf. with the international participation. UrFU, December 4–5, 2012; “Actual problems of the sociology of youth, culture, education and management”: International Conference (Ekaterinburg, February 28, 2014); “Sociocultural development of the Urals: trends, problems, prospects”: All-Russian scientific and practical. conf. XX Ural Sociological Readings (Ekaterinburg, February 27-28, 2015); “The innovative potential of youth: patriotism, education, professionalism”: Intern. youth scientific and practical conf. (Ekaterinburg, October 27–28, 2015); “XIX International. Conference “Culture, personality, society in the modern world: methodology, empirical research experience”: (Ekaterinburg, UrFU, March 2016); “Actual problems of the sociology of education, culture, youth and management”: All-Russian scientific and practical international conference (Ekaterinburg, February 24–25, 2016); “The innovative potential of the youth: globalization, politics, integration”: Intern. youth scientific research conf. (Ekaterinburg, October 25–26, 2016); “XX International Conf. in memory of prof. L.N. Kogana: “Culture, personality and society in modern world: methodology and empirical research experience”. Ekaterinburg, UrFU, October 26-28, 2017.

The research findings are widely used in the long-term employment as a director of the branch of the Ural State Mining University in Nizhny Tagil.

Methodological recommendations can be useful in vocational guidance in other forms of education, further professional education, staff training and retraining.

15 articles and two monographs, including 3 articles in peer-reviewed journals recommended by the Higher Attestation Commission were published on the research topic.

The dissertation contains: Introduction, two chapters, Conclusion, bibliography and 4 appendices.