

THE USE OF COMPETENCE-BASED APPROACH FOR DESIGNING THE CONTENT OF CORPORATE TRAINING

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The problems of formation of corporative training are described in this article. Offers a competence approach for selecting, structuring and formation of the content of the corporate training. The key competencies and top-professional personality, as the main components of the model of competence of skilled technician, which is the basis for formation of corporate training are considered in this article.

Keywords: corporative training, competence approach, the model of professional competence, key competences, top-professional personality of of skilled technician

Currently, the majority of Russian and foreign enterprises, oriented at production of competitive products, refer increasing investment in human capital development. One of the directions of the development of human capital enterprises is the organization and implementation of corporate training that actualizes the problem of designing the content and organization of corporate training specialists for different spheres of professional activity in the conditions of a particular company.

Analysis of the researches devoted to issues of staffing industrial enterprises, shows that among the modern requirements of employers for qualified specialists, the main are the following: the ability to effectively apply the theoretical knowledge and practical skills in production, flexibly react on changes related to scientific and technical progress, with the introduction of modern high

technologies and other. These requirements make it necessary reorientation of corporate training on preparation of specialists of high communicative potential, professional mobility, aware of the specifics of activity in conditions of concrete production with the high level of specialized professional training, adequate to the requirements of a specific employer.

The required potential of the process of corporate training, built in accordance with the logic of the competence approach, based on activity-based and student-centered paradigms of education.

From the positions of the competence approach the learning outcomes should be formed of professional competence, including common and situation-specific methods of performing professional activity; knowledge and skills necessary for its implementation; the complex is professionally important personal qualities that determine the success of professional activity of the specialist. However, despite the increasing interest of science and practice to the problems of formation and development of professional skills of specialists, there is no single conceptual-terminological apparatus competence approach and systematization of actual experience of its use for designing the content and organization of the process of corporate training.

The analysis of psychological and pedagogical literature allows to state that the most harmonious and coherent approach is reflected in the works AT the face loose pressing cage, SE Shishova, A. Selena, E. Shota and others in which there is ordering conceptual-terminological apparatus and breeding concepts competence, competence, core competence, meetprofessional personal qualities (key qualification).

In the work of these researchers under the competence is understood integrative quality specialist, including cognitive, operationally, technology, motivation, ethical, social, and behavioral components, as well as the learning outcomes in the form of knowledge and skills, systems of values, habits, etc. Competence is seen as a General ability to mobilize in professional knowledge, skills and generalized methods perform actions causing ability to act independently

and responsibly in the framework of the competence. The structure of competence, as well as the structure of competence revealed a set of key competences and meetprofessional personal qualities.

Key competences are components of professional competence, broad range, and allows you to perform professional activities, thus ensuring the universality of the specialist.

Meetprofessional ('vocational andápractical skills) personal qualities are components of professional competence, which is a complex psychological qualities, abilities, knowledge, abilities and skills of the specialists to ensure the effective implementation of professional functions.

In a number of foreign and domestic research to indicate meetprofessional personal qualities uses the term "key qualifications", however, traditionally established in our country the term "qualification", as the level of preparedness specialist to perform a specific activity does not correspond to the meaning that the concept of "meetprofessional personality, reflecting the General requirements for professionally oriented professional personality.

Within the competence approach is a systematic set of key competences and meetprofessional personal qualities on the basis of which the person acquires professional competence, that is, the ability to act in certain situations. However, in the current approach does not find a clear reflection of the procedural-effective aspects of designing the content, necessary for formation of professional competence in the conditions of internal training, which actualizes the design of the content, the problem of selection, structuring and presenting the content of corporate training, the solution of which is possible on the basis of the analysis of the experience of many foreign companies to develop human potential. One of the perspective directions of development of personnel potential, which is widely used in the practice of management by the personnel of the enterprises of many foreign countries, is the modeling of professional competence of specialists of specific enterprises.

The result of simulation is a model of professional competence, have the following characteristics: the versatility (considered as a universal multi-purpose tool of work with personnel aimed at achieving the strategic goals of development of the enterprise);

the professional and personal orientation (is a definition and description of a number of professionally important personal characteristics and peculiarities, which determine the qualified performance of professional duties in terms of enterprise);

the generalised professional qualities (developed on the basis of deep analysis of the qualities peculiar to highly qualified employees of a particular enterprise, but it is not a description of all abilities, which must have the media of those or other professional duties).

Development of models of professional competence is carried out by professional workers in the field of human resources development. Implementation of a competence approach in corporate training will contribute to the preparation of the qualified expert appropriate level and profile fluent in their profession and oriented in the related fields of activity, capable of effective work on a speciality at the level of world standards, ready for continuous professional growth, social and professional mobility.