

METHODOLOGICAL APPROACHES TO SPECIFIC NEEDS IN AGRICULTURE

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Research Questions

- To identify the prospective need for personnel of economic specialties for agriculture, we proposed a methodological approach. We proceeded from the fact that the need for personnel is much higher than the number of vacant places, and, therefore, analysis of indicators characterizing the labor market (vacancy rate, stress coefficient) will not be enough. We also took into account that some of the leading employees and specialists who, according to qualification requirements, must have higher education, but do not have it at present, should be included in the educational process. In addition, some employees are in the pre-retirement or retirement age and in the near future can complete their labor activities.

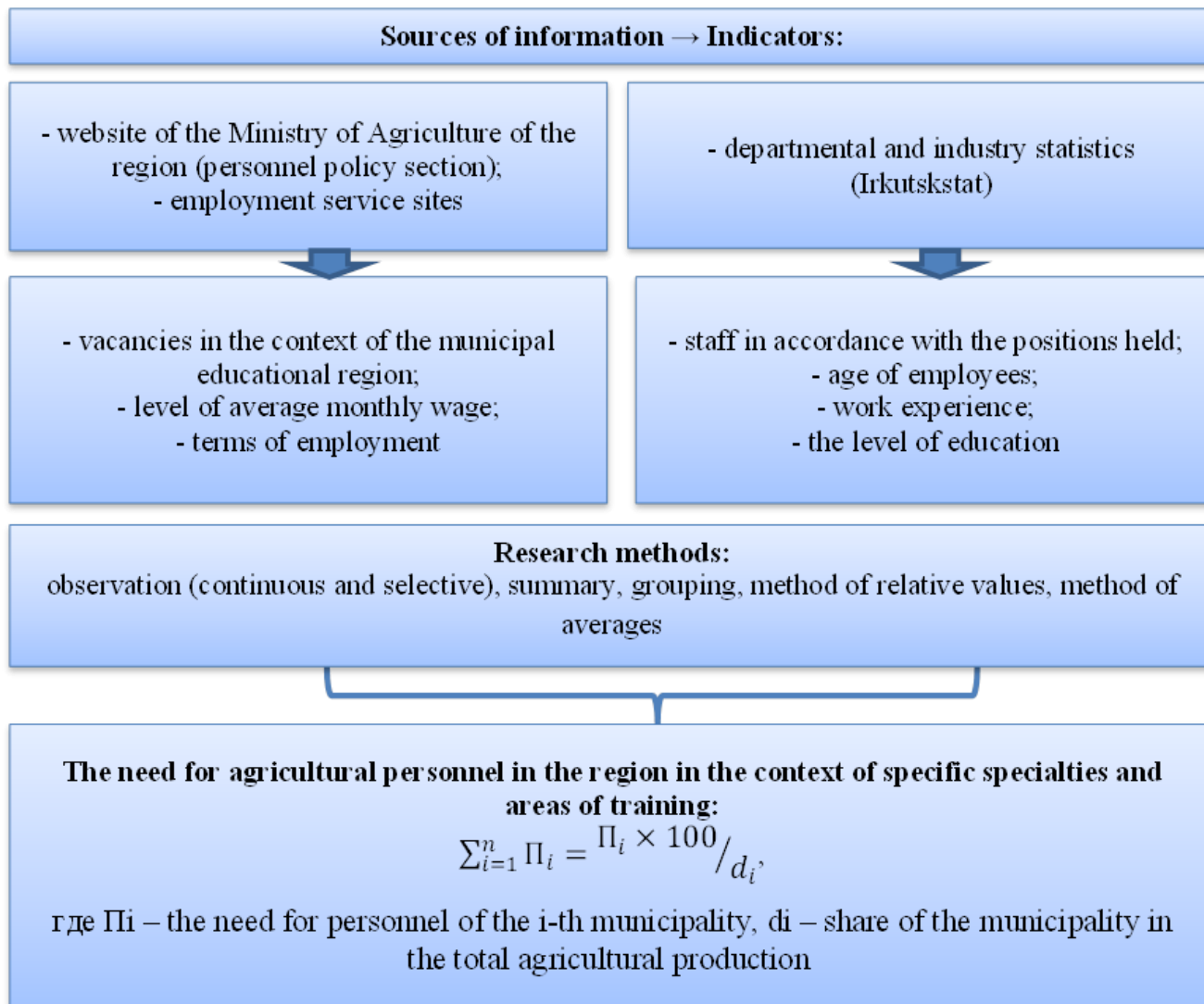


Figure 01. The algorithm for determining the need for personnel for agriculture in the region in the context of specialties and areas of training

Table 01. The prospective need for personnel in economic specialties for agriculture in the Irkutsk region for 2020-2024

Direction of training (level of training)	The number of vacancies requiring training in the field of Economics	The number of agricultural workers in the region whose qualification level does not correspond to professional standards	The number of agricultural workers in the region at pre-retirement and retirement age	Total staffing requirements	On average for one year
38.03.01 Economics (undergraduate)	20	1539	67	1626	325
38.04.01 Economics (MA)	2	26	451	479	96
Total:	22	1565	518	2105	421

Conclusion:

- In the context of the digital economy, it is necessary to change the training strategy, therefore, the methodological approach we have proposed to determine the prospective need for personnel for agriculture will be in demand in other regions and sectors of the economy. According to our calculations, the need for personnel is much higher than the number of vacant places. Therefore, in the educational process should be included employees who, according to qualification requirements, must have higher education, but do not have it at present, and also take into account that some employees are in pre-retirement or retirement age and can complete their work in the near future.

THANKS FOR ATTENTION!