

# **Establishment of the Centers of competence and Employability Development**

Co-funded by the  
Erasmus+ Programme  
of the European Union



## **UNIVERSITY REPORT**

### **Formation of Centers for Competence Development and Employment Skills**

Karaganda Economic University  
of Kazpotrebsoyuz



## TABLE OF CONTENTS

<b>1. General information about the University.....</b>	<b>3</b>
<b>2. Ability to be employed in University (key indexes for ability to be employed).....</b>	<b>13</b>
a. Gathered and analyzed information obtained according to the results of questionnaire held in 3 target audiences (students, graduates, employers).....	13
b. Data obtained after interview analysis with employments. ....	15
c. Data obtained while analyzing the documentation.....	18
<b>3. Main directions of work carried out with trainers and students concerning employment (centers of career development, tutorials/trainings, assistance to students to find an employment place, organization of activities with employers, analytic work).....</b>	<b>20</b>
<b>4. Problems which University meets concerning employment; possible ways of decisions of these problems; aims and objectives which University has set itself for employment.....</b>	<b>24</b>
<b>Literature.....</b>	<b>27</b>



## 1. General information about the University

(departments, chairs, legation, policies, ratings, learning, scientific and innovation activity, international cooperation, partnership)

Karaganda Economic University of Kazpotrebsoyuz was established in 1966 as Karaganda Cooperative Institution of Centrosoyuz and in 1997 after governmental certification the Institution was granted the status of University.

There are four departments and seventeen chairs in the university structure:

- Department of economics and management that contains the following chairs: “Economics and management”, “International Economics”, “International Policy Studies”, “Economic Theory and Governmental and Local Management”, “Ecology and Evaluations”, “Foreign and Russian Languages”, “Kazakh language and the culture of Kazakhstan”;
- Department of accounting and finance that consists of the following chairs: “Accounting records and Audit”, “Finances, Taxation and Insurance”, “Computing systems”, “Banking Management”, “Marketing and Logistics”, “Advanced Mathematics”;
- Department of business and law is represented by the following chairs: “Hospitality Management and Catering Trade”, “Social work and political courses”, “Legal regulation of Economic Relations”, “General Legal and Special Courses”, “Merchandize knowledge and Certification”, “Physical Education”;
- Department of correspondence training and distance learning.

KEU realizing actively national and regional priorities in the sector of education and science presents itself as Innovation University that provides qualitative educational services. One of the main objectives in higher education is joining Kazakhstan to Bologna process that gives a possibility to enter the European Educational System and secure recognition of Kazakhstan diplomas.



Within the context of listed objectives the University has an intended purpose to satisfy needs of acquisition of “an education for growth and personal development”. It was confirmed as a legation by the decision of the Board of Academics on June, 30, 2009 (protocol #10) in the following statement:

“KEU as one of the leading economic universities in Kazakhstan represents it self as Innovation University realizing educational and scientific policy as the base of career growth and personal development of experts for the economy of Kazakhstan intended to achieve competitive positions in the international educational system”.

Policy of university development and plan for its realization is developed taking into consideration main objective and priorities of the development.

1. *Modernization of educational activity of the University is improvement of educational process in accordance with Bologna process requirements.*
2. *Rise of effectiveness of research activity is steady development of research activities of the University by effective integration of education and science.*
3. *Integration of University into international educational system is a training of graduates with higher education at the level of international requirements, the rise of international influence of KEU in business structures, students, international partners.*
4. *Organization of effective management and implementation of corporate management principals is an improvement of organizational arrangement and system of University management.*
5. *Development of resource potential of University is a strengthening of material and technical basis and financial assurance, human resources.*
6. *Improvement of educational work and social development is a forming of active civic position among young people as well as social responsibility, community spirit, high moral, and leading skills.*



## Establishment of the Centers of competence and Employability Development

Co-funded by the  
Erasmus+ Programme  
of the European Union



Training of skilled workers is implemented by all three levels of national educational system: bachelor's degree, master's degree and doctoral degree PhD. In accordance with governmental license 21 educational programs of higher education and 16 programs of postgraduate education are realized by the University.

A group of students is 4598 people, including 154 master's students and 13 PhD students.

As to general rating the University takes the 2-nd place for the fourth time among humanitarian and economic universities. The twenty of the best majors are included in all the educational programs of the University.

In 2009, 2014 the University was accredited by Independent Kazakhstan Quality and Education Agency (IKQEA).

In 2010, 2015 the University was certified by Ministry of Education and Science of Republic of Kazakhstan.

In 2012 the University obtained international accreditation of six majors of bachelor and master's degree. Currently, 16 educational programs have national specialized accreditation.

In the University quality management system has been established. The system has been certified by IQNet.

Base elements of science and innovation infrastructure have been established and successfully operated. Infrastructure consists of 2 Research Institution (RI of new economy and system analysis and RI of economic and legal researches), 2 scientific offices (business and technology incubators and office of commercialization and transfer of technologies), the main objective of which is aimed at arrangement of favorable conditions for realization of scientific and innovation projects by the students, master's students, PhD students and training staff of the University.

Within the development of university system of commercialization of the results of student research work the chain "*Student scientific society – «Dostyk» Co-working center – the Office of commercialization and transfer of technologies – business-incubator*" has been established in University. Involving to this chain target grant financing, there will be a real opportunity to form a small pool of student companies where the students of the University can achieve their business potential and then to be driving force of massive student entrepreneurship in the University.





## Establishment of the Centers of competence and Employability Development

Co-funded by the  
Erasmus+ Programme  
of the European Union



International activity of the University is an integral part of training of highly skilled experts who are broad-minded, competitive at the world labor market.

The work in international cooperation of the University is aimed at further strengthening of international image and academic reputation of KEU and is implemented within cooperation programs with leading international universities, realization of international educational programs and projects, exchange of training staff and development of student mobility.

Currently, Karaganda Economic University is in stable communication with more than 100 universities of 23 countries. They are the USA, Great Britain, Turkey, South Korea, China, Germany, Spain, Italy, Malaysia, Austria, Hungary, Czech Republic, Bulgaria, Poland, Russia, Ukraine, Belorussia, Uzbekistan, Kyrgyzstan, Tajikistan, Moldova, Lithuania, and Latvia. Annually the number of our partners is growing.

Within the international cooperation in 2006 in Bologna city (Italy) the University has signed Magna Charta European Universitatum. The University enters such international associations as: International Association of Universities, Magna Charta Universitatum, Educational Network (EdNet) Association of Educational Establishment, Board of cooperative universities of CIS countries, Association of Law Schools, Eurasian Economy University Association, and European University Association (EUA).



One more direction within international cooperation and strengthening of stand of University is participation in the international QS-WUR project. In October of the current year the University has signed the contract with QS concerning benchmarking research with six selected universities that enter the international ratings of universities QS 2015/2016/2017, using exclusive data base concerning leading international universities. Karaganda Economic University has two stars. It means than the university is well-known in its country and has international recognition. Our University keeps respected level of researches and graduates are attractive for employers.



KEU takes an active part in development of Network university of CIS, the main objective of which is keeping international links among universities and training of highly skilled experts on the basis of world standards. Within the University of Shanghai Cooperation Organization for Economics and IT-directions 2 agreed educational master's programs of double diploma education are realized. According to *Information Systems* educational program agreements are signed with such universities-partners as: Saint Petersburg State University of Information Technologies Mechanics and Optics, Novosibirsk State University, Moscow University of Economics Statistics and Informatics. According to *Economics* educational program the agreement is signed with 30 universities-partners from Russia, Kyrgyzstan, Tajikistan, China and Kazakhstan.



## Establishment of the Centers of competence and Employability Development

Co-funded by the Erasmus+ Programme of the European Union

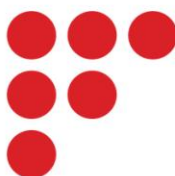


The opportunities of development of university workers potential within international cooperation should be treated separately. Thus, thanks to concluded contracts and cooperation memorandums with international partners the workers of the university can participate in large international projects (Fond Erasmus +, Newton program – Al-Farabi) and achieve new, extremely necessary in native conditions experience of development of educational activity, new ideas for scientific work. Within the international cooperation the training staff of university they have an opportunity to be trained in doctorate and research school in international universities.

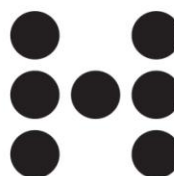
The issues of external and internal academic mobility are worked out actively. Student mobility in university is realized as to following programs: exchange programs organized with International School of business SolBridge (South Korea), University of applied sciences of Carinthia (Austria), University of applied sciences Ya.Kodolani (Hungary), People's Friendship University of Russia (Russia), National Research University High School of Economics (Russia), Finance University affiliated to the government of Russia, Ural Government Legal Academy, Kiev National University named after T.G. Shevchenko, Malaysia Technology University of Kuala-Lumpur and exchange programs within Erasmus+ project of student mobility.



**CARINTHIA  
UNIVERSITY  
OF APPLIED  
SCIENCES**



**FACHHOCHSCHULE  
KÄRNTEN**







## Establishment of the Centers of competence and Employability Development

Co-funded by the  
Erasmus+ Programme  
of the European Union



In Karaganda Economy University the student can obtain double degree. In 2016 the contract has been concluded with University ISMA Riga (Lithuania) to train experts for such educational programs as *Tourism, International Economics*.



MBA double degree program is developed jointly with University and Krakow University of Economics (Poland). This program is intended for learners who have professional experience for management positions and are focused on European quality and standards of education. At current stage of cooperation the working out of learning programs is implemented as well as accordance between rights and obligations of the parties.

The strategy of social partnership in the sector of professional education is focused on the rise of adequacy of the results of educational activities of the University, nearing of training level of experts to needs of economy sector and employers, strengthening of training links with production, involvement of additional resources of financing.

The percent of employment of the graduates for full time and extramural training for the second year is 80% that is confirmed by State Center for Pension Payment (SCPP).





Establishment of the Centers of competence  
and Employability Development

Co-funded by the  
Erasmus+ Programme  
of the European Union



Министерство  
финансов  
Республики  
Казахстан

**KAZCHROME**



ҚАЗАҚСТАН  
ТЕМІР  
ЖОЛЫ



**KAZAKHMYS**

Social partners of the University are organizations, enterprises, companies corresponding to profile of the following majors offered by University: JSC Global company Kazchrom, Mining department Kazmarganez branch of JSC Global company, JSC Institution of Economic Researches, JSC National company «Kazakhstan Temir Zholy», JSC Shubarkol komir, JSC Sole Trader Efes Kazakhstan, JSC National company Saryarka Social and Business Corporation, JSC National agency of export Kaz Nex Invest, Ministry of Finance of Kazakhstan, Kazakhmys Corporation LLP, NOVA Zink LLP, Central Kazakhstan Association of entrepreneurs, ArcelorMittal Temirtau, Shubarkol Komir, Kazpost, Sole Trader Efes Karaganda Beer Factory, Natije Sut Fabricasy LLP and others.

**KAZNEX  
INVEST**

**KAZPOST**



Казахстанская ассоциация  
предпринимателей



**Natige®**  
MILK



**EFES**



**ArcelorMittal**



In modern fast moving conditions and conditions of permanent economic crisis there is a need of analysis of certain specialties as well as forecasting activity of changing of demand for them. It will allow the universities to change its policy of training flexibly.

**There are the main problems of employment of graduates in Kazakhstan:**

- General decrease of open positions;
- Decrease of employer's interest to the young experts;
- Great dismissals at the large companies, organizations;
- Low competitiveness of graduates at the labor market because of low level of training, absence of job experience;
- Competition of graduates with those experienced workers who have been dismissed at crisis period;
- Pop-up labour migration of young people and high requires of job seekers concerning salary;
- Underdeveloped social partnership. Mechanisms of graduate employment, involvement of employers to formation of professional standards of higher education, preparation and certification of experts are absent;
- Mechanisms for flexible regulation of educational programs of the universities in the country for the needs of labour market are not regulated. Mechanisms of obtaining of double degree education at the bachelor level are not worked out.

Researchers call the other reasons of non-employment of university graduates. First, young people entering the university for certain major were focused on current market condition at the labour market. On completion it's found the other specialties are in demand. Secondly, despite of privileged tendency in rise of grants for technical majors, the majors in the sector of information technologies as well as bio- and nanotechnologies, training staff of universities almost are not changed. Therefore, knowledge transferred to the students keep continuity without orientation to current needs of employers market. Often, theoretical knowledge that were obtained in the training process by the graduate are hardly in accordance with employer's requirements, not to mention practical skills and abilities. Thus, the major acquired by graduate does not correspond to requirements of real time. This is because the training staff of universities are not changed and knowledge that transferred by them are not in accordance with real time. Experience has shown that most of licensed graduates of university either have to work in the specialty they have not trained in, that is currently happened, or have to retrain and receive a specialty that is more in demand [1].



For instance, 44.5% of employers wholly are not satisfied with training level of university graduates in Kazakhstan. 18 % consider that graduates do not correspond to modern requirements, economic needs. It says that 63 % of employers basically are not satisfied with training level of university graduates [2].

As it is known young people are aimed at fast career growth and intended to consider job as *social lift*. Employer has not always willing to pay for additional training of young experts. Besides, no social benefits, first of all accommodation, are provided for graduates of the university who has found a job in its degree field.

Almost all of the universities in Kazakhstan have met with similar problems in the sector of employment of graduates. Taking into consideration modern tendencies in the sector of labour market the needs of employer, the universities of Republic have strategic position to form professional competencies of potential experts. This direction has the following objectives: accreditation of universities, participation in rating, obtaining licenses for educational programs that are in demand, equipping of laboratories with modern material and technical equipment, advanced training of the training staff, keeping feedback with employer and etc.

Cooperation between graduated students and employers interested in highly skilled experts of different fields in universities is carried out by holding of *Career day*, by production practice and internship by the students in organizations and enterprises; by joint Round Robin, master-classes, tutorials based on university or organizations and etc.



## 2. Ability to be employed in University (key indexes for ability to be employed)

### a. Gathered and analyzed information obtained according to the results of questionnaire held in 3 target audiences (students, graduates, employers)

Within “COMPLETE – formation of centers for development of competencies and employment skills” project, the purpose of which is identification of set of competencies that graduated students shall have to be competitive at the labour market the data of three target audiences have been gathered and analyzed: students, graduates and employers. 35 students of the university, 61 graduates and 58 employers participated in the survey. In total, there are 154 respondents. **Data obtained from the results of the survey let us make the following conclusions:**

1) Questionnaires were filled in by 35 students of three departments of University: department of business and law, economics and management, department of accounting and finance. As to answers of students while searching a job they first of all would be oriented to such criteria as: prospects of career growth (65%), organization image (51%), salary level (38%). It is important to mention that image of the company is considered by the students as one of the most important factors.

Among the most commonly used means of job search respondents distinguished: sending of CV to recruiting agencies to the specialized sites (80% of all respondents), students who are directed by the chair (62%), address to relatives and friends (50%). For the question “What competencies were formed insufficiently while training in the university?” the respondents have answered “understanding of business-processes of enterprise activity and their links” (56%), “practical skills” (41%), ability to conduct business correspondence properly, draw up reports, accounts, and other documents (38%). As to obstacles of employment, respondents say that the main problems in job search are absence of open positions (important for 75% of respondents) and absence of job experience (important for 45% of respondents). It may be noted that the students mention only objective reasons considering that the rest barriers are vincible. The main advantages of graduates upon graduation from university to the respondents’ mind are openness to innovations, readiness to realize creative potential, high level of motivation to labour and professional activity. Students consider the main disadvantages of graduates in employment are high expectations concerning high salary (52%), overestimation of personal professional potential (39%), insufficient practical training (34%).



2) Research of survey of the other group of respondents that are graduates, shows that the results do not differ much from the results of students' survey. Graduates also consider that the main criteria for them in job search are: prospective of career growth (68% of all respondents), salary level (50% of all respondents), organization image (42%). Graduates as well as students in job search leave CV in recruiting agencies on specialized sites (69%), search a job on advertisements in newspapers (41%), find a job due to directions from chairs (38%), address to relative and friends (35%).

Graduates consider that in training the following competencies were not formed completely: understanding of business-processes of enterprise activities (65%), practical skills (62%) and ability to present a product (58%).

In employment the graduates of university have difficulties related to absence of open positions and job experience, inability to be oriented at labour market. Among the main advantages of graduate the respondents distinguished the openness to innovations (75% of all respondents) and high level of motivation to labour and professional activity (62%).



## b. Data obtained after interview analysis with employments.

Within the project of European Union program “Erasmus plus” “COMPLETE – formation of centers for development of competencies and employment skills” the universities-partners have developed questionnaire for employers. The complex of questions in questionnaire has been offered. Analysis of these questions let us identify the set of competencies which university graduates shall have to be competitive at the labour market.

Respondents were employers of organization where university graduates work. The manner of filling of questionnaire was explained by the employers orally. During the event 5 employers were questioned. They worked in following organizations and enterprises: JSC Sole Trader *Efes Kazakhstan*, *Autocenter Bahus LLP*, *AgroInvestServise LLP – 2004*, *Rubin restaurant*, JSC Corporate fund *se and certification*.



As analysis of respondents' answers showed there is a need in experts which are trained in the University for such specialties as analytic, bachelor of catering trade and hospitality business, food technologist, metrologist.

Every year organizations hire 2-3 university graduates.

All the respondents by general consent are satisfied with training level of university graduates. It is reflected in their positive answers. This fact shows that university graduates are in demand at the labour market and show necessary knowledge.



Selection of graduated students for employment is implemented mostly by job interview or testing – respondents say. Job interview at competitive base is still popular as one of the most important elements of staff selection. In course of interview one may become better acquainted with candidate that is to know his personal qualities, behavior patterns. Decision on potential employee selection is made at the base of gathered information.

The main criteria of job seeker except for professional ones to employers' mind are creative thinking, ability to get on well with people, amiability, intention to gain new knowledge, to be self-educated, honesty, politeness, neatness, punctuality, sense of duty.

The important general professional skills to respondents' mind are proper speech, knowledge of foreign language. Employers say that good knowledge of foreign language in many cases open wider prospects of career and personal growth.

Respondents emphasize communicational skills such important ones as clear expression of ideas, ability to get in contact in team, ability to connect with clients, ability to conduct negotiations.

Much depends on behavioral characteristics of the graduate, therefore the following characteristics are distinguished by the respondents as main ones: responsibility, disciplined approach, resistance to stress, ability to conduct negotiations, correspondence to corporate regulations, orientation to the result, ability to use work time effectively.

Ability to fast acquisition of new knowledge confirms the readiness to professional development of employee. Independence, system thinking, ability to consider the impacts of made decisions. These skills confirm ability to work effectively and readiness to take responsibility for made decisions. Ability to generate new ideas is a development of the company. All this was emphasized by the respondents.





To identify whether the graduate has any competencies that are important and necessary for their employment the employers except for supporting documents (diploma, certificates) also watch for graduate in internship, propose decision of certain working situations, establish probation period.

To achieve successful results at work the graduate shall have following competencies: creative thinking, openness to innovation, analytic thinking, ability to plan his activity, ability to consider his work time, leadership.

The main reasons to refuse in job in organization to respondents' mind are insufficient motivation to labour, insufficient practical training, and no job experience.

The results of survey showed that the employers agree to additionally training of young experts in case if the graduate with interest and enthusiasm takes on a task. In some enterprises there is not only practical training of new employee but psychological help that is trainings, tutorials aimed to development of team spirit, communicational skills.

Respondents with one voice positively answered to the question "Are you interested in accepting for practical training the students of Karaganda Economic University of Kazpotrebsouyz according to profile for your enterprise specialties?" The employers agree to accept the students of university for practical training for the period according to training calendar (without payment).



### **c. Data obtained while analyzing the documentation.**

As to the results obtained from survey of employers (directors of subdivisions, managers of human resources, chief experts), we may see that every employer is interested in skilled and professionally trained employee. General percent of employees with higher education in organizations and in enterprises that participated in survey are 80%. Most of respondents hire for job the graduates of the following directions: economic, legal, technical (economists, lawyers, managers, IT-experts, technologists).

#### **The main competencies that graduate shall have to respondents' mind are:**

- General professional competencies: understanding of business processes of enterprise activity and their links; ability to conduct business correspondence properly, draw up reports, accounts and other documents;
- Communicational competencies: ability to present produced product, services; ability to express one's ideas clearly; ability to negotiate;
- Analytic competencies: system thinking, analytic thinking, ability to acquire new knowledge fast;
- Innovation competencies: understanding of new opportunities; ability to generate new ideas, leadership, independence;
- Behavioral characteristics: responsibility, discipline; ability to use time effectively, ability to work in team and achievement of collective purposes.



Ability to work with computer (MS Office is mostly mentioned) and knowledge of special programs. Often employers say that it is necessary to use the resources of Internet – in some cases it is impossible to do without it. In some cases ability to communicate in social network or forums may need. Employers say that good knowledge of foreign language in many cases opens wider prospects of career and personal growth. As to almost all respondents' mind the most important quality for any employee is communicability. This quality is necessary not only for those who work with client and for the employees *in workshop, in field*. The success of whole organization depends on their ability to connect effectively. Well coordinated work of team under the project implies ability of each member to listen and hear co-workers.

To the respondents' mind the main reasons to refuse in job are high expectations concerning salary level as well as absence of job experience on a specialty. Some graduates are not willing to begin career from the low stairs.

**Respondents distinguish the following forms of connection of university with organizations, agencies, enterprises as the most preferable ones:**

- organization and holding of all kinds of practices and diploma projects,
- participation in joint development of learning programs,
- participation of organization co-workers in learning process (as trainers), participation in total state certification.



### **3 Main directions of work carried out with trainers and students concerning employment (centers of career development, tutorials/trainings, assistance to students to find an employment place, organization of activities with employers, analytic work).**

Employment of graduates from Universities is the problem not only for graduates but for university themselves. Each University is a subject of two markets: market of educational services and labour market of experts, work of which is closely interconnected. Therefore, rise of guarantees of employment after acquirement of education is the important competitive advantage of University at the market of educational services involved more applicants.

1. To represent graduates more successfully at the labour market the University organizes:

- *Master-classes on topics "How to draw up a CV", "How to be interviewed by employer successfully", where typical mistakes are discussed that applicants make so often for certain position, and importance of covering letter;*
- *Trainings on interview questions, interpersonal relations, ways of adaptation and fixation on a work place, improvement of technology to find a job at the market conditions;*

2. Work for organization of trainings, coaching, and meetings with employers are systematically held in University. On these events the representatives of large companies meet the students in informal setting for discussion of issues of development of career growth, demonstrate skills of practical work, inform about effective ways and forms of employments.



3. One of the new directions of work for employment is designing a page “I want to work” in social network “V kontakte” to assist to graduates with employment where information about positions, invitations for practice, adds concerning events (master-classes, career day), references to materials for employment and etc is placed. Also the purpose of the page is keeping constantly in touch with graduates, tracking changing in career, involvement to further cooperation. Within the specialties of University the analysis of Kazakhstan labour market is undertaken in Internet (Rabota.nur.kz, rabota.yandex.kz, OLX, hh.kz, quzmet.kz).

Then, according to the results of abovementioned internet sites on page of social network “Vkontakte” in network “I want to work” the references for existing positions are published.


Страница

★ KEU | Employment ★

Страничка по содействию в трудоустройстве выпускников КЭУ

Об организации: Страничка создана Департаментом стратегического развития с целью взаимодействия со студентами и выпускниками КЭУ по вопросам трудоустройства и развития карьеры.  
По возникшим вопросам можно обращаться в каб. 107 (рядом с приемной комиссией), к менеджеру по трудоустройству выпускников Жукенова Мадина.

Веб-сайт: [www.keu.kz](http://www.keu.kz)



4. Annually in November Career day is organized for graduates of the university where the employments of Karaganda region are invited for. The main purpose of Career day is to assist in temporary and constant employment to students and graduates of universities, as well as to help to companies-employers in selection of potential young experts. All the employers are handed out discs where electronic CVs of graduates of KEUK are contained.

For example, 16 of November 2015 98 organizations were invited for Career day. Within Career day the interview with students and representatives of business was organized to discuss employment issues.



5. Much attention is paid to practice oriented training in the University. Particularly:

- annually *Platinum lectures* are held; these lectures are read by managers of state bodies and large organizations of the region, by leading experts to acquaint
- students and trainers with achievements, problems and perspectives of the special sector, to stimulate the students to achieve career growth and development at the example of personal and professional skills and competencies of lecturer;
- On-site practical training is the most important stage of training which allows the students to switch from theoretical knowledge to practice. Graphic examples contribute to better learning of theory by students; positively affect the attitude and ideas of students concerning future profession;
- Functioning of virtual enterprises;
- By the order of enterprises writing of degree thesis is implemented, the employers are invited to participate in work of state certificated boards and to conduct training for joint organization of professional practice of students, to joint discussion and agreement of learning plans, their opinion is taken into consideration while drawing up the catalogue of elective discipline, reviewing of work training programs;
- Entered: compulsory expertise of educational programs by the employers; compulsory monthly meeting of chair with participation of employers;
- Memorandums concerning cooperation have been concluded with all the key ministries where issues concerning assistance in employment to graduate are provided;
- Formation of learning scientific and productive complexes in specialties based on graduate chairs and enterprises.



6. In University close cooperation with graduates is implemented which currently are employers and have recruiting opportunities.

7. Good tradition is a conclusion of trilateral contracts between university student and employer according to which employer guarantees to graduate employment upon completion of training.

These employers are: *JSC Kazakhmys Corporation, JSC ArcelorMittal JSC Shubarkol Komir, Tabys Audit Consulting LLP, Aprel-Kulager LLP, Shakhtinsk meat cutting plant and etc.*

8. “Graduate” information system is renewed every three months for website of *Enbek IAC*<sup>1</sup> of Department of Education and Science in Kazakhstan.

9. Today the problem of education quality takes one of the central positions in modern native educational policy and science. Applied procedures and criteria in estimation of quality of experts training are many-sided and cover all contents of the educational process.

One of the criteria which increase value in estimation of quality of training of university graduates is the estimate of employers' opinion. State program of educational development of Republic of Kazakhstan for 2016-2020 say that the level of satisfaction of employers with readiness of graduates to work must be to 2017 – 70%, 2019 – 80% [3].

Marketing researches on topic “Satisfaction of employers with KEU graduates and revealing of competencies necessary for labour market” are systematically held in University. It allowed to identify further directions of work for employment for graduates.





#### **4. Problems which University meets concerning employment; possible ways of decisions of these problems; aims and objectives which University has set itself for employment**

##### **External problems:**

- Economic crisis, decrease of opportunity of graduate to be employed in correlation with job cut;
- Disbalance between the structure of experts training with higher education and needs of labour market, relative surplus of experts with higher education;
- Weakening of training level in schools and colleges (many graduates from school and colleges cannot pass threshold level to enter the university);
- Employers do not have well-defined requirements to competencies of graduates in each major (it is expected that the problem is resolved by development of professional standards);
- Requirements to competencies of graduates between employers and universities are not agreed properly;
- Requirement of many employers is that university graduates have the primary employment term (experience);
- Subjectivism of separate employers in issues of employment (possibility to hire not very trained graduate).





### **Problems in University:**

- Need of further strengthening of practical direction of educational programs;
- Need of constant rise of qualification of training staff;
- Often overestimation by the students of their abilities and achievements, intention to find well paid job at once;
- Need of system approach in decision of problem of ability rise of graduate to employment;
- Absence of competence development center and employment as a separate structural unit of university.

To resolve these problems “Strategy of practical and oriented training of Karaganda Economy University of Kazpotrebsouyz for 2016-2019” has been developed in University. Within this strategy the realization of “Applied bachelor degree course” project was begun that was aimed to systematization of work of the whole university for strengthening practical direction of education and rise of ability to employment of graduates.



### Tasks of the project:

1. Projecting of educational programs with practical and oriented parameters.

2. Formation of learning business environment (training enterprises, expert labs, legal clinics and etc.) as innovation model of practical and oriented training, immersion of the student into professional environment.

3. Improvement of forms and methods of practical training; development by the trainers of innovation technologies and programs, improvement of forms and methods of intermediate and final certification of students.

4. Improvement of organization of professional practice of students in accordance with new recommendations of Ministry of Education and Science of Republic of Kazakhstan. System analysis of the results of all kinds of professional practice, rise of its effectiveness.

5. Strengthening of link with business community, development of social partnership.

6. Implementation of systematic supervision by all kinds of practical training, organization for trainers of constantly acting tutorials for issues of improvement of methodic in practical and oriented training.

Gradual formation of new organizational structures aimed to development of general and professional competencies of graduates is provided in strategy plan of university development. Among them there is the Center of polylingual development, learning scientific and production complexes, co-working center, business-incubator.

In University monitoring of graduate employment, career issues of graduate is currently coordinated by the Department of strategy development. The first objective is formation of separate structure that is the center of competencies and employment that will contribute to rise of ability to employment.



### Literature:

1. Problem of employment of young people in Kazakhstan and mechanism of their decision. <http://www.eurasiacongress.org/science.htm>.
2. Many Kazakhstan employment are not satisfied with training level of graduates - rabotodateley-nedovolnyi-urovнем-260773
3. State program of educational development in Republic of Kazakhstan...  
[www.fincenter.kz/o-tsentre/gos\\_prog/gos\\_prog%202011-2020.doc](http://www.fincenter.kz/o-tsentre/gos_prog/gos_prog%202011-2020.doc)



Establishment of the Centers of competence  
and Employability Development

Co-funded by the  
Erasmus+ Programme  
of the European Union



8-7212- 44-16-24 (6507)



Department for Strategic Development  
Anzherskaya street, 9  
Karaganda  
Karaganda region  
R K



[mulikovasaltanat@mail.ru](mailto:mulikovasaltanat@mail.ru)