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## PROFESSIONAL MOBILITY OF MODERN YOUTH: FEATURES AND PROBLEMS

*Chernykh P.A.*

Nizhnevartovsk State University, Nizhnevartovsk, Russian Federation

*The article deals with issues related to the current situation of young people in the field of employment, professional mobility, and career opportunities. There are a number of important problems that young people face today in the labor market. As significant factors, the following are noted: changes in the social structure of society, a change in social roles and the transformation of the very conditions of socialization. The paper concludes that it is necessary to include young people as early as possible in social work, to provide them with the opportunity to actively seek employment.*

**Keywords:** youth; employment; mobility; social structure; socio-professional status; career guidance; infantilism

## ПРОФЕССИОНАЛЬНАЯ МОБИЛЬНОСТЬ СОВРЕМЕННОЙ МОЛОДЕЖИ: ОСОБЕННОСТИ И ПРОБЛЕМЫ

*Черных П.А.*

Нижневартровский государственный университет,  
Нижневартовск, Российская Федерация

*В статье рассматриваются вопросы, связанные с современным положением молодежи в сфере трудоустройства, профессиональной мобильности, возможностей карьерного роста. Существует ряд важных проблем, с которыми сегодня сталкивается молодежь*

*на рынке труда. В качестве значимых факторов отмечаются следующие: изменения социальной структуры общества, изменение социальных ролей и трансформация самих условий социализации. В работе делается вывод о необходимости как можно более раннего включения молодежи в общественную работу, предоставления ей возможности активно искать работу.*

**Ключевые слова:** *молодежь; работа; мобильность; социальная структура; социально-профессиональный статус; профориентация; инфантилизм*

In the process of socialization of the younger generation, their interests and predispositions to a profession or field of activity are in the process of formation. Many factors influence the choice of a future profession, for example, today young people often pay attention to the information environment, look for sources on their own about a particular occupation, watch videos, read comments and reviews. Interest in your favorite business, profession can arise from early childhood or after meeting an authoritative, popular person who you want to imitate. Choosing our life path, each of us plans our future, but no one knows exactly how his plans will be realized. The contradiction lies in the need to take responsibility for this future, to show independence and initiative. Young people experience internal disagreements between what I want (what I like), and whether I can (skills, education and physical abilities), and I should (what is now in demand in society) [1, 209].

In recent years, the priorities of young people in the field of professions have changed repeatedly. Higher education institutions have trained and released many highly qualified economists, lawyers, philologists and psychologists to the labor market; thus, now these professions are not in great shortage and it became obvious that now there are not enough working specialties. Despite the fact that there are still areas that will always be in demand, the banking system, construction, transport, medicine and education.

However, in a society where information and nanotechnologies become the center of development, more and more new professions often turn out to be necessary. Currently, specialists and experts in the field of

technology and software, IT specialists, engineers, nanotechnologists, specialists in marketing and logistics specialties are considered prestigious [4, 186]. This was facilitated by the penetration of computer technology into all spheres of production. Humanitarian professions are becoming unattractive today, since technical specialties are now more in demand [6, 720]. Information education has changed our understanding of the learning process, today it is largely associated with constant self-education (most often in a distance format). Obtaining information occurs through self-extraction of the necessary information among the open stream available in the public domain. This is the selection and reading of literature, the use of all the possibilities of the Internet, self-study, based on the needs of the labor market, is already in the process of work.

In the education system, it is more difficult to quickly change existing programs and it is difficult to restructure the entire learning process. At the same time, it is obvious to everyone that the information society is changing quite quickly and constantly requires new specialists. But it is in an educational institution that a person is able, with the help of the knowledge gained, to get acquainted with the material, design a model of his future, determine the environment in which he can realize his capabilities and therefore work more productively.

The lifestyle of each particular individual can be determined by what type of activity he chooses as the main one and the priorities that a person will place in his work activity. Thanks to his enthusiasm in a particular area, a person from school times begins to form his views, attitudes, interests, focus on certain ethical rules. Since a person who has decided in the professional sphere also chooses a certain circle of communication, this can set not only his personal traits, but also his social characteristics as a whole. The study of the professional mobility of young people can show in an expanded form all the difficulties, problems and specifics of their professional self-determination, the features of the choice and development of a youth professional career [8, 95]. It should be emphasized that the motivation associated with the choice of a profession and future socio-professional status seems to be important factors contributing to the career growth of young people. The educational process plays a huge role in the process of profession-

al development. "Education today should be focused on fulfilling its main purpose, which is primarily associated with introducing a person to the achievements of culture, including him in the creative process that transforms the world and the person himself, its peculiarity is that it is basically universal and provides a basis for further self-development of the personality" [3, 33].

Obviously, there is a direct relationship between any social, political and cultural processes affecting the sphere of socialization of the individual. A crisis in this area is often associated with a confrontation between the interests and needs of an individual, striving for self-realization, and a society represented by a culture of mass consumption. It is almost impossible to overcome this gap at the present stage of development of society. For this, several key positions should be feasible at once, including at the state level.

The current state of work on vocational guidance in our district is characterized by a contradiction, a combination of several problems, old and relatively new, with the presence and development of "points of growth" in the field of accompaniment and professional self-determination of young people.

The main problem in the field of vocational guidance for young people is the lack of coordination on the part of various social institutions. At the same time, the state is the main regulator and the main base for supporting youth. The system of vocational guidance for young people, as a moment of activity, should include a well-established social partnership with enterprises in the economic and social spheres, as well as with employment services, otherwise, it is replaced by mandatory counseling [9, 134]. At the same time, the processes of interaction and management that exist and are determined at the state level have not yet been fully regulated, especially if we take into account the existing problems in the field of monitoring self-determination in the professional sphere. The reason for this is the situation that has long been established at the regional, municipal and local levels, which is difficult to regulate, since it is often spontaneous. As a result, one can observe when career guidance services become inaccessible for many students, regardless of the level and type of educational institution.

The following two points can be identified as a consequence of intra-system problems in the field of vocational guidance: the first is an increase in the imbalance between the needs of the labor market itself, on the one hand, and the implementation of vocational education, on the other; the second is the processes associated with a decrease in the proportion of graduates of educational institutions who seek to carry out their professional activities, namely, they work in their specialty.

This problem shows the lack of balance between supply and demand in the labor market. Since it is very important to keep track of the rapidly changing situation in this area, to take into account which specialties are in demand at a given time and in a particular territory. Such drastic changes may be associated with the instability of processes in society as a whole. All this greatly complicates the forecasting and subsequent updating of data in the field of labor market development, especially in the long term [7, 190]. Situations can unfold in the field of employment in different ways, so, for example, even having a specialty in demand, any graduate may face the risk of “being superfluous” or being rejected for other reasons.

In this case, more important is the availability of skills among graduates that allow them to quickly adapt and, if necessary, continue their education, supplement their knowledge and experience. Such skills are acquired throughout life, they begin to form in the family and then continue to develop in the process of vocational training. There are also special mechanisms for adapting to the requirements of the labor market at the level of universities and employment centers. In addition, there is a need to create special mechanisms at universities, where direct contracts are established with organizations to train future specialists who are in demand in a particular industry. Today it makes sense to improve the information system, with the help of which it is possible to significantly improve the analysis of the current situation in the modern labor market. Such forecasts can provide the necessary basis for further planning in order to saturate the labor market and at the same time stabilize it, in order to prevent its oversaturation, leading to an imbalance [10].

Another important problem of today's young generation is its infantilization. This problem should be solved systematically and con-

sistently, thanks to the early inclusion of young people in the labor process. Often, graduates and young professionals do not have an active life position, including this is manifested in the search for a job, so they do not seek to solve the problem on their own and do not use the available opportunities. For example, this may be due to the unwillingness to engage in unloved business, low wages, and the ability to exist at the expense of parents or other people who are ready to provide for them.

The social infantilism of modern youth can have several reasons. External reasons artificially imposed by the state include: schooling up to grade 11; unlimited age of study in universities; lack of criminal and legal liability up to a certain age; financial support from state bodies, which sometimes reaches the milestone of 35 years [2, p. 215].

To eliminate this problem, it is necessary to include adolescents as early as possible in social work. It is not uncommon to encounter a situation where university graduates have inflated self-esteem. Therefore, it is so important to allow young people to become independent as early as possible, for example, to actively look for a job, choose an educational institution for themselves. Be sure to inform young people at school about possible technologies for finding a job. It often happens that a young person, when choosing a particular specialty, is guided not by his own interests, but by the number of passing points in a particular university, technical school, etc. As practice shows, young people often approach the choice of a profession unconsciously [5, 233]. For society, this option inevitably leads to chaos and the lack of a systematic distribution of resources in the labor market.

Thus, the state of the sphere of vocational guidance in modern Russia can be characterized as a stage associated with the search for new ways that correspond to a developed digital society. The main task of this stage is the transition from the legacy of the already outdated, traditional career guidance system to new standards and even a new legislative framework in this area. A comprehensive system of vocational guidance for young people will inevitably include all the elements necessary to take into account the interests of both society and the individual.

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