

HOW INDUSTRY CERTIFICATION IS DEVELOPING IN KAZAKHSTAN

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In Kazakhstan, mandatory and voluntary certification of personnel compliance is regulated under standard ISO/IEC 17024-2014 "Compliance assessment. General requirements for personnel certification bodies", approved by the order of the Committee for Technical Regulation and Metrology since 2016.

However, practice has shown that such certification is very expensive per qualification, is not represented by self-regulatory organizations in the industry, and has not been widely developed.

The law of the Republic of Kazakhstan dated July 5, 2008 No. 61-IV "On accreditation in the field of compliance assessment" defines the procedure for accreditation of compliance assessment bodies, and which organization can be engaged in certification of qualifications.

The only national accreditation body in the field of compliance assessment determined by the government of the Republic of Kazakhstan is the National Accreditation Center LLP under the Ministry of Investment and Development of the Republic of Kazakhstan (NAC).

The NAC keeps a register of accreditation entities and includes only legal entities accredited as compliance assessment bodies. At the same time, it should be noted that the current legal and regulatory framework does not allow monopolization of this type of activity in the market of conformity assessment services and confirmation of the level of qualification of specialists. Therefore, any Association, industry associations of employers or individuals, who are aware of the responsibility and importance of the independent qualification certification system for the development of the quality level of personnel and providing competent specialists for the country's economic sectors can establish qualification certification centers in the organizational and legal form of a Joint-Stock company or limited liability partnership.

In Kazakhstan, there is also a certification of graduates of VET colleges.

Conducting an independent assessment of the level of professional readiness and qualification is the main tool for monitoring and external evaluation of educational achievements of College students, related to the unified system of monitoring the quality of education in educational organizations, provided for in article 55 "Quality management of education" of the law of the Republic of Kazakhstan "On education".

Compulsory certification in the system of TVE is implemented in accordance with the Law of RK "On education" - final certification of students in educational institutions, implementing educational programs of technical and vocational, post-secondary education along with a final certification of students in educational institutions and includes an assessment of the level of professional preparedness and qualifications. This procedure is mandatory for the certification of TVE graduates. For persons who have independently mastered the profession, voluntary certification is provided.

Assessment of level of professional preparedness and qualification of technical and vocational education graduates is carried out by JSC "Republican scientific-methodical center of development of technical and professional education and qualification assignment" of the Ministry of Education and Science of RK.

The current model for assessing the level of professional readiness and assigning qualifications, as well as voluntary certification, provides for passing qualification exams in special disciplines (written tests) and performing qualification (trial) work (practical test).

At the same time, international practice shows that quality assessment and certification should be carried out in specialized industry centers located outside of educational institutions on the principles of validation of non-formal and informal training.

The establishment of such centres will allow to solve the following tasks: certifying the compliance of the level of qualifications and competencies of specialists with the requirements of professional standards for types of economic activity; assistance to employers in the selection of qualified workers certified by profession; increasing the competitiveness of the labor force in the domestic and foreign labor markets; stimulation of employee motivation in the field of continuing professional education and personnel training; creating conditions for the free movement of labor throughout the republic and within the EAEU.



In the regions, certification of passing courses without qualification prevails. For example, such certification is widespread and carried out:

on the basis of enterprises, for example, in Aktobe (mining and processing plant of JSC "SNPS-Aktobemunaygas"), Atyrau (JSC "KazMunayGas"), Zhambyl (plant "Kazphosphate"), Karaganda (JSC "ArcelorMittal Temirtau"), Pavlodar (JSC "Aksu Ferroalloy plant", Electrolysis plant) regions;

on the basis of training centers at enterprises in Atyrau (shell training center), West Kazakhstan (Energetik training center), Mangistau (Aktau training center) regions, as well as at industry training centers: unified personnel development center of JSC NC "KazMunayGas" (certification of personnel in the oil and gas industry). Here, you can note the positive experience of the branch of JSC "NC "KTZ" - "Center for evaluation and development of railway transport personnel".

The Law of the Republic of Kazakhstan dated July 4, 2013 No. 129-V "On the National Chamber of Entrepreneurs" (paragraph 4 of Article 13) provides for the implementation of independent certification of the qualifications of specialists. The functions of the NCE RK include, among other things, training, retraining, advanced training, certification and certification of personnel in the sectors of the economy and the development of technical and vocational education.

The disadvantage of centers accredited by the NCA is the high costs of obtaining accreditation (about 2 million tenge for 1 qualification), a long time (up to 1 year) to get it, respectively, business has not shown much activity in this direction.

NCE RK "Atameken" as a business support in 2016 developed "Regulations on the procedure for forming and keeping the Register of certification centers and the Register of certified specialists". Regulations on the procedure for the formation and keeping the Register of centres for certification and Registry of certified professionals was developed in accordance with subparagraph 4) of article 13 of the Law of the Republic of Kazakhstan "On National chamber of entrepreneurs of Kazakhstan". The purpose of forming and keeping the Register of certification centers is to create a unified database of centers that have declared themselves as certification centers performing independent certification.

Thus, based on the above information about the situation with accreditation and certification of qualifications, we see that in Kazakhstan, the system of industry certification is in the process of formation. The government plans to create a National qualifications authority, change the regulatory framework, and develop industry certification of qualifications.

The development of industry certification in real estate management is a cornerstone in the overall development of the industry and its self-regulation.

Currently, the Government in partnership with the World Bank announced competition on work on the development of a system of professional qualifications in the framework of the World Bank project "Development of labor skills and promote jobs".

According to the results of the project, the government will determine in what direction will develop the market of professional qualifications, the mechanisms of its regulation and interaction with industries.

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