

Socio-Pedagogical Conditions of Future Social Specialists Training for Successful Professional Career

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Abstract

Problems of social protection have become one of the most discussed in the world. Specialists of various specialties work in the social sphere: psychologists, lawyers, doctors, sociologists, etc. However, the leading role belongs to social specialists. There is a lack of social specialists, and if there are any, they do not understand exactly what they should do. The article deals with singling out the socio-pedagogical circumstances of the future social specialists education for an effective professional career. The focus is on analyzing of the modern directions of vocational education of future social workers. It is singled out and substantiate the socio-pedagogical circumstances for of future social professional education for an effective professional career, such as: actualization and development of students' motivation to build a successful professional career; taking into account the peculiarities of the practical activities of social specialists and their transformational influences on various subjects of communication activities; gaining practical experience based on self-development. The socio-pedagogical circumstances of future social specialists education is defined in the work as set of external and internal conditions, which implement in the process of vocational education of future social workers will ensure effective formation of hard and soft skills, fundamental qualities for an effective professional career. It is found out possible ways to implement the selected socio-pedagogical conditions in the vocational education of the future social professionals for an effective professional career. The using of the different methods allowed to obtain objective information about the socio-pedagogical conditions of vocational education of future social specialists to a successful professional career. The statistical data of the research are represented using diagrams, tables and figures.

Keywords: socio-pedagogical conditions, social specialist, career, professional career, professional (vocational) education

1. Introduction

Social education in Ukraine faces a difficult task - to balance the current situation, focusing on the person, betting on him, especially a person whose want to be in safety, to live with standards, to have all rights. Therefore, education in social work should play a leading role. To solve this problem requires all the experience, knowledge that has been accumulated in our country and abroad, which must be used and developed wisely.

In the outlined conditions, ensuring the quality and efficiency of vocational education of social workers is one of the priority requirements of the state and a democratic society, which leads to an increase in the number of criteria to the level of professional education of future social workers.

The problem of quality education of future social workers is reflected in a number of studies by various scholars, such as Dudar'ov V., Oresheta Yu., Priadko N., Chubuk R. They emphasize that social specialists are key actors in the social sphere of the state, which is Today is in a state of transformation, and urge to pay attention to the formation of professionalism of social workers at the stage of their training (Dudar'ov V., 2015; Oresheta Yu., 2014; Priadko N., 2014; Chubuk R., 2014).

The theoretical and methodological foundations of professional career research were initiated by representatives of American psychology in the 60's and 70's of the last century. To confirm this opinion, scientists have identified three approaches to the study of career: socio-psychological, managerial, socio-economic. Summarizing the approaches to

the phenomenon of career, we can form a general definition of the concept: career is a vital indicator of social and professional achievements in the organizational structure.

Socio-psychological concept is most in tune with the understanding of the essence of the future social workers' professional education, as it defines a career as a person's advancement in the organizational hierarchy and the sequence of his occupations throughout life as one of the indicators of individual professional life, achieving the desired status and recognition and glory. The managerial direction considers the career as a link that connects the aspirations of the individual and social systems. In addition, the representatives of this direction define a managerial career as setting life goals through two levels of achievement: on the one hand - it is promotion in the hierarchy of the management system (expansion of influence), and on the other - as personal development. Representatives of the socio-economic direction define career as the dynamics of education and skills (Zaslavskaya T, 1974; Kozhemyakina N., 2006).

Career success banks on large quantity on the effectiveness of the first steps in education and professional activities. Education and choice of profession are of great importance for further life and professional development. At the first stage of personal development, young people often make mistakes. For example, while studying a certain profession, some people are convinced that they will never work in a specialty, because it is not prestigious, unprofitable or hopeless.

Professional education of future social workers includes a description of objective and subjective factors of the general plan, such as: compliance of the chosen profession with personal parameters of the person; compliance of the individual with the requirements of this profession, its aspirations and willingness to apply their professional knowledge and skills in social practice; rather high productivity of the used technologies concerning social help, adaptation, rehabilitation of the person or group of persons with various problems (Oresheta Yu., 2014).

At the same time, it should be noted that in the conditions of unrestrained development and Ukraine's approach to world standards in the field of professional employment, positive changes in the study of the essence of career processes and the importance of professional career as an important object of study in various fields of science. in particular in terms of studying the value of the career of a social worker as a socio-pedagogical problem.

The goal of the article is to single out the socio-pedagogical conditions of education future social specialists for an effective professional career.

Targets of the research:

- 1) to interpret modern directions of vocational education of future social workers;
- 2) to single out and substantiate the socio-pedagogical circumstances for future social specialists education for an effective professional career;
- 3) to find out possible ways to implement the selected socio-pedagogical circumstances in the vocational education of the future social specialists for an effective professional career.

2. Methods

To solve the tasks used general scientific methods:

- 1) analysis and synthesis (for the disclosure of theoretical and defined concepts of research and their scientific representation);
- 2) abstraction, induction and deduction (to describe domestic and foreign ways to solve scientific problems);
- 3) abstract-logical (provided an opportunity to summarize theoretical information and draw conclusions in the study);
- 4) from special methods in researched mathematical methods were used.

For survey analysis was used:

- 5) statistical processing of research results was used to present the results of the survey;
- 6) the results of the cross-tabulation and filtering for the analysis of the survey;
- 7) comparative data for the analysis of the survey;
- 8) data analysis, systematization and differentiation for survey analysis;
- 9) grouping, mean value, standard deviation, regression, sample size determination, hypothesis testing were also used for the analysis of the survey;
- 10) personalized Excel spreadsheets, graphical data expression.

The using of the different methods represents the resultant data that is collected from a sample of respondents that took a survey. This data is comprehensive information gathered from a target audience about a particular topic of interest to conduct research on the basis of this collected data. All methods allowed obtaining objective information about the socio-pedagogical conditions of vocational education of future social specialists to a successful professional career. The results of the research are represented by diagrams, tables and figures.

3. Analysis of the Research and Publications

Analyzing the phenomenon of career in line with our problem, we determined that it is important to study the socio-psychological factors that affect career development, stages and stages of career, as well as the speed of their passage, the success of career development. The very concept of a future social worker's career can be interpreted in both a broad and a narrow sense. In the first case, the effective career of the future social worker is seen as "professional advancement", "professional growth from one step to another", the movement of vertical mobility. In this sense, a career is close to the trajectory of a person's movement to the top ("acme") of professionalism. In the second case, a career is understood as a job promotion, where "achieving a certain social status, holding a relevant position" comes to the fore (Diachok, 2019, Diachok et al, 2020).

A social worker is a professionally trained specialist who has the necessary qualifications in the field of social work and provides social services, whose activities are aimed at providing assistance to a person, family or group of people in difficult life situations, by informing, counseling, organizing various forms of support and care for sick or lonely people. Because the social worker interacts with the person and his environment, he must have knowledge of human development and behavior in a particular environment, and thus build his career effectively using the psychological and pedagogical competence of the specialist (Dictionary of social work).

Social work in Europe and America is seen as a professional activity to help people with disabilities, groups or communities, to strengthen or revitalize their capacity for social functioning and to create acceptable social conditions to achieve this goal. The practice of social work involves the provision of necessary services, counseling, psychotherapeutic effects and medical care (Averina I., 2005).

Analyzing the socio-pedagogical conditions of education future specialists in the social sphere, it should be noted that this is impossible without public participation. Public participation in this process is necessary to agree on a strategy and action plan. For example, the preparation of future social workers for an effective professional career can be solved in different ways: advanced training or change of profession, etc.

Highlighting the socio-pedagogical circumstances of the vocational trainings of prospective social workers for an effective professional career, it should be borne in mind that their implementation begins to take place in the academic process and continues to develop in extracurricular activities.

Introducing socio-pedagogical circumstances of prospective social specialists for an effective professional career should take into account innovative activities in education, target of which is making better certain actions in the specified social stratum. The impact of such actions must be qualitative and socially significant.

The vocational education of future professionals in the field we study is significant for scientific studies, as today's academic environment is characterized by rising demands on the mental abilities and practical skills of prospective professionals. This is necessary for the formation of their ability to perceive modern change and change themselves. We can say about the importance of purposeful professional education aimed at building a successful career. That's why you need to focus on building a successful career (Hlibko, 2019). This need has arisen and is evolving with the development of society, as well as the need for fast transformation specialists now (Popova, 2017; Nikolova, 2015; Nikolova, 2015).

Professional education of a future social worker ensures the formation of professionalism of the future specialist, only then develops and activates efforts and professional consciousness, when the cognitive activity of the future social worker is carried out in conditions close to practical professional activity; that is, when cognitive-theoretical actions are compared and compared with professional-oriented ones. In terms of vocational education, the professionalism of a social worker can not be formed without quality practical training, which is part of the state educational standard and an integral part of professional education of students in higher education (Chubuk R., 2014).

The importance of developing and implementing effective socio-pedagogical conditions for vocational education of the future social specialists for an effective professional career is related to the fact that society's conditions for outstanding, competitive workers do not correspond to academic education.

The social worker is a key worker in the field we study. He acts as a bearer of hall and professional knowledge as a coordinator or manager and necessarily direct his professional responsibilities. That is why we emphasize the professional education of future social workers should provide a forming and comprehensive evolution of competitive and original wokers with an effective civic stance. All this gives the social worker the opportunity to carefully choose their own role in the professional environment, ie a ready for a successful career.

4. Results Analysis

Determining the socio-pedagogical conditions for education future social specialists for an effective professional career was based on the formation of professional competence. Among them are in particular: the excellent mix of classical and contemporary training technologies; use of active and interactive learning methods; transformation of educational motives into professional ones; professional motivation is the process of creating important directions by using the personal concept as the main concept, which determines the plan of joint work of teacher and student; implemantation of methods and technologies related to the features of the future specialty and modern conditions; providing practice-oriented orientation of students' vocational trainings; realization of all received experiences (from personal to professional); systematic and methodological support of academic education; providing of integrity, cohesion, variability and integrative education. (Korneschuk V., 2018).

Given the above, we assume that the following socio-pedagogical conditions in vocational education of the future social professionals will positively affect the formation of their successful careers: actualization and development of students' motivation to build a successful professional career, gaining practical experience based on self-development, taking into account the practicalities. activities of social specialists and their transformational influences on various subjects of communication activities.

For the practical part of the study, the socio-pedagogical conditions of training of future specialists in the social sphere in the educational process of Donbass State Pedagogical University were introduced.

The purpose of this survey was to determine the effectiveness of our proposed social and pedagogical conditions for the entire career of future social workers. The experiment was attended by fourth-year students of the first (bachelor's) educational level. The total number of respondents was 268 people.

After conducting the ascertaining and forming stages of the experiment on the introduction of the socio-pedagogical conditions identified in the work, the statistical processing of the results stated a positive dynamics (Figure 1).

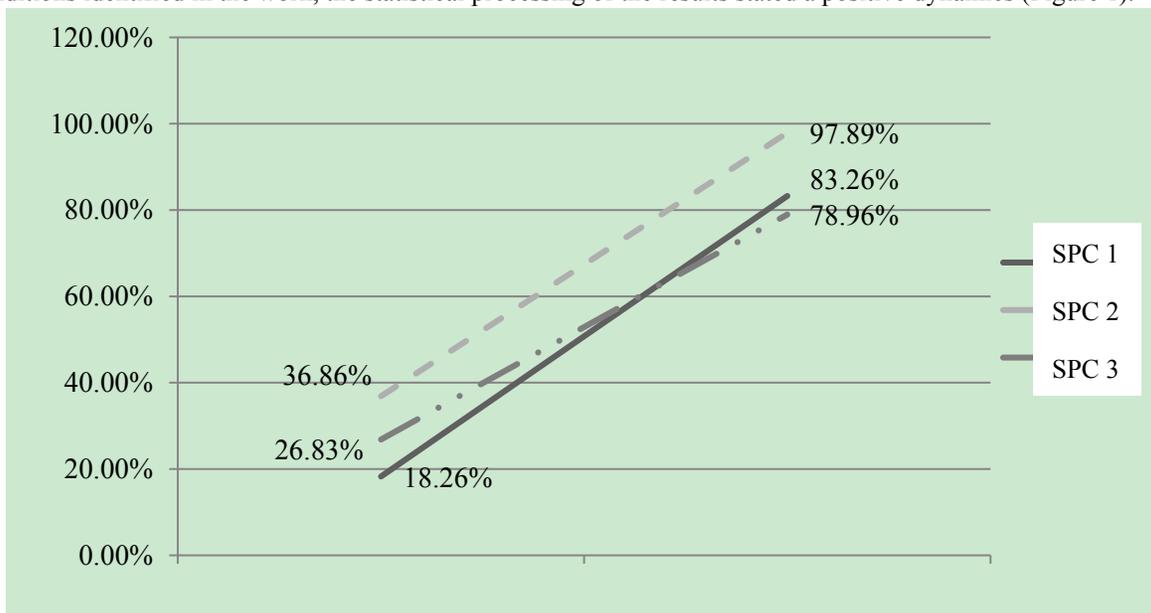


Figure 1. Dynamics of implementation of socio-pedagogical conditions

Source: developed by the authors

Since the main indicator by which the educational process differed significantly was the introduction of reasonable in the article socio-pedagogical conditions, we can conclude that under the influence of experimental learning in the educational environment of the university changes the professional motivation of future social workers, which encourages them to build effective careers.

It should be noted that most future social workers consider developing a career plan as a priority in building their own careers. This can be, first of all, the development of an operational plan for building a career as a sequence of specific projects, ie actions with a specific result, limited in time and resources. On the one hand, it will reduce the number of efforts to take concrete steps to implement the employee's career plans. This type of planning involves determining the logical sequence of tasks for a successful career plan. During the implementation of the plan provides for control over the implementation of each of the tasks, review of the achieved results, comparison with the outlined tasks, analysis of the employee's own actions, selection of the most effective and rejection of ineffective.

Preparing a future social worker for a successful professional career lies not only in the field of professional activity. Built a successful career as a social worker is the use of professional experience in personal life. It necessary to consider the issue we are researching under the condition of a conscious position and behavior of a person in the process of any activity related to personal or professional growth. The concept of career cannot be associated only with work, you can talk about career as a certain type of occupation or a certain type of activity.

The study of the effectiveness of the implementation of our well-founded socio-pedagogical conditions for training future social workers for an effective professional career, which was carried out on the basis of comparing indicators at different stages of education, showed a significant increase in readiness for successful careers by future social workers.

The realization of the career of future social workers should involve a conscious mastery of modern conditions of professional development of the individual in compliance with the relevant rules of personal behavior in the modern labor market.

5. Discussions

Taking into account the specifics of professional competence of future specialists in the social sphere to a successful professional career, the pedagogical conditions of its formation include: actualization and development of students' motivation to build a successful professional career; taking into account the peculiarities of the practical activities of social specialists and their transformational influences on various subjects of communication activities; gaining practical experience based on self-development.

Ways to implement the socio-pedagogical conditions highlighted in the article are different, but we represent some of them that relate to personal self-development and professional training of future social professionals (Table 1).

Table 1. Socio-pedagogical conditions and ways to implement

№	Socio-pedagogical conditions	Ways to implement
1	actualization and development of students' motivation to build a successful professional career	<ul style="list-style-type: none"> •personal activity;• emotional - psychological state; •internal motivation of the student; •positive emotional attitude to educational and professional activities; •the state of the socio-psychological climate in the student team;• professional adaptation;
2	taking into account the peculiarities of the practical activities of social specialists and their transformational influences on various subjects of communication activities	<ul style="list-style-type: none"> • verbal and non-verbal communication, which is aimed at implementing the process of professional skills' formation of students during professional education; • increasing the quantity and quality of communication channels to obtain and get acquainted with the results of the latest scientific research in any field of science;
3	gaining practical experience based on self-development	<ul style="list-style-type: none"> • strengthening interdisciplinary links between humanities and professional disciplines in the training of future social workers • use of Ukrainian and foreign experiences

Source: developed by the authors

Highlighting the first socio-pedagogical condition (actualization and development of students' motivation to build a successful professional career), we drew attention to the fact that we have a process of interaction. On the one hand, it is the influence of knowledge on the individual psychological characteristics of higher education students, which helps the teacher to purposefully develop intelligence through adequate organization of the educational process and promote

interest in it. On the other hand, the formation of internal motivation for self-development is impossible without reflection, self-knowledge, awareness of students in their individual psychological characteristics.

The relationship between motivation for self-improvement of future social workers and their attitude to professional self-development has been revealed. It is the attitude, cognitive interest, conscious need, cognitive activity that determine the readiness of future social specialists for an effective professional career.

Examining the following pedagogical conditions, which we have identified, it was found that the communication of a social worker is considered an main part of the traditional vocational education of future social workers, based on in-depth knowledge of professional and psycho-pedagogical disciplines.

Gaining practical experience through self-development is important for an effective professional career as a social worker. The implementation of this socio-pedagogical condition will help to overcome barriers to an effective career, such as: improper mastery of communicative skills by students, lack of communicative and moral qualities, lack of mastery of ethical norms and rules of conduct, lack of real conditions for personal self-esteem.

It should also be emphasized that the objective indicators of a successful career of a future social worker are determined by personal contribution to their own education, the ability to professionally solve customer problems, to provide assistance to various groups.

Subjective indicators of professionalism of a social worker due to his personal qualities, which depend on the peculiarities of the basic mental processes, the formation of communication skills, the ability to act in complex and extraordinary professional and psychological situations, and so on.

Preparing a future social worker for a successful professional career is an important component of professional education in the field we study. The formation of the intention to build a successful career of a future social worker can be argued only if you take into account socio-pedagogical conditions, the relevant criteria, indicators and levels of the studied phenomenon.

6. Conclusions

Socio-pedagogical conditions for education future social specialists for an effective professional career are defined as quality points based on academic knowledge, hard and soft skills, professional and personal qualities of the future social worker, which can represent the utility of professional activity and ensure quality performance of professional duties in their field of work.

The socio-pedagogical conditions of training of future social workers defined in the work as combination of external and internal conditions, the implementation of which in the academic education of future social workers will provide an opportunity to organize and optimize the process of acquiring knowledge, various skills, qualities that are currently needed for an effective professional career, especially now.

Such pedagogical conditions in the study were: actualization and development of students' motivation to build a successful professional career; taking into account the peculiarities of the practical activities of social specialists and their transformational influences on various subjects of communication activities; gaining practical experience based on self-development.

The successful career of future social workers should be seen as a process of active personal development, both personal and professional. This process should be carried out under the condition of systemic psychological orientation of personal and professional development on the formation of a career as a specifically organized system. Consideration of a successful career as an organized system should be meaningful and relevant in the context of effective implementation of a certain type of professional activity, systemic professional growth with an active position on planning and career development of future social workers in modern working conditions. Formed on such a basis, the system of successful career provides progress in the space of organizational positions, providing a consistent change in the functions, status and socio-economic status of the individual, the realization of his professional and vital goals and motives.

When building a successful career, the future social worker must understand that he must not hide from the object of his activity any information, must speak the usual language accessible to the client, demonstrate their professional records, which places great responsibility on their content. and provides an active, partnership position on both sides. The main task of the future social worker is to demonstrate in as much detail as possible all the mechanisms for solving problems, to reveal all the "secrets", to arouse the client's self-confidence so that in the future he can overcome difficulties on his own. This is what the pedagogical conditions we have identified are designed for.

We want to note that the construction of a successful career is directly influenced by the motivation of the individual, both external and internal. There are many theories of motivation that explore the process of choosing a course of action related to the expectations of the individual, and the subjective assessment of the consequences of their actions in professional activities. Unfortunately, today there is an insufficiently studied mechanism of influence of certain needs and motives on building a successful career of a social worker. It is necessary to establish the connection between needs, motives, emotions, on the one hand, and goal setting, self-regulation - on the other. This approach can significantly affect the accuracy of predicting a person's satisfaction with the professional activities of a social worker or be the result of any personality.

However, our study does not fully cover the depth of this problem. prospect research is full to take into account certain aspects such as academic and culture environment's impact on the successful careers of future social workers.

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