

## Summary

Theme of qualifying work: Shaping the occupational trajectories of youth of Kabardino-Balkarian Republic (on materials of the Ministry of education, science and youth Affairs of the Kabardino-Balkarian Republic).

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Relevance of the research topic. The problem of choosing professional trajectories of young people is connected in an important way with the solution of the question of their favorable socialization, entry into society with a certain social set of qualities. The issue of decision-making in difficult situations remains relevant, which is related to the training of a competitive employee who thinks freely, dynamically and creatively, in accordance with the current situation. The creation of a professional orientation in the current environment, where the information society must be related to time requirements: computer skills, high technology, and the possession of such qualities as actualized behavioral flexibility, selective relationship to the flow of social information, the ability to understand contemporary economic and political situation, finding the boundaries between culture and pseudo-culture, to participate actively in socio-cultural work.

Today, the leading problem of the state is to bring the personal qualities of young people in line with the new requirements of self-development in their future professional activities. Within the framework of understanding young people as the most important social resource, the problem of their professional choice becomes the most relevant. It is important to choose the correct aspect of the analysis of this problem. In this regard, the development of the resource approach in recent years in the sociology of youth, based on the understanding of youth as an important social resource, is symptomatic.

The society of the XXI century makes high demands on future specialists: the presence of professional and technological, organizational and managerial, educational and educational, propaganda and artistic, research and applied skills. The properties of production, which are based on technology, the specifics of the modern service sector, the nature of management activities, determine the General cultural requirements that form the motives for the development of legal, economic and technological knowledge, knowledge of international communication languages, business relations skills that meet modern requirements. New

approaches are needed to address the problems of youth and young people, and the preferences of youth and adolescents should be Central to the development of these new approaches. Information and social development creates certain socio-cultural requirements, in which it is necessary to increase the level of General cultural interest by assimilating the value orientations of any professional specialty by the younger generation.

It should be noted that at the moment there are problems in the field of vocational guidance of schoolchildren, the key is a complex definition of professional choice and assessment of students ' prospects for development in different professions. At the level of the subjects of the Russian Federation, there is a connection between the need of society in various areas of production and the intersection of personal plans of high school students who want to stay on the territory of their subject, but their professional choice contradicts the labor market of the region.

Thus, there is a need to organize a set of measures to manage the process of professional choice and formation of motivational and professional activities in order to Orient young people to professions, as well as young professionals who would most fully meet their needs and provide society with the necessary specialists.

Objective: to identify the main factors that affect the professional trajectories of high school students (the labor market for young people, the education system and General trends in its development) to develop proposals for improving youth policy in the Kabardino-Balkar Republic.

Research objectives:

- to study the professional trajectories of young people as an object of scientific analysis;
- to consider domestic and foreign approaches to the study of professional orientation of young people;
- conduct a sociological analysis of factors that contribute to the formation of professional trajectories of young people;
- to summarize the experience of forming professional trajectories of young people in the Kabardino-Balkar Republic;
- analyze the methods and forms of work of youth organizations, as well as the activities of the Ministry of education, science and youth Affairs of the Kabardino-Balkar Republic;

- suggest ways to improve professional orientation programs for secondary school students of the Ministry of education, science and youth Affairs of the Kabardino-Balkar Republic.

Object of research: youth as an object of the process of forming professional orientation.

Subject of research: factors affecting the professional trajectories of young people in the Kabardino-Balkar Republic.

The theoretical significance of the research consists in the analysis and systematization of research literature and modern concepts that form the professional trajectories of young people, in the development of theoretical and methodological aspects, specific practical recommendations for the development of the system of professional orientation of young people, which serves as a tool for professional orientation. In particular:

- the problem of organizing professional trajectories of young people is studied as part of a purposeful study of foreign and domestic experience, which contributes to a more in-depth understanding of patterns in the education system;

- the data obtained in the course of the research can serve as a basis for further comparative pedagogical research of the problem of professional trajectories of young people

The practical significance of the research is contained in the purposeful use of free time resources in the development of professional trajectories of young people, the guarantee of socio-pedagogical capabilities of institutions in this process and the formation of basic provisions for the content, forms and methods of professional choice of young people. The materials of this research can be used by the Ministry of education, science and youth Affairs of the KBR, centers of additional education and continuing education of the Republic, organizers of various educational institutions, club associations, cultural and leisure institutions, youth leisure centers.

Approbation. Our recommendations have been implemented in the work of the Ministry of education, science and youth Affairs of the CBD and educational institutions to improve career guidance methods for senior students.

Research result.

We have determined that the theories and concepts of domestic and foreign scientists in the field of career guidance trajectories capture young people of

different levels of knowledge, preferences and social status, which makes it easier to search for the concept of a unified system, but given the fact of heterogeneity and communities of regions, this creates barriers to the introduction of a template system.

In the course of studying the theoretical analysis of the implemented task, the first Chapter, the rationale for occupational trajectories revealed a justification of institutions of General secondary education, preparing students to choose their professional future. Problems the influence of professional orientation on the professional self-determination of high school students. The analysis of concepts and theories of domestic and foreign authors have shown the need to establish and apply comprehensive support to students and conduct career guidance not as separate isolated activities, but as a complex of measures, which will be achieved the highest efficiency of this work.

We believe that the problems of professional work and youth employment are closely linked, mutually dependent and relevant. Finally, we are talking not only about the essence of youth policy, but also about the effective and rational use of human social resources, which are the most mobile and innovation-oriented part of society. The success of choosing a profession and further employment depends not only on his future, but also on the lives of people who surround him. The more adaptive young people who start successful employment and family relationships are, the better it will be for society and the country as a whole.

Taking into account the not quite simple situation on the labor market not only in the Kabardino-Balkar Republic, but also in many regions of the Russian Federation, the formation of a conscious readiness to choose a professional trajectory among senior students is already in the process of school education. This training should focus on absolute self-understanding, familiarity with the modern labor market, opportunities and conditions for creating prospects, training for making important and responsible decisions for students, and educational institutions should take into account the age, gender and individual characteristics of the subject of professional choice.

We concluded that high school students consider such social statuses as working conditions to be significant. Also, young people are quite sensitive to changes in the economic sphere, and their priorities are primarily directed to those areas of employment where the prestige and income level are higher.