

# Soft Skills: Emerging Agenda for Russia

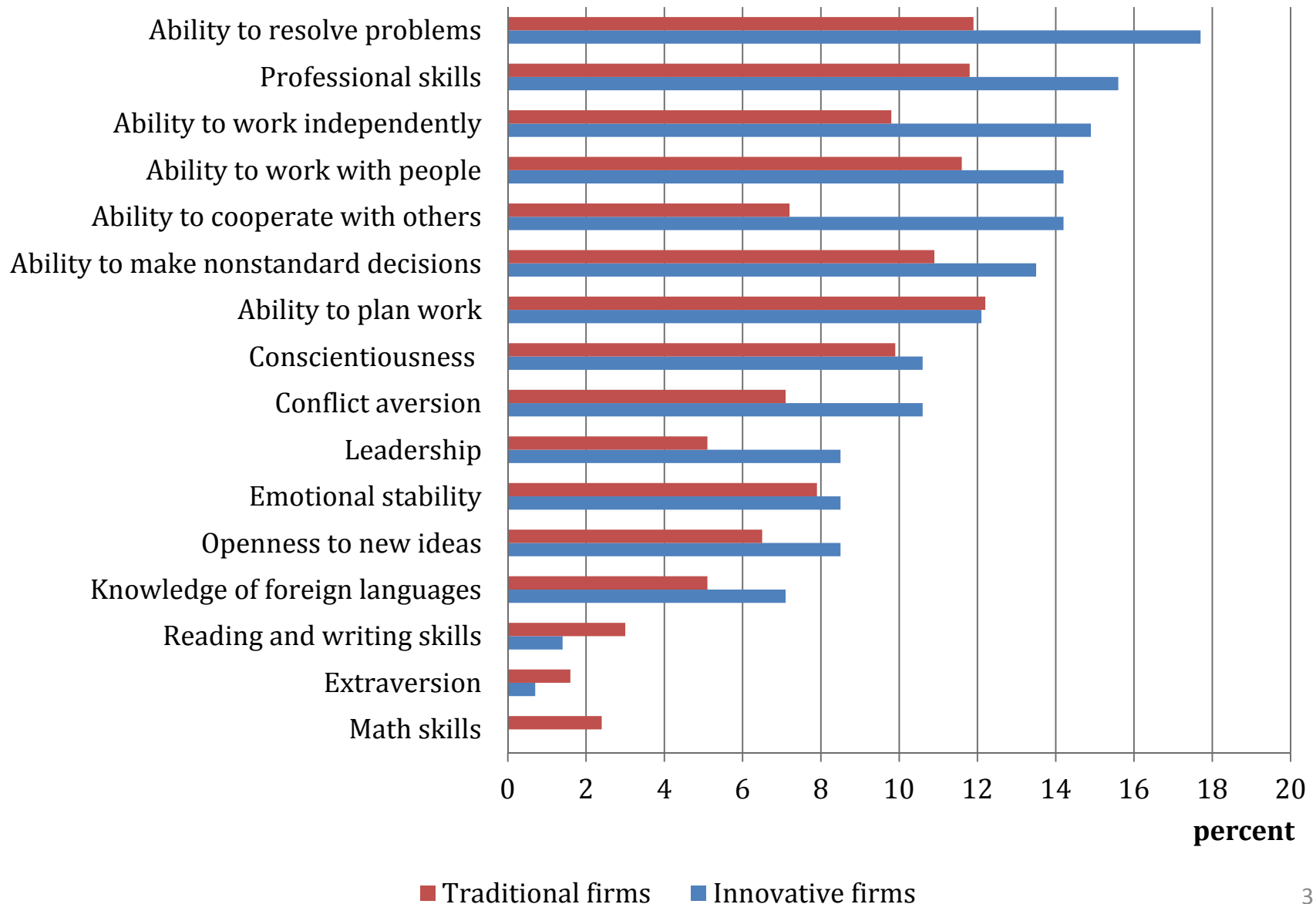
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# Skills issue in Russia

1. Innovative development in Russia requires not only professional skills, but also:
  - **Skills for communication, collaboration and team work** (social and behavioral skills)
  - **Skills related to problem-solving and critical thinking** (high-order cognitive skills).
2. These skills are employed in workplaces and actively sought by employers.
3. These skills are in short supply.
4. Lack of these skills is of particular concern for innovative firms.

*Source: Developing Skills for Innovative Growth in Russia, World Bank, 2013*

# Lack of skills among specialists



# Current challenge

- How to measure soft skills of individuals / students?
- How to develop soft skills at different stages of life?

# General education

- New competences focused standards adopted
- Relevant curriculum under preparation
- Assessment of teachers' ability to develop soft skills and capacity building for teachers
- Information and communication literacy assessment test available for 15 y.o.

# TVET + Adults Training

- WfD and LLL Strategies:
  - Soft skills in focus
- Skills for WfD Project with the Bank:
  - Capacity building for the TVET sector is the key
  - Soft skills in focus (training programs)
- World Skills – international competition
  - Soft skills assessment

# Higher education

- Int. Study of Higher Education Learning (ISHEL): Russia-USA-China
  - Critical thinking
  - Analytical skills
  - Quantitative reasoning
  - Academic skills in physics and math
- Master Degree Entrance Test (for engineers):
  - Critical thinking
  - Self-efficacy
  - Math and IT literacy
- Bachelor Degree Test:
  - Problem solving
  - Information literacy
  - Critical thinking

# Next steps: Soft Skills TA for FY16

- Defining priority soft skills through consensus building
- Developing unified framework for the tests
- TA to develop the test for TVET students
- TA for soft skills focused programs development



**Thank you!**

# ANNEX

# Skills classification

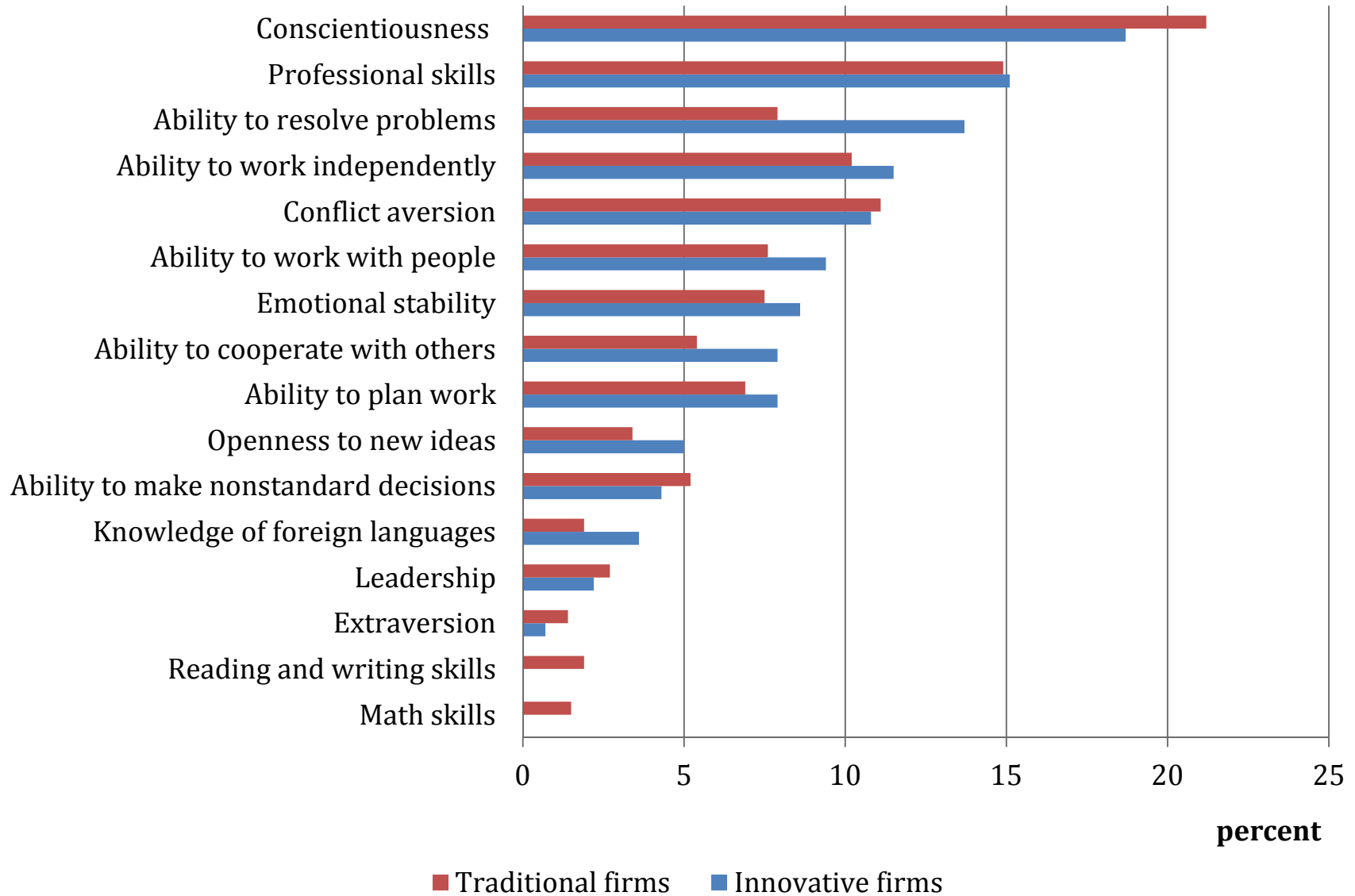
<b>Cognitive</b>
<i><u>Basic cognitive</u></i>
Literacy (reading and writing)
Numeracy
Foreign language skills
<i><u>High-order cognitive</u></i>
Ability to make non standard decisions, take non standard actions
Work related problem solving
Ability to plan work (for yourself or others)
<b>Non-cognitive</b>
<i><u>Social and Behavioral</u></i>
Ability to work with people
Leadership skills
Ability to work independently
Team work, collaboration skills
<i><u>The Big five/ Personal traits</u></i>
Conscientiousness (self-discipline, self-organization, reliability)
Emotional stability (ability to handle problems in a calm manner)
Agreeableness (ability to adopt to a situation during communication with people)
Extraversion (is talkative, assertive, takes initiatives)
Openness to experience (comes up with new ideas, curious)
<b>Technical (Professional / Job-related)</b>
Job-related technical skills (speed typing for a typist, accounting for accountant)

## Inadequate skills as a major growth constraint for Russian firms

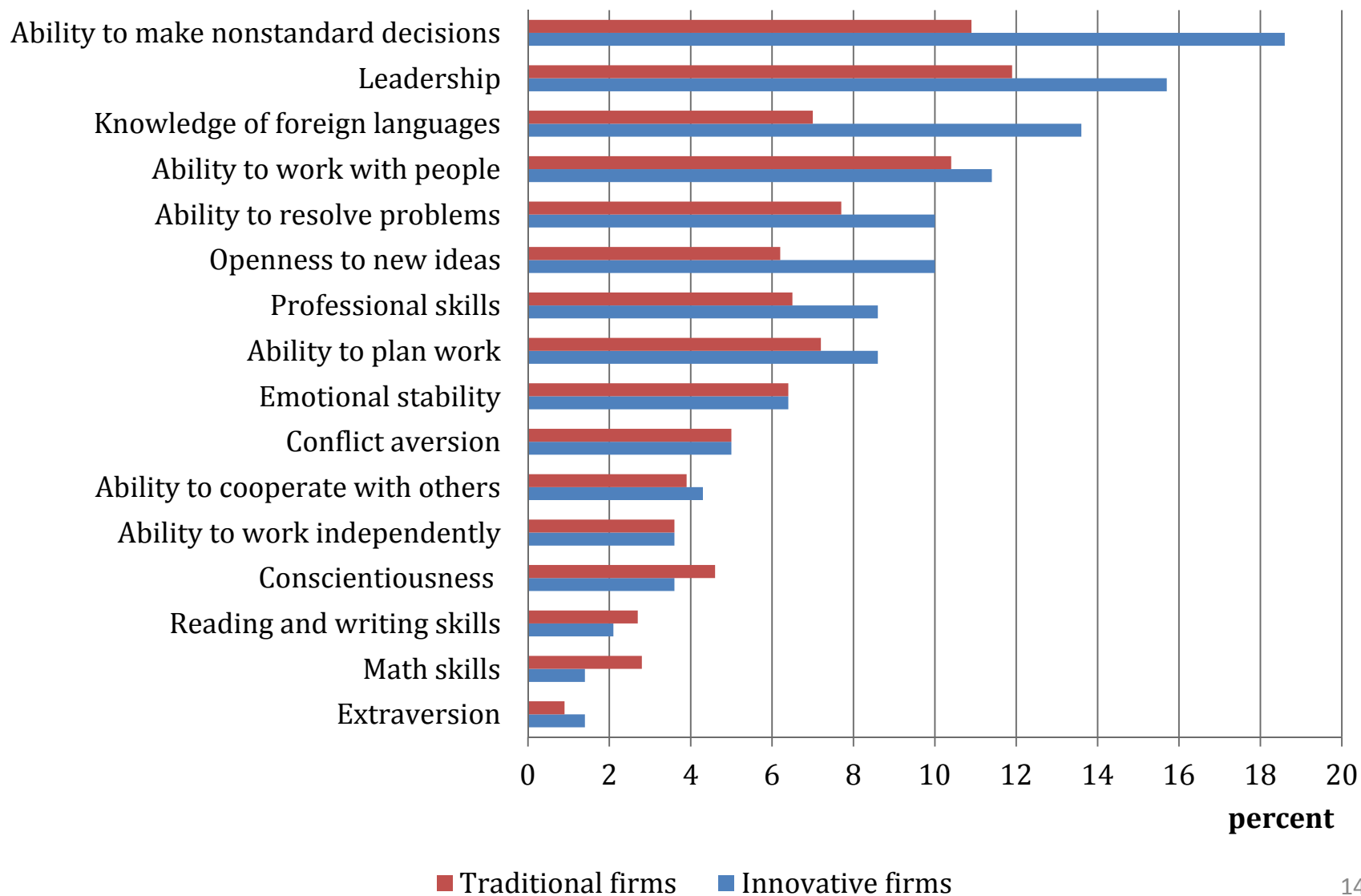
	2005	2008	2012
Tax rates	2	2	1
Corruption	3	3	2
<b>Skills and education of workers</b>	<b>4</b>	<b>1</b>	<b>3</b>
Access to finance	6	8	4
Macroeconomic instability	-	-	5
Electricity	13	4	6
Transport	12	9	7
Tax administration	1	10	8
Organized crime/mafia	-	-	9
Access to land	10	5	10
Crime, theft and disorder	8	6	11
Business licensing and permits	5	11	12
Customs and trade regulations	9	13	13
Labor regulations	11	14	14
Courts	7	12	15
Telecommunications	14	7	-

*Source: BEEPS At-A-Glance 2008, Russia, The World Bank Group, 2010 ; BEEPS At-A-Glance 2012, Russia, The World Bank Group, forthcoming 2010*

# Lack of skills among blue collar workers



# Lack of skills among managers



# HEIs: growing gap resulted from focus on traditional learning outputs

*Changes in the stock of cognitive skills from 1<sup>st</sup> to 4/5<sup>th</sup> year*

*Assessment of skills importance by employers*

