



Развитие модели профессионального признания
иностранных квалификаций в России
Development of the Model for Professional Recognition
of Foreign Qualifications in Russia

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МОДЕЛЬ ПРОФЕССИОНАЛЬНОГО ПРИЗНАНИЯ ИНОСТРАННЫХ КВАЛИФИКАЦИЙ В РОССИИ

THE MODEL FOR PROFESSIONAL RECOGNITION OF FOREIGN QUALIFICATIONS IN RUSSIA



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This publication is intended for wide familiarization and discussion by social partners in foreign qualifications labour market: Federal and Regional authorities, Federal Migration Service and its regional departments, employment services, employers (employers' associations), branch ministries and departments, institutions of vocational and higher education.

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LIST OF ABBREVIATIONS

- APE** – Additional Professional Education.
- ARQE** – All-Russian Qualifier of Employment.
- EU** – European Union.
- H&PGE** – Higher and Postgraduate Education.
- HE** – Higher Education.
- ILO** – International Labour Organization.
- Ph.D.** – Doctor of Philosophy.
- PRIMO_PF** – TEMPUS Project «Development of the Model for Professional Recognition of Foreign Qualifications in the Russian Federation».
- SPbSPU** – Saint Petersburg State Polytechnical University.
- SRO** – Self-regulation Organization.
- SVET** – Secondary Vocational Education and Training.
- UCDP** – Uniform Classification Directory of Posts for Heads, Specialists and Clerks.
- UN** – United Nations.
- UNESCO** – United Nations Educational, Scientific & Cultural Organisation.
- UrFU** – Ural Federal University after name of the First President of Russia B.N.Yeltsin, Yekaterinburg.
- UTQD** – Uniform Tariff-Qualifying Directory for Works and Worker Professions.
- VET** – Vocational Education and Training.
- VSUES** – Vladivostok State University for Economics and Service.

INTRODUCTION

PRIMO_RF project is aimed at development of the model for professional recognition of foreign qualifications in Russia that should become a tangible outcome of the project. Relevance of the model is conditional upon a large number of labor migrants possessing different educational levels and professional experience in Russian labor market.

There are existing procedures of recognition of foreign qualifications in Russia. Yet the legislation in this sphere is very controversial and far from perfection, and the procedures themselves are not well elaborated, except for the spheres of medicine and pharmaceuticals, and recognition of academic degrees (PhD, Doctor of Sciences). At the same time European partners possess wide experience of professional recognition that was studied by Russian participants and provided the basis for the proposed model. On the one hand the model is not contrary to the applicable Russian legislation, and on the other hand it takes into account its dynamic changes. The model presents a compilation and summary of variants prepared by the Russian consortium members published in the Final report of the project. The unified model is developed with due consideration for the comments and recommendations of foreign and Russian partners made in the process of discussion of intermediate variants.

Description of legislation, experience of European and other countries including Russia in the sphere of professional recognition, relevance of the model, instructions for its implementation and examples of provisions concerning professional recognition are presented in the Methodical Guideline on Professional Recognition in Russia developed within the framework of PRIMO_RF project.

Definitions of specific terms used in the present publication and written *in italics* are given in a glossary at the end of the brochure.

Members of the Workgroup on development of the unified model assume that the *model* is a simplified scheme of the processes and *procedures* without their detailed description. As well as any other *model* it cannot cover all possible cases. *The model* should be general, applicable in different situations. Nevertheless special cases of recognition, i.e. when the employer makes it a condition for employment that the applicant undergoes the procedure of *voluntary certification*, are described in the Methodical Guideline on Professional Recognition in Russia.

The authors invite all project participants and other interested parties to discussion of the model and ways of its implementation.

1. BASIC CONDITIONS OF FOREIGN QUALIFICATIONS PROFESSIONAL RECOGNITION

Study of the experience of *professional recognition* of foreign *qualifications* in European and other countries has allowed to reveal some basic common principles and processes (procedures) of recognition that provided the basis for the developed model.

The principle of orderliness

Realizing the importance of the *access* of a holder of a foreign qualification to national labor market practically all developed countries have introduced and maintained the *system of foreign qualifications professional recognition*.

The principle of priority of regulatory legal acts

Recognition of foreign qualifications for the purpose of professional recognition is carried out on the basis of national legislation. For example in EU-member states, professional recognition of foreign qualifications obtained in other member states is carried out on the basis of the *Directive EC No 2005/36/EC* dated 07.09.2005 [1]. Additional conditions of recognition may be introduced by the national and regional (i.e. in Australia, Italy, Canada) regulatory legal acts.

The aforementioned acts apply to the so-called *regulated professions*. *Access* to work in these professions is subject to carrying out a number of official recognition procedures in case relevant education and/or practical training and/or work experience were obtained outside of the host country. For *non-regulated professions* it is not required for a qualification holder to pass the official recognition procedures. Nevertheless carrying out the procedures may be laid as a condition of employment by *an employer*.

Basically the list of regulated professions comprises at least those professions that affect health, welfare and security of the population of the country. There may however be many more professions that are regulated, depending on the country in question.

The principle of non-discrimination

Practically all international legal acts and recommendations adopted by international organizations require equal treatment of foreign qualifications holders irrespective of their religious beliefs, sexual identity, nationality etc. if it does not affect their work and security of other people. For example it is not considered as discrimination to set requirements to age or health of a candidate for recognition.

The legal custom following from this principle is that no requirements different from those imposed on a holder of a national qualification should be imposed on a holder of a

foreign qualification (irrespective of an applicant's citizenship).

The principle of succession

Countries should have a fair, uniform procedure in place for the professional recognition of foreign qualifications that includes a general evaluation of the qualification(s) and an evaluation of the professional competences

In many countries, the official procedure of professional recognition includes at least two stages: **1)** general *evaluation* of the applicant's *qualification(s)* and **2)** an evaluation of the knowledge, skills, *competences* of an evidence holder. Thus the system of professional recognition examines both the documents and the competences of an individual.

On the stage **1)** the evidence of formal qualification is examined with regard to the following points, for example: **a)** document ownership; **b)** recognition of the educational institution issuing the document (awarding the qualification) by the national authorities of the country where it is situated; **c)** legitimacy of issuing the document (i.e. *legalization*); **d)** the fact that the document is not falsified; **e)** its conformity to other nationally recognized documents; **f)** presence of bilateral and/or multilateral agreements about mutual recognition of qualifications etc.

On the stage **2)** *professional competency* of an applicant is tested.

An important goal of stages **1)** and **2)** is to determine if there are any *substantial differences*.

More details about stage 1) and 2) is written in Model (see Chapter 2)/

Generally both stages of the professional recognition procedure are decentralized: procedures of the stage **1)** are carried out by the experts of organizations competent in this area and professional aptitude (stage **2)**) is tested by the *employers'/professional organizations* (associations) in the relevant professional field. Government authorities define general principles and approaches to professional recognition and control that all executors follow them.

The principle of compensating

Host country should have a compensation mechanism in place enabling applicants to make up the skills and competences they lack.

Dissatisfaction of the professional community with the knowledge, skills and competences of job applicants possessing foreign qualifications is not a reason for absolute prohibition to work in the profession. A candidate for employment or starting his or her own business in a foreign country can complete studies, undergo additional practical training

and/or *adaptation period* (up to 3 years) after which he or she can apply again for professional recognition of his or her foreign qualification.

Principle of the equivalence of rights

International legal acts and recommendations underline that the rights of a holder of a foreign qualification gained as a result of recognition should not exceed the rights he or she would have in the country that awarded qualification. Recognition of a foreign qualification does not guarantee employment (*admission* to work) for its holder by an employer.

2. THE MODEL FOR PROFESSIONAL RECOGNITION OF FOREIGN QUALIFICATIONS IN RUSSIA

Processes and procedures of foreign qualifications professional recognition existing in Russia have not yet formed an efficient unified system. With a view to the forecasted increase in the number of labor migrants, the necessity of attracting highly qualified specialists and the increasing number of Russian citizens studying or working abroad, the necessity of adoption of a special law about professional recognition of foreign qualifications has become urgent. Such law may include the existing regulatory legal acts and use EU experience of regulating in this field.

Before adoption of this law it seems appropriate first of all to introduce the lists of regulated professions at the national level (in accordance with the Federal Law of July 27, 2010 No 210-Φ3 [2]), or in accordance with the Federal Law of December 01, 2007 No 315-Φ3 [3] at the level of employers' associations and professional associations.

Generally to compare foreign and Russian qualifications it is necessary to set up their equivalence with due account to Russian Education Laws and European [4] and national [5] *qualification frameworks*.

Professional standards developed in the present time for all levels of education and training, UCDP, UTQD and ARQE *qualification requirements* may serve as a basis for the lists of regulated professions. The lists should include either professions (positions) requiring special qualifications and special education/training (i.e. the profession of crane operator) or professions that may affect health/welfare/security of the population (i.e. the profession of welder). From this perspective it does not make sense to include such professions as painter or machine operator (lath operator, driller) in the lists because their activities do not affect people directly.

The proposed general model has been developed on the basis of studying best practices

of *professional recognition* of European and other countries taking into account Russian legislative and other regulatory legal acts. The proposed *model* has general character because it describes *standards* (rules) of professional recognition common for all types of activities and for all categories of users and provides for different variants of its application. It is proposed that the general model will serve as a basis for the *competent authorities*, employers'/professional associations and employers to develop their own documents (statutes, instructions etc.) regulating professional recognition being in compliance with the All-Russian legislative and regulatory legal acts.

Model for Professional Recognition of Foreign Qualifications in Russia is presented in the Fig. 1.

Authors of the unified model proceeded from the basic principles of professional recognition described in Chapter 1 and from the following points:

- principal interested party of the process of professional recognition is an applicant who can choose a path of professional recognition in the key points of the model marked with the following sign: ; in each case the applicant can either refuse further procedures or undergo *voluntary certification*, or decide to choose another position (professional field) to which his or her foreign qualification corresponds to a greater degree;
- the model is applied when an applicant is a) a foreign citizen who entered Russia in a visa-free regime; b) foreign citizen staying outside Russia and waiting for the invitation (for the countries with visa regime of entry); c) Russian citizen who studied or worked in another country, that is the model should be applicable to citizens of any countries and the Russian citizens having foreign qualification.
- the model is applicable when recognizing qualifications for the purpose of entering professions that have formal and informal requirements at the all levels education and training after post secondary education (primary and secondary vocational education, and higher education).

Proceeding from the above-mentioned the following order of carrying out the professional recognition procedures seems appropriate.

Block B.0

At this stage an applicant finds out what positions in what professional spheres he or she can aspire to possessing a foreign qualification in accordance with the requirements to this position (profession). To find out what are the formal and informal requirements the applicant may use information from the web-sites (employments services, SRO or their associations, employers etc.), or consult with consulting, recruiting or other relevant organizations (i.e. *certification authority*), or directly contact the employer.

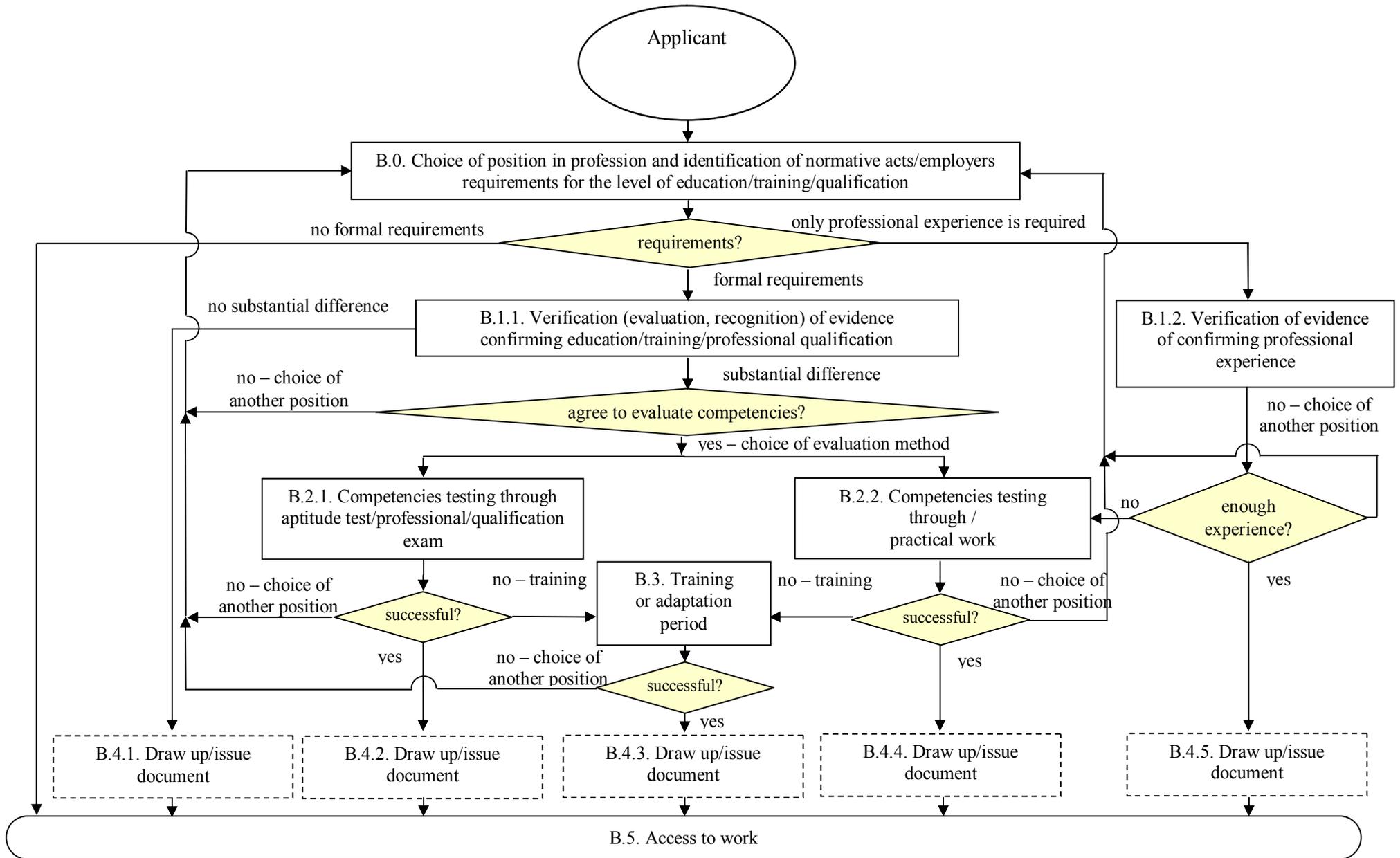


Fig. 1 Model of Foreign Qualifications Professional Recognition in Russia

If there are any *formal requirements*, the applicant should undergo all further *procedures* in accordance with the *model*. If there are any *non-formal requirements* set by the *employer* then, subject to his approval, the applicant may carry out all or part of procedures foreseen by the following blocks of the model, i.e. undergo the procedure of voluntary certification. The requirements should be introduced officially in accordance with the established order and declared in public to have single approaches for all applicants.

Blocks B.1.1 and B.1.2

If there are *formal requirements* to qualifications (*evidence of formal qualification, certification of qualification*), then the applicant submits the complete set of required documents (originals, translations, annexes duly authorized and certified) to the *evaluation body/competent authority* (Block B. 1.1). The evidences may confirm *formal, non-formal or informal education*.

In case applicants do not have the above-mentioned documents due to force-majeure some generally accepted measures should be stipulated (these measures are stated in the documents of UN, UNESCO, ILO, the Supreme Commissioner on Refugees Affairs and COE).

If it is required only to have professional experience to work in the position, the applicant submits to the evaluation body or the competent authority any evidences confirming this experience (employment record books, characteristics, certificates of employment etc. with regard to the regulations of the country where the applicant worked) (Block 1.2).

The examination is carried out in the form of *validation, compliance assessment* and/or official *recognition* in accordance with the established rules.

Depending on the requirements blocks B 1.1 and B 1.2 may be combined.

Relevant Actors in Professional Recognition

The following organizations may act as evaluation bodies or competent authorities depending on the established rules:

- ✓ bodies authorized to carry out such activities by the state, national authority, employers' associations, associations of SRO, SRO or an employer;
- ✓ expert centers duly established within educational institutions;
- ✓ *certification authorities* (certification centers, centers of evaluation and certification of qualifications);
- ✓ recruiting agencies dealing with search and recruitment of staff outside Russia (they can carry out preliminary procedures and/or act with the participation of representatives of employers or their associations);

- ✓ personnel management departments of employers etc.

Within the frames of implementation of blocks B.1.1 and B 1.2 the main aim of examining the documents submitted by the applicant is to determine if there are any *substantial differences* from the established requirements.

Blocks B.2.1 and B.2.2

In case after examining the documents (Block 1.2) it occurs that the professional experience is insufficient or not duly confirmed the applicant may agree to test his competency through performing practical work (Block B.2.2) (for example, performing some tasks under the supervision of an experienced specialist or before the commission).

In case after examining educational/professional training evidences (Blok 1.1) there are revealed *substantial differences* in the program of education/training that can become a serious obstruction for performing works in the Russian Federation (absence of sections devoted to studying regulatory legal acts in the program etc.) it may be proposed to the applicant to choose from the two types of *compensation measures* (Blok 2.1 or Blok 2/2)

1. Evaluating the knowledge in the relevant sector (sectors) in the form of *test* or oral/written *professional/qualification examination*.
2. Performing a kind of work to confirm that the applicant possesses practical competences formed within the process of studying of lacking sectors under the supervision of an experienced specialist or before the commission.

Both variants of compensation measures for the chosen positions (*professions*) may be combined within the frames of evaluating the competences in the certification body.

If the *competences* of the applicant are considered to be insufficient, he or she may complete the studies within the frames of APE program approved at the national, regional and municipal levels or by SRO and their associations in an educational institutions or a training center or undergo probation (*adaptation period*) up to 3 years to obtain necessary competences (block B.3). Continuing studies or probation should result in obligatory passing a *professional/qualification examination*.

At the national, regional and municipal level SRO and associations of SRO may introduce concrete *compensation measures* that should be taken within the frames of some specific professions and positions.

Block B 4.1 - B 4.5

Results of carrying out the procedures within the frames of blocks B.1.1, B.1.2, B.2.1 – B.2.3 and B.3 should be officially documented. The procedures may be formalized in the form of:

- ◆ certificate of recognition and equivalence
- ◆ *certificate of compliance* (qualification certificate)
- ◆ protocol of passing the examination (*test*)
- ◆ conclusion of the evaluation body
- ◆ employment acceptance order (i.e. in case with the procedure from the block B.1.2)
- ◆ other document accepted at the national, regional and municipal levels, or by SRO or their associations.

Documents of recognition (blocks B.4.1 – B.4.5) may be combined (all of them or in different combinations) in one document confirming aptitude of the applicant to work in the position (i.e. qualification certificate) if such document will be adopted at the national, regional or municipal level or duly introduced by a SRO or an association of SRO.

Block B.5

Final decision about *admission* to work/acceptance for employment is made by an *employer*. Presence of documents listed in blocks B.4.1-B.4.5 or a single document about aptitude of the applicant to work in the position does not guarantee admission to work or acceptance for employment by an employer.

In the presence of document/documents of *professional competency* the applicant intending to start a business is not exempted from fulfilling other requirements in accordance with the Russian Federation legislation (i.e. registration of a venture, registration of a venture with a tax authority etc.).

The above-mentioned order and procedures of professional recognition of foreign qualifications are targeted mainly on their holders within the territory of the Russian Federation. For holders of foreign qualifications who stay outside Russia it is possible to carry out procedures from blocks B.1.1, B.1.2, B.2.1 and B.2.2 distantly that allows to decide the question of staff selection in the most efficient manner.

CONCLUSION

There is a common model for professional recognition of foreign qualifications in this edition. The model accords to present recognition schemes based on labor migrants living in Russia. It can be used for selection of the employees living abroad and for those who want to find work in our country.

Developed model has a lot of variants and it can be adapted to any law modifications. It can be used in case of changing of competent authorities and requirements for workers of particular economic field, for example, development of regulated professions and etc.

This model accords to the model for recognition of foreign qualifications in the European countries and it can be used even in case of organization of system of Evaluation and Qualifications Certification Centers in Russian Federation for graduates of Russian educational institutions (this issue is discussed by Russian professional and educational communities) or in case of Directive 2005/36/EC as theoretically possible way for reevaluation of Russian regulation base to European standards.

In details, separate ways of the model implementation are viewed in Methodological Guidance for Professional Recognition in Russia developed in the framework of the project.

The project describes approbation of some ways of application of the Model for Professional Recognition of Foreign Qualifications. According to the approbation results it is possible to make amendments to the proposed model.

Implementation of the Model for Professional Recognition of Foreign Qualifications:

- makes clear and understandable procedure and processes of professional recognition of foreign qualifications in Russia;
- simplifies the access to the professions in Russia for the specialists who studied abroad;
- provides products and services making by migrant workers with larger safety.

GLOSSARY¹

Access (to professional job) – right of the applicant who has appropriate qualification to present his candidature and to be considered for employment purposes or for doing business in the particular professional field.

Adaptation Period – special period for evaluation of new employee's abilities, the employee's conformity to the received education or/and the evaluation of possibility for assignment to a new position.

Admission (to professional job) – activity allowing an applicant who has an appropriate qualification to work by profession and/or to do his own business in the particular sphere.

Certificate of Compliance – document, which confirms compliance of object with requirements of technical regulations, standard conditions, rules or contract provisions.

Certification – procedure of compliance confirmation through which independent from producer (seller, executive, educational institute) and consumer (buyer, employer) organization certifies in written form that product (knowledge, skills, attainments and *competences* of candidate for vacancy position) corresponds to statutory requirements and norms, for example, *professional standard* requirements.

Certification Authorities – juridical person or self-employed entrepreneur accredited in determinate order for certification work realization.

Compensation Measure – procedure (adaptation period, aptitude test) through which candidates for professional recognition can remove *substantial differences* between the host country requirements and requirements of the country where the qualification was received.

Competence – individual capacity of knowledge, abilities and personal skills application for effective productive activity in the particular field.

Competency – individual characteristic containing particular knowledge, skills and abilities, personal features and professional experience. It provides labor sphere with effective activity.

Competent Authority – an organization, which is entitled to make a final official decision of recognition of foreign qualification.

Compliance Assessment – direct or indirect definition of compliance with the object requirements.

Directive EU on the Recognition of Professional Qualifications – Directive of the European Union (2005/36/EC) that regulates professional recognition regarding regulated professions in EU Member States.

Employer – one of the subjects of Labour Law, juridical entity, physical person or public entity, engaged in employment relations with employee.

¹ Description of terms is in the short (for this edition purposes) form from [6 – 8].

Employers' Association – voluntary association of organizations of any forms of property predominantly on the ground of collective membership, established for problem solving including for example continuing education of employees and for protection of interests. Employers' association can be formed on the ground of the common professional activity (for example, association of the transport carrier) and of common interests (for example, association of small enterprises).

Evaluation (of individual qualifications) – competent verdict in the form of written opinion or verbal notice of conformity of foreign document to national education documents. As a rule, it is necessary for *competent authority* to make equitable decision of recognition of foreign qualification. The evaluation can be given to competent authority, holder of qualification and/or other stakeholders irrespective of whether official recognition is necessary, following the appropriate national laws of integrity and private information confidentiality.

Evaluation Body – any organization which makes *evaluation of qualifications* and provides recommendations of recognition, which in many cases is not entitled to make official decision of recognition, established by legislation and/or other laws and regulations. Having sufficient *competence* in the field of recognition, evaluation body staff makes evaluation of the document and prepares expert opinion of conformity of foreign document to national documents. It is necessary for *competent authority* to make equitable decision of recognition.

Evidence Holder Identification – process and result that person showing the document is the document-holder according to the legislation. It can be realized by expert evaluation: checking of the biographic information, comparison with other personal documents (for example passport) and also by interviewing of the document-holder.

Evidence of Formal Qualifications – document confirming person's education/preparation of any level and way of getting.

Evidence of Formal Qualifications Identification – process and result of document conformity to education/documentation of the country where the document was issued.

Formal Learning – education, got by person during learning of educational program, related to educational system of a particular country, realized in the framework of specified order and concluded with educational document issue which gives special collection of rights to document holder.

Formal Requirement (to level of education, professional training, qualification and work experience) – requirements to profession or position in profession, established by legislation of the Russian Federation, professional standards, job evaluation catalogues and other regulatory legal acts accepted in national, regional and municipal levels according to established procedure.

Informal Learning – education which was received by individual as a result of unstructured spontaneous learning. It means that information, competences and skills were obtained through personal creativity, communication with professionals in the appropriate field, per-

sonal searching for new information in the particular professional aspects.

Learning Outcome – skills, *competences* and learned knowledge which are measured and demonstrated by student (more often by graduate) at the end of study of the whole educational program or its part. They demonstrate what student/graduate knows, understands and can do at the end of educational process.

Legalization – formal procedure and the result confirming that document was made in accordance with the national legislation of the country where the document was issued.

Model [from French “modèle”, from Latin “modulus“ – measure, pattern] – object (pattern) simplifying original object and saving only some important object features, moving down unessential object attributes, presenting common characteristics and scheme of the original object or its subsystem.

Non-formal Learning – education received by person from learning programs or from other kinds of planned and structured learning activity not connected with educational system of one or another country but they provide particular fields with knowledge and competences. Informal education doesn't intend educational document awarding with specified rights, it often intends the certificate issue that confirms additional skills getting.

Non-formal Requirements (to educational level, professional training, qualification, professional experience) – professional requirements or professional position requirements set by *employer* or by *employers' association/professionals' association*.

Non-regulated Profession – profession, access to which is not regulated by the national legislation and by other laws and regulations in the country where the person is looking for a job and/or wants to start own business.

Procedure – stated way of activity or process realization.

Profession [from Latin “profession” from “profiteer” – means “to declare something to be one's own business”] – historically developed kind of labour activity which is usually source of subsistence and expects that involved individuals have special education.

Professional Competency – *competency* of person in professional activity, which demonstrates his ability to carry out certain professional activity successfully.

Professional Examination – examination for getting right to work in certain profession. For example, professional examination passed by person, who has qualification of lawyer and aspire to get position of judge (lawyer, legal counsel).

Professional Recognition – procedures and processes for acknowledgement and recognition of qualifications given in other country which entitle certificate holder to engage in professional activity.

Professional Standard – regulatory document which defines requirements to labour functions realization and necessary competences in the field of certain sector of economic activity (in the field of professional activity).

Professionals' Association – voluntary association of people with equal or similar *profession* based on individual membership, for example, merchant guild.

Qualification (Professional Qualifications) [from Latin “qualis” – quality] – **1)** Level of qualification, degree of eligibility/preparation for realization of the particular kind of activity, officially confirmed professional skills (diploma/certificate). **2)** In terms of the Lisbon Convention – document for degree awarding, diploma, certificate or other document issued by competent authority and confirming the successful completion of the recognized educational program (not only one part of the program) and achievement of learning outcomes. Such terms like “Learning periods” and “Continuing education” don’t meet the definition “Qualification”.

Qualification Examination – test of qualification confirmation.

Qualification Frameworks– composite descriptions of *learning outcomes*.

Qualification Level – structural unit/step of the national qualification framework that includes competences, skills and knowledge requirements for employees that are differentiated according to the scale of activity difficulty and according to the responsibility as well as required powers.

Qualification Requirements – document defining the requirements concerning the volume and the quality of knowledge, competences and skills that are necessary for functional duties realization.

Recognition (of foreign qualification) – A formal acknowledgement by a competent authority of the value of a foreign educational qualification with a view to access to educational and/or professional activities.

Regulated Profession – access to *profession* is subject to the provisions of the national legislative acts and other regulatory legal acts of the host country where person is looking for job and/or is going to start his/her own business if he/she got education and/or training in other country. And in this case it is not important whether or not this person is a citizen of host country. Sometimes instead of definition “regulated profession”, definitions “protected profession” (protected by legislation) or “restricted profession” are used in translated material. In other words professional activity that is regulated by national legislation and can only be pursued by those in possession of specific professional qualification.

Standard – **a)** according to Russian practice, document, developed on the basis of consensus and confirmed by competent authority. This document includes obligatory rules, guiding principles and characteristics of different kinds of activities and its outcomes and it is aimed to achievement of optimal level of adjustment in the definite field; **b)** in English language standard means model or pattern.

Substantial Differences – differences between the applicant’s training in a foreign country and the required training in the host country which, according to the competent authority, are important enough to prevent the applicant from practicing his/her profession successfully. Differences in duration and content may qualify as substantial differences. **c)** priorities differences, for example, between programs, mainly developed for continuation of education

on the next level, and program intended mainly for preparation for a professional life on labor market.

System of Professional Recognition – the system which includes the following subsystems: **a)** subsystem of legislative and other regulatory acts in the field of regulation of *professional recognition* of credentials and *evidence of formal qualifications*; **b)** subsystem of *competent authorities*; **c)** subsystem of *evaluation bodies*; **d)** subsystem of consulting bodies and organizations; **e)** subsystem of training, retraining courses and professional training for experts and estimators; **f)** subsystem of experts' *certification*; **g)** subsystem of *associations of employers/professionals*, participating in expert examination of qualification and professional skills of qualification holder; **h)** subsystem of APE programs, adapted for further education of foreign qualification holder (if *compensation measures* are required); **i)** educational institutions of VET, SVET and HE education, which develop APE as *compensation measures*.

Test [from English “test” – examination, check] – system of special composed standardized tasks (exercises, questions and situations) of definite form and content which are graded in order of difficulties and which make possible to estimate structure and level of knowledge, skills, experience and *competences* of student (employee) in specific subject field. Test development includes its statistical check of criteria of *validity*, reliability, homogeneity, grading force, veracity and prognosis.

Testing – method/instrument of diagnostic monitoring of students/employee knowledge, skills, experience and *competences*, including adjusted system of tests, checking procedures and developed beforehand techniques of results processing and analysis. Testing quality and results veracity significantly depend on checker and authority/specialist, developing *tests* and carrying out testing.

Validation [from French “valide” – legal, real] – verification or confirmation on the ground of introduction of the objective evidences defining that all requirements for particular use or application are completed and the result accords to the requirements/expectations of the consumer/user/client.

Voluntary Certification – the voluntary passing the *certification* procedure for compliance of *professional standards* to requirements of some kinds of economic activity.

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