




Международный опыт применения системы квалификации в производственных программах развитых стран

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ФОРУ  **ТРУДА**



ПРОИЗВОДИТЕЛЬНОСТЬ ТРУДА

Увеличить количество произведенных товаров

$$\text{labour productivity} = \frac{\text{output volume}}{\text{labor input use}}$$

Уменьшить количество работников или рабочего времени

- I. ОБЪЕМ ВЫПУСКАЕМОЙ ПРОДУКЦИИ
 - ☐ СПРОС (СБЫТ)
 - ☐ ТЕХНОЛОГИИ
 - ☐ ПРОИЗВОДСТВЕННЫЕ РЕСУРСЫ и др. факторы

- II. ИСПОЛЬЗОВАНИЕ ТРУДОВЫХ РЕСУРСОВ
 - ☐ КОЛИЧЕСТВО ОТРАБОТАННЫХ ЧАСОВ
 - ☐ КОЛИЧЕСТВО РАБОТНИКОВ

I. ПРОГНОЗИРОВАНИЕ И МОНИТОРИНГ КАК ЭЛЕМЕНТ НАЦИОНАЛЬНЫХ СИСТЕМ КВАЛИФИКАЦИИ

ОБЪЕМ ВЫПУСКАЕМОЙ ПРОДУКЦИИ

- ☐ СПРОС (СБЫТ)
- ☐ ТЕХНОЛОГИИ
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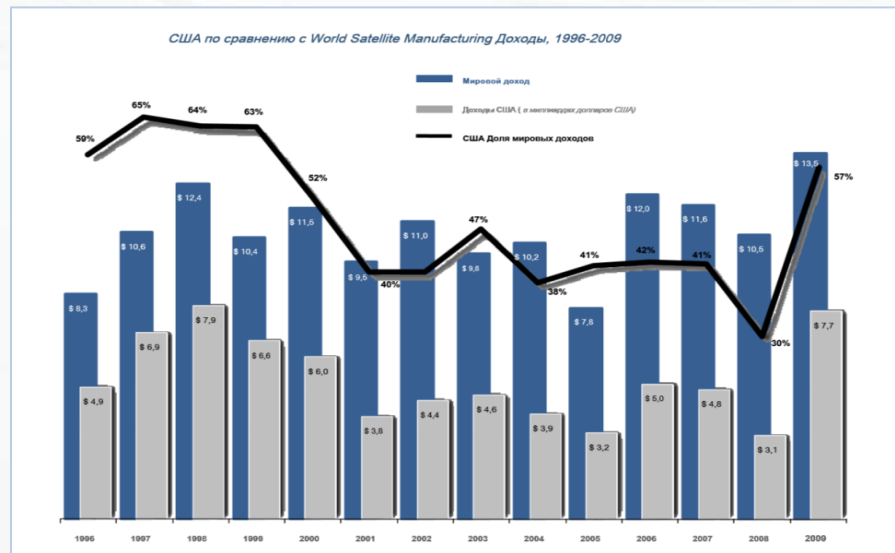
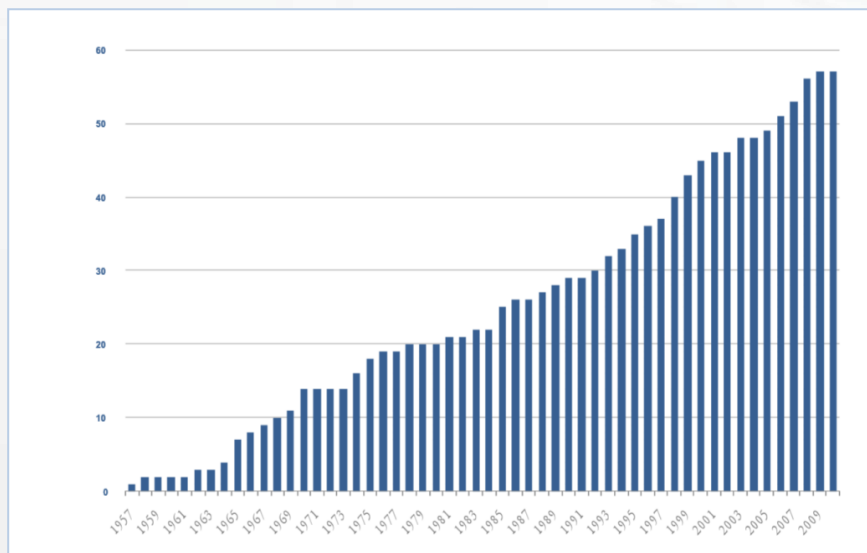


Рисунок 1 - Рост международного рынка в космической отрасли по данным США. Доля США в мировом рынке космической отрасли.

Сайт Министерства обороны США <https://www.defense.gov/>

НСК США: ОПЕРЕЖАЮЩЕЕ РАЗВИТИЕ ЧЕЛОВЕЧЕСКИХ РЕСУРСОВ ПО ИТОГАМ ПРОГНОЗИРОВАНИЯ ОТРАСЛИ

ВЫДЕЛЕНИЕ ПРИОРИТЕТНЫХ ПРОФЕССИЙ,
ФОРМИРУЮЩИХ РОСТ ПРОИЗВОДСТВА И
СБЫТА = **влияние на числитель в формуле
производительности труда**

ПРИМЕР:

*Разработчики космической системы,
операторы и аналитики должны
обеспечить поддержание национального
потенциала США в 21 веке.*

<https://www.defense.gov/>

США: НАЦИОНАЛЬНАЯ СИСТЕМА КВАЛИФИКАЦИЙ ПО ПРОФЕССИЯМ И ВИДАМ ДЕЯТЕЛЬНОСТИ

The screenshot shows the OPM.GOV website. The header includes the OPM logo, navigation links (ABOUT, POLICY, INSURANCE, RETIREMENT, INVESTIGATIONS, AGENCY SERVICES, NEWS), and a search bar. The main content area is titled 'Classification & Qualifications' and 'CLASSIFYING GENERAL SCHEDULE POSITIONS'. It features a sidebar with a list of topics under 'IN THIS SECTION', including 'Assessment & Selection', 'Classification & Qualifications', 'Data, Analysis & Documentation', etc. The main text area discusses 'Position Classification Standards for White Collar Work' and provides a list of occupational series and groups.

OPM.gov Main > Policy > Classification & Qualifications > Classifying General Schedule Positions

IN THIS SECTION

- Assessment & Selection
- Classification & Qualifications
 - Classifying General Schedule Positions
- Classifying Federal Wage System Positions
- General Schedule Qualification Policies
- General Schedule Qualification Standards
- Federal Wage System Qualifications
- Appeal Decisions
- Reference Materials
- Data, Analysis & Documentation
- Disability Employment
- Diversity & Inclusion
- Employee Relations
- Hiring Information
- Human Capital Management
- Labor-Management Relations
- Overseas Activities

Classification & Qualifications

CLASSIFYING GENERAL SCHEDULE POSITIONS

Overview Standards Functional Guides

Position Classification Standards for White Collar Work

Position classification standards provide information used in determining the occupational series and title for positions performing white collar work in the Federal Government. They also provide grading criteria for positions classified under the General Schedule (GS) Classification System.

If a series is not included in this list, we have not issued a specific classification standard for that series. Documents on the [Classifying White Collar Positions](#) webpage provide series definitions and guidance on classifying positions in series with no published standard.

Send questions to: fedclass@opm.gov

- 0000 – Miscellaneous Occupations Group
- 0100 – Social Science, Psychology, and Welfare Group
- 0200 – Human Resources Management Group
- 0300 – General Administrative, Clerical, and Office Services Group
- 0400 – Natural Resources Management and Biological Sciences Group
- 0500 – Accounting and Budget Group
- 0600 – Medical, Hospital, Dental, and Public Health Group
- 0700 – Veterinary Medical Science Group
- 0800 – Engineering and Architecture Group
- 0900 – Legal and Kindred Group
- 1000 – Information and Arts Group

Series	Occupation
0400	Job Family Standard for Professional Work in the Natural Resources Management and Biological Sciences Group [138 KB]
	Series Covered: <ul style="list-style-type: none">0401, General Natural Resources Management and Biological Sciences0403, Microbiology0405, Pharmacology0408, Ecology0410, Zoology0413, Physiology0414, Entomology0415, Toxicology0430, Botany0434, Plant Pathology0435, Plant Physiology0437, Horticulture0440, Genetics0454, Rangeland Management0457, Soil Conservation0460, Forestry0470, Soil Science0471, Agronomy0480, Fish and Wildlife Administration0482, Fish Biology0485, Wildlife Refuge Management0486, Wildlife Biology0487, Animal Science
0400	Grade Level Guide for Aid and Technical Work in the Biological Sciences [136 KB]
0404	Biological Science Technician Series [57 KB]
0421	Plant Protection Technician Series [32 KB]
0455	Range Technician Series [41 KB]
0458	Soil Conservation Technician Series [36 KB]
0459	Irrigation System Operation Series [76 KB]

Рисунок 2 - Квалификации США

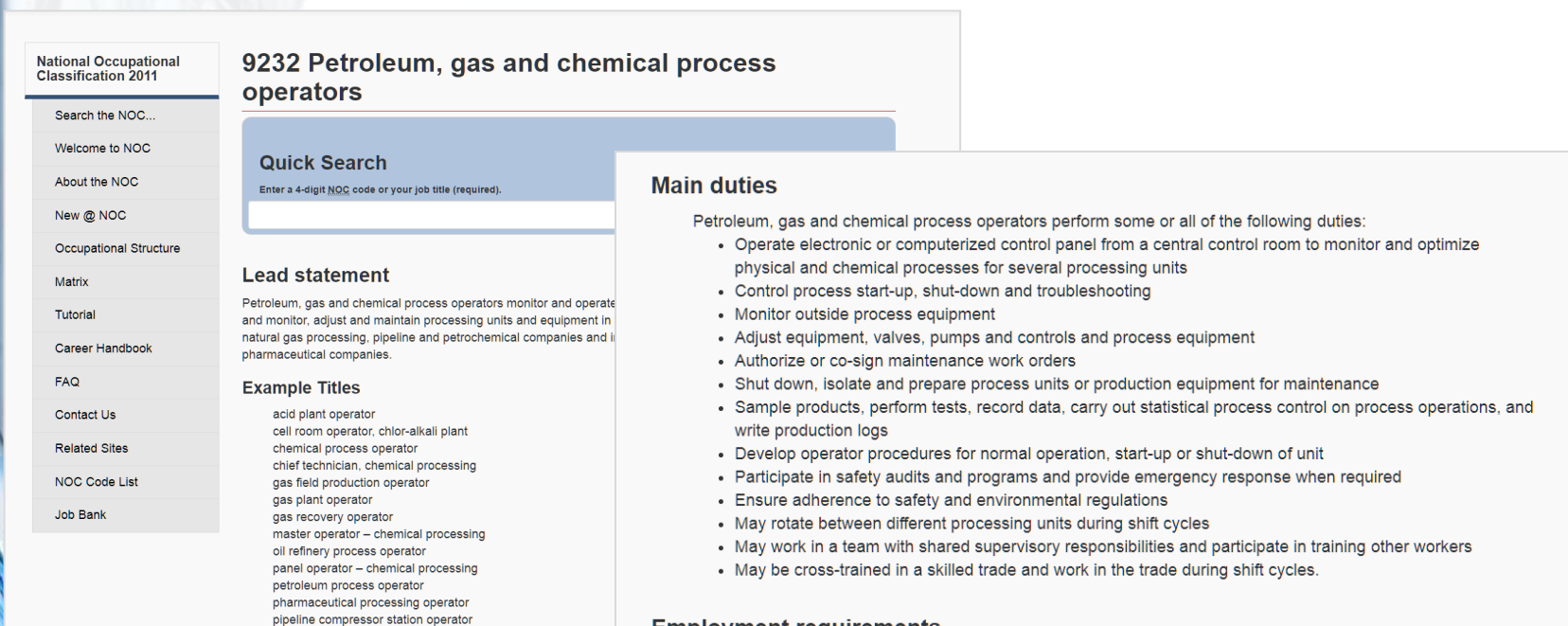
Управление управления персоналом США (ОРМ) – главный менеджер кадровой политики для федерального правительства. <https://www.opm.gov/>

II. УНИВЕРСАЛЬНАЯ КВАЛИФИКАЦИЯ НСК КАНАДЫ

ИСПОЛЬЗОВАНИЕ ТРУДОВЫХ РЕСУРСОВ

☐ КОЛИЧЕСТВО ОТРАБОТАННЫХ ЧАСОВ

☐ КОЛИЧЕСТВО РАБОТНИКОВ



National Occupational Classification 2011

Search the NOC...
Welcome to NOC
About the NOC
New @ NOC
Occupational Structure
Matrix
Tutorial
Career Handbook
FAQ
Contact Us
Related Sites
NOC Code List
Job Bank

9232 Petroleum, gas and chemical process operators

Quick Search
Enter a 4-digit NOC code or your job title (required).

Lead statement
Petroleum, gas and chemical process operators monitor and operate and monitor, adjust and maintain processing units and equipment in natural gas processing, pipeline and petrochemical companies and pharmaceutical companies.

Example Titles
acid plant operator
cell room operator, chlor-alkali plant
chemical process operator
chief technician, chemical processing
gas field production operator
gas plant operator
gas recovery operator
master operator – chemical processing
oil refinery process operator
panel operator – chemical processing
petroleum process operator
pharmaceutical processing operator
pipeline compressor station operator

Main duties

Petroleum, gas and chemical process operators perform some or all of the following duties:

- Operate electronic or computerized control panel from a central control room to monitor and optimize physical and chemical processes for several processing units
- Control process start-up, shut-down and troubleshooting
- Monitor outside process equipment
- Adjust equipment, valves, pumps and controls and process equipment
- Authorize or co-sign maintenance work orders
- Shut down, isolate and prepare process units or production equipment for maintenance
- Sample products, perform tests, record data, carry out statistical process control on process operations, and write production logs
- Develop operator procedures for normal operation, start-up or shut-down of unit
- Participate in safety audits and programs and provide emergency response when required
- Ensure adherence to safety and environmental regulations
- May rotate between different processing units during shift cycles
- May work in a team with shared supervisory responsibilities and participate in training other workers
- May be cross-trained in a skilled trade and work in the trade during shift cycles.

Employment requirements

- Completion of secondary school is required. Mathematics, chemistry and physics subjects are often specified.
- A college diploma in process operation, sciences or a related subject may be required for some positions.
- Petroleum and chemical process operators and process technicians require completion of several years of formal company training.
- Experience as a petroleum or chemical process operator in all the operating units controlled by the central control room is required for chief operators.
- Company certification as a petroleum process operator or technician may be required.
- A provincial stationary engineer licence, compressor operator or refrigeration certificate may be required when certain kinds of equipment are included in the process.
- Certification in the transportation of dangerous goods (TDG), first aid, firefighting, or workplace hazardous materials information system (WHMIS) may be required.

Рисунок 3 – Содержание профстандарта в структуре НОС. Правительство Канады

<https://www.canada.ca/>



ОПЫТ ГЕРМАНИИ - ЭЛЕКТРОЭНЕРГЕТИКА

НСК КАК МЕТОД МОНИТОРИНГА И СОПОСТАВЛЕНИЯ ДАННЫХ ПО ПРОИЗВОДИТЕЛЬНОСТИ ТРУДА НА АНАЛОГИЧНЫХ ОБЪЕКТАХ:

ЭЛЕКТРОСТАНЦИЯ ГЕРМАНИЯ (А)

- ОБОРУДОВАНИЕ SIEMENS
- ГАЗОВЫЕ ТУРБИНЫ
- ВОЗРАСТ ОБЪЕКТА 15 ЛЕТ
- **33 РАБОТНИКА**

ЭЛЕКТРОСТАНЦИЯ РОССИЯ (Б)

- ОБОРУДОВАНИЕ SIEMENS
- ГАЗОВЫЕ ТУРБИНЫ
- ВОЗРАСТ ОБЪЕКТА 15 ЛЕТ
- **400 РАБОТНИКОВ**

В ГЕРМАНИИ: МЕТОДЫ СОКРАЩЕНИЯ ЧИСЛЕННОСТИ

- ✓ **ФУНКЦИОНАЛЬНЫЙ АНАЛИЗ**
- ✓ **КВАЛИФИКАЦИОННЫЙ АНАЛИЗ**

3-5 ЛЕТ ПРОЕКТ

**МУЛЬТИФУНКЦИОНАЛЬНЫЕ
ВЫСОКОКВАЛИФИЦИРОВАННЫЕ РАБОЧИЕ МЕСТА**

В РОССИИ:

???



БЛАГОДАРЮ ЗА ВНИМАНИЕ!

СВЕТЛАНА БОРИСОВНА ЕПИХИНА

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**Член Совета по профессиональным квалификациям в области
управления персоналом НСПК РФ**

Член Комитета по кадрам Совета директоров «ВЦИОМ»