

experimental (n=174) and control (n=174) subgroups. The following pedagogical conditions were implemented into the educational process of the experimental group: 1) the formation of positive motivation for the educational process and work in the process of professional pedagogical training; 2) the formation of students' pedagogical reflection, which helps to increase the level of intellectual activity; 3) engagement of students in practical work that prepares them for future work; 4) the development of a special course called "Pedagogical Axiology" that reveals the content and ways of realizing pedagogical values and its introduction into the process of professional training. The control group was taught without any changes. The following techniques were applied in the study in order to examine the respondents' value orientations: Eysenck Personality Questionnaire, Rokeach Value Survey, a modified version of B. Budassi Self-Assessment Inventory, and Personal Reflection Scale by I. Stetsenko. According to the results of the experimental study, it has been proved that the implementation of the suggested pedagogical conditions provided positive dynamics of the formation of the respondents' priority pedagogical values. The reliability of the research outcomes has been checked and proved by means of Pearson's chi-squared test.

Keywords: values, pedagogical values, future educator, professional activity, professional pedagogical training.

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Oleksandr Bilousov,

*Doctor of Political Sciences, professor,
Department of Political Science and Law,
Odessa National Polytechnic University,
1, Shevchenko Avenue, Odesa, Ukraine*

EMPLOYMENT OPPORTUNITIES AND USEFUL SKILLS OF POLITICAL SCIENCE GRADUATES IN THE USA

The article is dedicated to generalization of the experience of Political Science graduates' employment in the USA and defining the list of useful skills for all spheres of possible employment, such as Public Policy and Public Administration, State and Local Government, Nonprofits, Law, Business, International Careers, Journalism, etc. As a result of the analysis a list of applicable skills was made, which includes five groups of skills that employers defined as marketable and useful for obtaining position in every pointed sphere of potential employment.

Keywords: Political Science, Political Science graduates, employment, skills.

Introduction

One of the components of the success of any profession is the possibility of further employment, a high salary, career growth, social package, etc. In the modern world, the graduates with the degree in the Political Sciences have always been very appreciated and respected. Unfortunately, in modern Ukraine the situation in this field is a little bit different, which negatively affects the popularity of political education in the country, and as a consequence, leads to a drop in the contingent of students who have been trained in such educational programs at national universities.

The positive experience of other countries, primarily the United States, is of interest to investigate the main areas of potential employment of Political Sciences graduates in the United States, as well as to study the reasons for their high popularity in each of the identified areas of employment. Taking into account the fact that employment is possible only if the candidate meets the main criteria of the employer, one of the tasks of this research

will be to identify the necessary knowledge, skills and abilities that will facilitate job placement for Political Sciences graduates.

The peculiarities of professional training and potential employment of Political Sciences in the USA are revealed in the research studies of such American organizations as American Political Science Association, International City/County management Association [4], The National Association for Law Placement [7]. There are some data which deal with skills of public servants and other employees in public policy and public administration, which can be useful for the aims of this article [1; 5-6]. But there is no any direct research dedicated to making a list of applicable skills which employers defined as marketable and useful for obtaining position in every pointed sphere for Political Science graduates.

Aim and Tasks

The paper aims to study possible careers in Political Science in the USA and present a shortlist of professional

skills that employers point as useful for graduates to make career in this field.

The objectives

1. To identify the potential spheres of employment of Political Sciences graduates at the labor market in the United States and to check their relevance in Ukraine.

2. To analyze vacancies in the identified areas of employment for the purpose of identifying knowledge, skills and abilities that should be possessed by a potential candidate for such position.

3. To systemize the identified skills, knowledge and skills into groups and to create a list of competences for future Political Sciences graduates.

Research Methods

At the first, diagnostic stage, materials from official web-sites of leading USA universities that train specialists in Political Sciences as well as professional associations that deal with the quality of specialist training in Political Science and Public Administration [1; 5] and Job Market Organizations [3; 7] were reviewed. The main purpose of the analysis was to identify relevant fields of employment of Political Sciences graduates, as well as the requirements for potential candidates for vacancies in these fields. The analysis took into account relevant vacancies and a list of requirements, skills and knowledge that the graduate needs to obtain for the first job. The main method of study at this stage was the method of content analysis.

At the second stage, with the help of expert polls of Political Sciences scholars, conducted by the “Politicus” Center for Socio-Political Studies at Ushynsky University, all identified knowledge, skills and abilities were defined as competencies and systemized into five groups according to common features. The expert survey covered a group of 15 experts who were representatives of higher educational institutions of Ukraine and abroad and lasted from May to October 2017.

At the third stage, the specialists of the “Politicus” Center for Socio-Political Research created the questionnaire to validate the results and to check the professional competence of future Political Sciences graduates. Using the method of interviewing the representatives of potential spheres for Political Sciences graduates’ employment in Ukraine, which are common to both Ukraine and the United States were studied. More than 30 interviews were conducted to review the compiled list of competencies and provide recommendations for its improvement.

The analysis of the results fully confirmed the opinion of the experts, which made it possible to propose this list of competencies to be used as a basis for the formation of educational programs and curricula for the training of specialists in the field 052 Political Science.

Research Results

Political Science is both a classical discipline and one of the most recently developed social sciences. The origin of the study of politic research goes back to the beginning of human society. Inquiries about the nature of governments, their leaders and publics, international in-

teractions among people have always been under discussion.

Aristotle characterized politics as the “queen of the sciences”, and he classified governments according to their various structures, the power of their leaders, and the involvement of their people. Throughout history, philosophers have addressed the same issues. Machiavelli was an astute student of political power. St. Thomas Aquinas analyzed the origins and legitimacy of political order. Among the many other political theorists there are Thomas Hobbes, John Locke, John Stuart Mill, Karl Marx and others.

Much of contemporary political science encompasses a wide range of topics and methods of inquiry. In the twentieth century, the evolution and growth of political science scholarship has taken place in the western countries, primarily in the USA. At the end of this century, the political studies have been conducted throughout the world.

In the past century, political science scholarship, although continuing to embrace philosophy, law, and history, has expanded up to scientific inquiry and theory about political behavior and political decisions. Data collections – for example, for examining questions based upon the theories of cognate social sciences such as psychology and sociology – and hypothesis testing, as well as economic and mathematical modeling and policy analysis are significant approaches to the study of politics and governments, domestic and international. Political science continues to include new methods of analysis and to pursue the goal of describing and explaining political phenomena with greater accuracy [2].

Today, no less than in the past, people need to learn about the political system in which they live and know how the system relates to other governments and international issues. People in modern Ukraine should know about political processes, institutions, and policies in order to participate in them on behalf of their values and preferences. Political science research shows that higher levels of education and knowledge about politics are positively associated with interest and participation in politics and government.

Knowledge of political system and public policies is critical to those who expect to have careers in the public sector. Knowledge of political processes and the connections among the polity, economy, and society ought to be acquired by those who seek careers in all sectors.

Political science gives people the specific information and skills to become an effective member of community and participant in civic life. Students attracted to political science frequently have an interest in politics and public issues. They may be fascinated by the struggle for power and the benefits of public policies. Often, students have strong preferences about politics and government. Usually students of political science retain these interests throughout their lives. The American Political Science Association pointed, that most students “have opportunities to participate in community and public

affairs where their interests and skills will be valued. They realize that their political science training can open doors for them into activities that can be rewarding on a voluntary discourse on public problems and the allocation of public resources” [1, p.8].

Careers in public policy and public administration in our country are not as popular as career in Law, Economics or IT. However, public authorities need a new generation of employees with higher education.

Studying the official sites of the USA universities as well as the publications of American Political Science Association let us point several fields for graduates in Political Science which are considered as their possible careers: Public Policy and Public Administration, State and Local Government, Nonprofits, Law, Business, International Careers, Journalism, etc.

Let us study in details what every field suggests as a career opportunity and make a list of useful skills to train candidates for a position in this field.

Public Policy and Public Administration is so large and varied that it is impossible to catalog briefly the types of job opportunities available. Public service offers stimulating work, the rewards of public service, good entry-level salaries, comprehensive benefit packages, an excellent retirement program for a long-term employee, and outstanding opportunity to advance. There are six basic entrance points for jobs in executive branch of the federal governments: the Office of Personnel Management, independent agencies and commissions, the intelligence community, the defense agencies, the Foreign Service, and political appointments [3].

Competitive with the private sector and looking for talent describe the current and future employment needs of federal public service. Like the private sector, organizations throughout government have undergone streamlining and restructuring to become more efficient and less costly to operate. However, federal agencies are still recruiting, and the prospects for a career in federal service have rarely been more promising. Employees may move up a career ladder to increasingly responsible and higher paying positions within a department/ many federal employees advance by moving up from one position to another within an agency or to another one. A common career path begins with work in program management assignment in field agencies in the major regional centers outside of the capital, followed by a move to a more responsible policy position and then to a policy leadership assignment in Washington [5].

The federal government employs people in every occupation and with every possible variety of educational background. For a political science graduate looking for a first job, employment may be based on such qualities as motivation and potential for future development as a government employee. The government will expect a new junior professional to learn, by observation, practice, and future training, the specific knowledge and information required to fulfill the particular job assignment. It does not usually expect this employee to enter the government

with a wide range of information about the specific job undertaken.

Political science undergraduates who are interested in such a kind of employment are advised to acquire analytical skills and the ability to write clearly and quickly. Analytical skills include the ability to diagnose a problem and contribute to its solution – along with knowledge of problem-solving tools such as statistics, library research, legal research, mathematics, logic, and evaluation design. Virtually every position with the government requires the ability to work with a team and the willingness to share in the responsibilities of office work.

State and Local governments function in almost every area that has an impact on the lives of citizens. Countries, cities, boroughs and townships have shown a parallel growth both in the scope of their responsibilities and in the size of their staffs. Most local jurisdictions solve challenging problems related to housing, zoning, public safety, welfare, and traffic control. The complex nature of many of these issues has led to the increase in staffs in even relatively small towns and cities. As the above list of occupations demonstrates, Political Science graduates usually have the broad range of knowledge and skills to hold many jobs at the state and local levels [4].

It should be noted that the ability to handle quantifiable data is increasingly important regardless of the job. The candidate must be able to make sense out of statistics, because they are almost always at the heart of information used in policymaking.

Since about 1960, building on an American tradition of political activism by voluntary associations, there has been an explosion in the number and variety of groups taking an active part at every level of government. This translates into thousands of jobs for Political Science graduates. Citizens’ groups – broadly based and wide-range organizations and more narrowly focused groups concerned about issues as aiding the handicapped or ending capital punishment – have grown impressively in number and influence. And as the impact of government is felt far and wide in society, many organizations that once hardly noticed political affairs now pay close attention.

This vast expansions of attention to the policymaking process has resulted in the need for employees who understand how governments function in the USA, and whose skills include the ability to analyze and assess public policy as well as to plan ways to affect favorably the outcomes of political processes. Many of these people are lobbyists – they advocate for particular policy choice on behalf of their employer or client and try to persuade public officials to see the situation their way.

The assumption that lobbyists are invariably either lawyers or former government officials or both is not true. There are many entry-level lobbying positions and quite a few senior jobs for the right training / some require advanced degrees but many more do not, and strong backgrounds in the social sciences are certainly valuable. Political Science skills are highly appreciated, especially

clear writing, cogent analysis, and statistical skills. Excellent verbal skills aid in making contacts, meeting with government officials, and conveying policy position.

NGOs are often understaffed and anxious to employ people with education in Political Science and Policy analysis. It is sometimes possible to move quite quickly into positions with important responsibilities and influence, and careers in the interest group community are often exciting. Movement among jobs in government and interest groups as well as think tanks has become fairly fluid, especially when there is a change of administration or political party.

Arguably, a Political Science major provides the best background for applying to law schools and becoming an attorney, but it is not mandatory. Over the years, Political Science has been the most popular major of choice for applicants to the most select law schools. Many lawyers are not in private practice. Rather, they are salaried employees of corporations, labor unions, trade associations, NGOs, and governments. Numerous law-schooled individuals who apply their skills to nontraditional law practice, many of which are in corporate management, public administration, nonprofit associations, or politics are equally important. Although a law degree is not required for most of the occupations listed above, many attorneys have chosen to enter those careers may have a hiring advantage. Political Science graduates may find that they may pursue law-related careers without a law school diploma.

The National Association for Law Placement advised to those who have chosen career in Law should remember that a lawyer must be able to communicate effectively in presentations and in writing. In a real sense, words are the tools of the lawyer's trade. Second, they need critical understanding of human institutions and values. Third, they must develop creative thinking. A lawyer must be able to reason closely from given premises and propositions to tenable conclusions. The analysis of a legal problem almost always involves more than persuasive prose based in courses in mathematics, physical science, logic and advanced political and economic theory, among others [7].

A large number of Political Science graduates have traditionally found employment in the *business sector*. Entrepreneurship is alive and thriving, even though most new jobs are currently found in existing firms. There are a lot of opportunities for the business-minded Political Science graduates to start or join small business in many fields [6].

The Political Science graduates offer potential employers in the business world a trained understanding of the intricate institutions and processes of the different levels of government – local, state, national, and international agencies – as well as research analysis and other such skills.

The range of careers available within *international corporations and organizations* is quite large. There are growing international employment opportunities for per-

sons trained in Political Science, because so many social and economic problems require political intervention in the form of public policies, outlays of public funds, and regulations enacted and enforced by political and government bodies.

Compared to the USA, many foreign countries are highly “mercantilist”, which means that the nexus between government and business is very close. The existence, for example, of national, regional, or local industrial and economic development policies brings public authorities into continuous relationship with the world of business - not just as regulators or as taxing authorities, but actually as partners. An understanding of how these systems work is increasingly essential to those who promote investment in countries as dissimilar as Japan and India, Germany and Brazil, and Malaysia and Ukraine. Studies in comparative politics with a focus on specific regions or countries may be very useful for careers with international business or organizations. Fluency in lesser known languages are highly marketable skills.

A modern *journalist* has a challenging job and awesome responsibility: journalist reports define the environment of a large number of people, and the way journalists analyze what they report shapes our understanding of the world.

There are many different types of media in which Political Science graduates could work, ranging from radio and network television to cable TV and the Internet. The Political Science major gives the substantive and analytical expertise necessary for a career in journalism.

The basis of good reporting lies in the ability to write, comprehend the significance of events, and express that comprehension quickly and clearly. The ability to write is somewhat intuitive, but the basics of good writing may be taught.

To summarize all careers opportunities in Political Science we tried to make a list of useful skills for those who decided to obtain a degree in Political Science and be a marketable for potential employment in this sphere. Taking to the consideration the research of American Political Science Association and others [1; 2; 3] they are as follows:

1. Ability to Communicate: present ideas clearly in writing and orally; turn data into useable information; argue and debate effectively; negotiate and mediate conflicts, listen critically.

2. Methods and research: interpret and analyze data; discern good information from bad; perform basic quantitative analysis; use summary statistics; understand the basics of reliable sample survey; employ a variety of research sources effectively, including the Internet; use computers with facility; design research; test theories and hypotheses.

3. Analytical ability: interpret data; understand components of complex problems; see problems from a variety of perspectives; synthesize themes from complex issues; think “outside the box”; think internationally; assess policy and propose options.

4. Planning and development: organize information; conceptualize problems; implement strategies; make effective decisions; demonstrate leadership.

5. Group skills: work in a team and individually; develop consensus; interact effectively within a diverse environment and so on.

Of course, the Political Science graduates should keep in mind that education alone is not enough in today's job market. They also need experience that can come from volunteering, from working, and from a variety of extracurricular activities.

Conclusions

The experience of Political Science graduates' employment in the USA shows a variety of possible employment spheres, such as Public Policy and Public Administration, State and Local Government, Nonprofits,

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Law, Business, International Careers, Journalism, etc. They are relevant for employment in Ukraine. All of them have their specific requirements, knowledge, skills, abilities, etc.

As a result of the performed analysis we have made a list of applicable skills that includes five groups of skills which employers defined as marketable and useful for obtaining position in every pointed sphere of potential employment. They are the ability to communicate; methods and research; analytical abilities; planning and development skills.

The conducted research proves the necessity of defining the ways of creating curricular for teaching Political Sciences in Ukrainian universities. The basis for this curricular should be the list of skills applicable to any job in political sphere.

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*Олександр Сергійович Білоусов,
доктор політичних наук,
професор кафедри правознавства,
Одеський національний політехнічний університет,
проспект Шевченка, 1, м. Одеса, Україна*

МОЖЛИВІ СФЕРИ ТА НЕОБХІДНІ НАВИЧКИ ДЛЯ ПРАЦЕВЛАШТУВАННЯ ВИПУСКНИКІВ З ПОЛІТИЧНИХ НАУК У США

Однією зі складових успіху будь-якої професії є можливість подальшого працевлаштування, високого заробітку, кар'єрного росту, соціальних привілеїв тощо. У сучасному світі випускників з вищою освітою в галузі політичних наук завжди дуже високо цінували і поважали. На жаль, Україна не може похвалитися такою популярністю цих спеціальностей, що значною мірою негативно впливає на стан політичної освіти в країні, і як наслідок, призводить до падіння контингенту студентів, які навчаються за такими освітніми програмами в університетах країни. Позитивний досвід інших країн, перш за все США, викликає дослідницький інтерес щодо виявлення основних сфер потенційного працевлаштування випускників з політичних наук, а також вивчення причин високої популярності спеціалістів у галузі політичних наук в кожній із виявлених сфер працевлашту-

вання. Проведене дослідження виявило декілька сфер потенційного працевлаштування, серед яких найвагомими є державна політика та державне управління, регіональна та місцева влада, некомерційні організації, юриспруденція, бізнес, міжнародна кар'єра, журналістика тощо. Всі вони є актуальними і для сучасної України, що значно підвищують вагомість отриманих в ході дослідження результатів з огляду на можливість їх трансляції в практичну площину в умовах України. Оскільки успішне працевлаштування можливо лише в разі відповідності кандидата на посаду основним критеріям роботодавця, то одним із завдань дослідження є виявлення необхідних знань, навичок та здібностей, що сприяють працевлаштуванню випускників з політичних наук за кожною із визначених сфер, а також узагальнення їх у вигляді єдиного списку знань, навичок та вмінь, які у вітчизняній науці відомі як компетентності. Зокрема, було виокремлено п'ять груп навичок (компетентностей), які наразі роблять політичні професії конкурентоздатними на ринку праці: вміння спілкуватися; володіння методами дослідження; аналітичні здібності; навички планування та розвитку. Проведене дослідження підтверджує необхідність урахувати визначений перелік компетентностей під час розробки навчальних програм для підготовки фахівців у галузі політичних наук в Україні. Це надасть змогу підготувати якісного фахівця, готового до роботи в будь-якій зі сфер політичного життя, деяких сфер юриспруденції та бізнесу, які в результаті підвищать значимість політичної освіти та її здобувачів в Україні.

Ключові слова: політична наука, випускники в галузі політичних наук, працевлаштування, навички.

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Reviewed by Doctor of Pedagogy, prof. T. Osypova
