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## Conception of Development of Staffing of Residential Housing in the Region and Training of Professional Housing Managers

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### Abstract

This article is about measures for achievement of sustainability and quality of staffing of residential housing and professional housing in the region. Professional certification of specialists in the field is pointed up; comparison with international experience is presented. Conceptual propositions of development of staffing of residential housing and management of housing facilities stock in the region in the long-term were proposed.

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### 1. Introduction

Adequate staffing of housing development is an important part of its economic potential reproduction. Staffing of residential housing in the region should be based on the following conceptual positions: to create advanced programs for training, retraining and professional development on the principles of continuity, multi-tiers and promotion of self-education; to achieve a balance between the recruitment needs and staffing based on the formation and implementation of the regional human resources program; to introduce a training system for professional housing managers; to involve community in solving human resources problems in civil engineering and housing and utilities sector; to review approaches to professional certification of specialists for residential development and

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housing and utility sector.

## 2. Main Body

In order to improve staffing of residential development in the region by reconsidering the programs for training, retraining and professional development it is offered to implement the following measures [1, p. 89-100]:

- to monitor the compliance of the basic education of the senior management as well as engineering and technical staff with the regulatory requirements for their admission to work in the field of design, creation of architectural objects, technical supervision, estimate pricing, etc. – the responsibility shall be borne by the regional higher educational establishments in cooperation with the State Architectural and Construction Inspectorate of the region;
- to develop master's programs for executives of construction companies in the region, which at the same time will promote gaining the basic special knowledge, skills in project and company management and ensure implementation of innovations in the industry – the responsibility shall be borne by the regional higher educational establishments and research institutions;
- to ensure the availability of retraining programs for the specialists involved in the construction process, whose educational level fails to meet the qualification requirements for their posts – the responsibility shall be borne by the regional higher educational establishments in cooperation with the State Architectural and Construction Inspectorate of the region;
- to create personnel reserve for residential development in the region on the basis of the monitoring conducted – responsibility shall be borne by the State Architectural and Construction Inspectorate of the region in cooperation with the regional representative office of the State Employment Service of Ukraine;
- to integrate all educational establishments providing apprenticeship for a job in the residential development, to ensure complete and rational distribution of the graduates over the enterprises of the region, identifying the need for new professions, planning requirements in government procurement volumes, training at the expense of the local budget and the funds of enterprises – responsibility shall be borne by the vocational schools, training centers and the Department of Education of the Regional State Administration;
- to create an informational portal – catalogue of professional development programs for specialists in the field of residential development – responsibility shall be borne by the regional educational establishments and postgraduate centers in cooperation with public, self-regulated and professional organizations of builders operating in the region.

It is important for the region to achieve a balance between the recruitment needs and staffing based on the formation and implementation of the regional human resources program. Relevance of implementing such programs is associated with the need to switch to a new level of training and professional certification for residential development, which will meet international quality standards and at the same time, provide professional staff for the housing service system having an urgent need for specialists. Thus, during the formation of the targeted HR program for the region it is important to combine two areas: residential development and housing and utilities sector, enabling rational allocation of personnel in the region, interchangeability and staffing complement of these two activities in the region.

## 3. Definition of regional targeted staffing program

To solve the staffing problem it is proposed to implement regionally the targeted staffing program that provides a comprehensive approach to the professional development of both senior and first-line management, engineering and technical staff in construction and housing and utilities sector based on the innovative technologies. The regional human resources program for residential development and housing and utilities sector is aimed at solving the staffing problem in these areas in the region based on the comprehensive approach, introducing new educational programs that will contribute to personnel development [2, 3, 4].

Availability of the regional staffing program in residential development and housing and utilities sector has to unite the efforts of all participants in the educational process, state bodies, the regional authorities and business circles. Implementation of tasks provided the program will have long-term effects for staffing development in

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