

A Thumbnail Sketch of Business Training in the U.S.S.R.

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Let us take a brief look at the business education offerings in the U.S. S.R. This may give us an opportunity to make comparisons with educational programs in the United States, which seems to be a well-practiced activity for educator and non-educator alike. The ensuing material is primarily extracted from two basic sources: **Soviet Commitment to Education and Education in the U.S.S.R.** Both reports are bulletins of the Office of Education, U. S. Department of Health, Education and Welfare.

The U.S.S.R. places great emphasis upon delayed training for business. In the clerical fields the Soviet Union, unlike the United States, secondary schools do not offer business skill subjects. Approximately a year before graduation, the individual is subject to a series of tests. In light of the results of the tests, the Chief Directorate of Labor Reserves, under the Council of Ministers (which is equivalent to our Department of Labor) decides which individuals should be directed to future clerical training and job placement. Generally, the clerical worker is a graduate of the ten-year formal school with only a half year of business orientation. The curriculum of the future business worker involves the student spending the last half year of the formal school program with a business unit in order to acquaint him with the work of the business unit, its equipment and production requirements.

Once on the job it is the responsibility of the management of each economic enterprise to conduct its

own training program for new clerical workers and courses for improvement of regular employees to upgrade job efficiency. New and unskilled workers are given training while on the job by experienced workers and also through specific training classes. Costs of teaching new workers are paid by the management at rates established by the state.

"The importance of on-the-job training in Russia can be appreciated by observing the following chart of the most recent statistics available:"¹

| Year | Number Trained In Millions |
|------|-------------------------------|
| 1946 | 5.9 |
| 1947 | 5.4 |
| 1948 | 6.1 |
| 1949 | 6.6 |
| 1950 | 7.0 |

Workers may also raise their qualifications by attending in-service and other programs which are conducted in various business units. Lectures and seminars are set up for the purpose of increasing production of the workers with courses such as theoretical principles underlying the activity of a given enterprise, problems to be solved in a particular business organization and the importance of the organization to the national economy.

As in the United States, striving for increased skill, proficiency, and greater productivity is an everlasting process in the U.S.S.R.

¹U. S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, **Education in the U.S. S.R.**, A Report Prepared by the Office of Education (Washington: U. S. Government Printing Office, 1960), p.143

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THE OBSERVER

VOL. XXXIX

No. 2

SPRING 1968