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THE EXPERIENCE OF DUAL TRAINING OF ARCHIVISTS IN KAZAKHSTAN

ABSTRACT

The topic of training and education of archivists in Kazakhstan is not understood widely and requires a revision of the basic approaches and teaching methods. But even a brief review in this area makes it possible to clearly trace the dependence of the development of the archivist's profession on changes that are taking place in the society and utilized information technologies.

The article notes that the formation of a professional training system is largely determined by the development of historical science and historical archives in general. Moreover, the creation of the archival education system begins "top-down", with the creation of the highest level of professional training - as a specialization within the framework of classical university education. This approach does not allow adapting the archivist training system to the real needs of the industry. The paper thus focuses on the importance of dual training of specialists who are willing to work in archives.

Keywords: archive, archivist, archival education, dual education

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INTRODUCTION

The training of archivists in Kazakhstan, as well as in other countries, is developing in the context of the information, scientific and technological revolution, which has affected all spheres of the society, but especially those related to the management of information resources. New requirements for specialists in the field of working with information have been formulated through time. The era of automation began, gradually covering management, education, science, and everyday life. The changes primarily affected the content of the training of archivists and their status. The creation of a system of continuous professional training for clerks was completed, which acquired a multi-level structure and included institutions of primary, secondary and higher professional education, supplemented by short-term advanced training courses.

The purpose of this article is to describe the experience of organizing and developing dual training of archivists in Kazakhstan. The methodological basis of the study were the methods of general scientific knowledge: the laws of formal logic, analysis and synthesis, comparison, transition from general to the particular, and others, including the formal legal method.

THEORETICAL BACKGROUND

Dual education occupies a special place in the system of organization of modern vocational education. The establishment of dual training is based on the need for a combination of theoretical and practical training of qualified specialists. The use of such educational approach allows graduates to obtain not only theoretical knowledge, but also to acquire basic practical skills and competencies, delivered by direct participation of potential employers. The dual education system is understood as a system where the education of young people in the chosen profession is carried out in two organizations; meaning that two institutions participate in the educational process. On the one hand, a vocational school, and on the other, a training enterprise. Both institutions are independent partners in relation to each other. At the same time, as a rule, the theoretical part of the training of specialists is implemented within an educational organization, and the practical part - in production. The dual system of education in our country provides for a combination of stages of study at an educational institution with periods of work experience. The educational process is organized as follows: in parallel with traditional studies at an educational institution, students work at a particular enterprise or firm, where they gain practical experience. The Republic of Kazakhstan is developing its own national model for the development of dual education, taking into account foreign experience in organizing a system of dual education. The adoption of the "Act on Education" dated 27 July 2007 contributed to the formation and development of a popular national model. This law sets guidelines for the ratio of theoretical training and industrial training in the proportion of 40/60 [2]. By order of the Minister of Education and Science of the Republic of Kazakhstan dated by the 21 January 2016, in pursuance of this law, the "Rules for the organization of dual education" were approved [8].

The undeniable advantages of dual education include, firstly, a high employability of graduates since they fully meet the requirements of the employer. Training is as close as possible to the requirements of the production.

Secondly, the principle "from practice to theory" works: the student no longer works with texts and sign systems, but with production situations. Complex theories are easier to master through practice and solving real professional problems.

Thirdly, high motivation in obtaining knowledge is achieved. A new psychology of the future worker is being formed. Students, having first settled in the enterprise as potential employees, learn in a completely different way, more consciously and with interest. The position of a passive consumer of educational information is replaced by an initiative position of a production specialist who needs to make decisions and bear responsibility for them.

Next, the assessment of the quality of training of specialists is carried out by the employers themselves. From the first day, the students spend most of their time at the workplace, showing their skills and diligence. Employers get the opportunity to assess the level of preparedness of future specialists directly in the production environment.

Lastly, the requirements for teachers are increasing. The latter must not only have good theoretical knowledge, but also need to be practical and innovative.

ARCHIVIST EDUCATION SYSTEM IN KAZAKHSTAN

It should be noted that Kazakhstan has a certain tradition of training specialists in this field. The first stage began in the Soviet period, when the training of archivists in Kazakhstan was carried out through a special state recruitment at the Faculty of Archiving at the Moscow State Historical and Archival Institute (now the Historical and Archival Institute as part of the Russian State University for the Humanities).

Since 1990, in Kazakhstan, state archives (certified historians-archivists) have been trained at the Faculty of History of al-Farabi Kazakh National University. In 1991, the "Archive studies" were opened at the Faculty of History within the Abai Kazakh National Pedagogical University, but in 2004, due to the orientation towards the pedagogical profile, this study programme discontinued.

The duration of bachelor degree is 4 years. It takes place as full-time study only. Upon graduation, a graduate of the educational program is awarded the academic degree of a bachelor of social knowledge in the specialty "Archival Studies, Documentation and Documentation Provision". In 2012, admission to the master's program in the same study field began. Today, the training of specialists in the educational program 5B051500 "Archival Studies, Documentation and Documentation Provision of Management" at the university is carried out in accordance with the requirements of the state educational standard. The development of the educational program "Archive science, document science and documentation support of management" is carried out with the involvement of representatives of the bodies of the archival and documentation services of the Republic of Kazakhstan and other employers. The results of the department's scientific projects are implemented into the educational process as academic disciplines.

Currently (according to the Ministry of Education and Science of the Republic of Kazakhstan), the training of archivists is carried out according to the following educational programs: 6b02202 "History, Archive Business and Museology"; 6B03208 "Digital Archival and Document Science"; 6B03202 "Archives and Library and Information Activity"; 7M03205 "Archival Studies, Documentation and Documentation Provision"; 7M03208 "Archival Studies and Documentation Provision of Management"; 7M03207 "IT Archival studies and Documentation"; 6b03204 "Archival studies, Documentation and Documentation Provision of Management"; 8d03205 "Archival studies, Documentation and Documentation Provision of Management".

Training for the qualification of "*Archivarius*" in organizations of technical and vocational education is carried out in 5 colleges of the country (West Kazakhstan Academic College, Zhezkazgan Humanitarian College, Karaganda Banking College named after Zh. Buke-

nov, Karaganda Commercial College, and Almaty Multidisciplinary College).

In 2014, the first graduation ceremony was carried out: 8 bachelors, 9 masters. This figure is increasing every year.

Currently, the contingent of students counts 146 people, 135 of which study under the state order. In 2021, enrolment in this specialization amounted to 98 people, including those by state order.

COOPERATION BETWEEN ARCHIVES AND EDUCATIONAL INSTITUTIONS ON THE PROFESSIONAL TRAINING OF ARCHIVISTS

One of the main activities of the Archive of the President of the Republic of Kazakhstan is interaction with higher and secondary specialized educational institutions on the issues of training and advanced training of professional personnel, dual education in the field of archiving and documentation support for the management.

Currently, the Archive of the President of the Republic of Kazakhstan has existing agreements in the form of contracts, agreements, memorandums of mutual cooperation, social partnership with 12 universities and 3 colleges. Among them are al-Farabi Kazakh National University, Abai Kazakh National Pedagogical University, L.N. Gumilyov Eurasian National University, Military Institute of the Ground Forces of the Ministry of Defense of the Republic of Kazakhstan, Almaty Multidisciplinary College, Almaty College of Technology and Floristry, etc. These cooperation agreements contribute to the implementation of joint scientific projects, the organization of scientific and practical conferences, round tables, historical exhibitions, holding practical training, provision of information services and advisory assistance on various aspects of the activities of the Archive and universities.

Of all the universities and colleges, the Archive of the President of the Republic of Kazakhstan most closely cooperates with the al-Farabi Kazakh National University in the field of dual education, in jointly holding the Summer School for Young Archivists, in the organization of the city's Student Subject Olympiad, scientific and methodological seminars, industrial and research practice for students and undergraduates.

In 2018, a memorandum of cooperation in the field of dual education was signed. According to the memorandum, the parties undertake to jointly organize and implement dual training for students of the Faculty of History, Archeology and Ethnology, the Department of World History, Historiography and Source Studies, in the specializations 5B051500, 6M051500 – "Archival Studies, Documentation and Documentation Provision" (bachelor's and master's programs) of the al-Farabi Kazakh National University full-time education.

In 2019, the Department of Archival Science and Documentation was opened upon request of the Archive of the President of the Republic of Kazakhstan as a training and production center for dual education, industrial and research practice for students and undergraduates. After the pandemic, this year the Archives resumed practical classes of the department for students studying in the specialization "Archival Studies, Documentation" of the Faculty of History, Archaeology and Ethnology of al-Farabi Kazakh National University. The classes were held under the common theme "Accessibility of records through digital technologies". The Archive of the President of the Republic of Kazakhstan regularly organizes practical classes and workshops within the framework of the work of the department for both bachelor and master students. Classes are conducted by university teachers and practicing archivists.

Close partnerships have developed between the Archive of the President of the Repub-

lic of Kazakhstan and the Abai Kazakh National Pedagogical University. In 2019, the social partnership agreement was signed with the university. University professors are members of the Scientific Council of the Archive, lecturers are regular participants in scientific conferences and round tables organized by the Archive.

The Archive pays great attention to work with young people, the Council of Young Archivists is very active, organizing the annual state Student Subject Olympiad for students of historical faculties specializing in archiving and office work. The purpose of the Olympiad is to reveal the creative abilities of students; involvement of students in research work; development of interest in scientific activity, increasing the prestige of the profession of document specialist and archivist.

In 2016, the student subject Olympiad in archiving and office work was organized in the Archive of the President of the Republic of Kazakhstan in 2016 for the first time. In the Olympiad, the students of al-Farabi Kazakh National University showed the greatest interest – a total of 109 students (16 teams) participated in it. Among the participants were also students of the Almaty Multidisciplinary College, Almaty Service College, Karaganda Vocational College, Kazakh National Agrarian University (KazNAU), Abai Kazakh National Pedagogical University.

Since 2017, the Archive of the President of the Republic of Kazakhstan, together with al-Farabi Kazakh National University and the Russian State University for the Humanities are holding the International Summer School for Young Archivists. Due to Covid-19 restrictions in 2021, the event was organized online.

The Summer School 2022 was attended by 390 specialists from Azerbaijan, Armenia, Belarus, Kazakhstan, Kyrgyzstan, Russia, Uzbekistan, China, and Mongolia. Among them were 3 doctoral students and 19 students of al-Farabi Kazakh National University and Almaty Multidisciplinary College. About 40 students took part in person, arriving to Almaty. This hybrid format of training made it possible to attract a large number of participants, many of whom noted that the Summer School is a great opportunity to discuss the burning problems in the field with their colleagues, hear the opinion of experts and learn about new directions in the development of archival affairs.

CONCLUSION

The Archive of the President of the Republic of Kazakhstan does a lot of work as a base for conducting archival practice for students of higher and secondary specialized educational institutions. In the reading room, students conduct research on records for term papers and theses, they attend various events of the Archive, including historical exhibitions, round tables, meetings with famous historians. All these events of the Archive of the President of the Republic of Kazakhstan are a great education opportunity for young domestic archivists.

At the same time, it should be noted that the content of the education of archivists does not meet the requirements of the time and practical conditions. Therefore, dual education is essential. Especially given the rapid change in technology.

Therefore, extensive support for the direction of dual education is needed. Work should be continued on its implementation in close cooperation between educational institutions and employers. It is also important to review, adjust and optimize plans and learning objectives, change the breadth and structure of learning, review and update learning modes, as well as change the content of the curriculum system and areas of study in the direction from a quantitative aspect to a qualitative one. It is these changes that will be called upon to adapt archival education to new conditions and modern challenges.

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