

Roscosmos role in human capacity-building in space science and technologies.

Alla Vuchkovich,
Executive Director for Human Resources and Social Policy,
ROSCOSMOS State Corporation

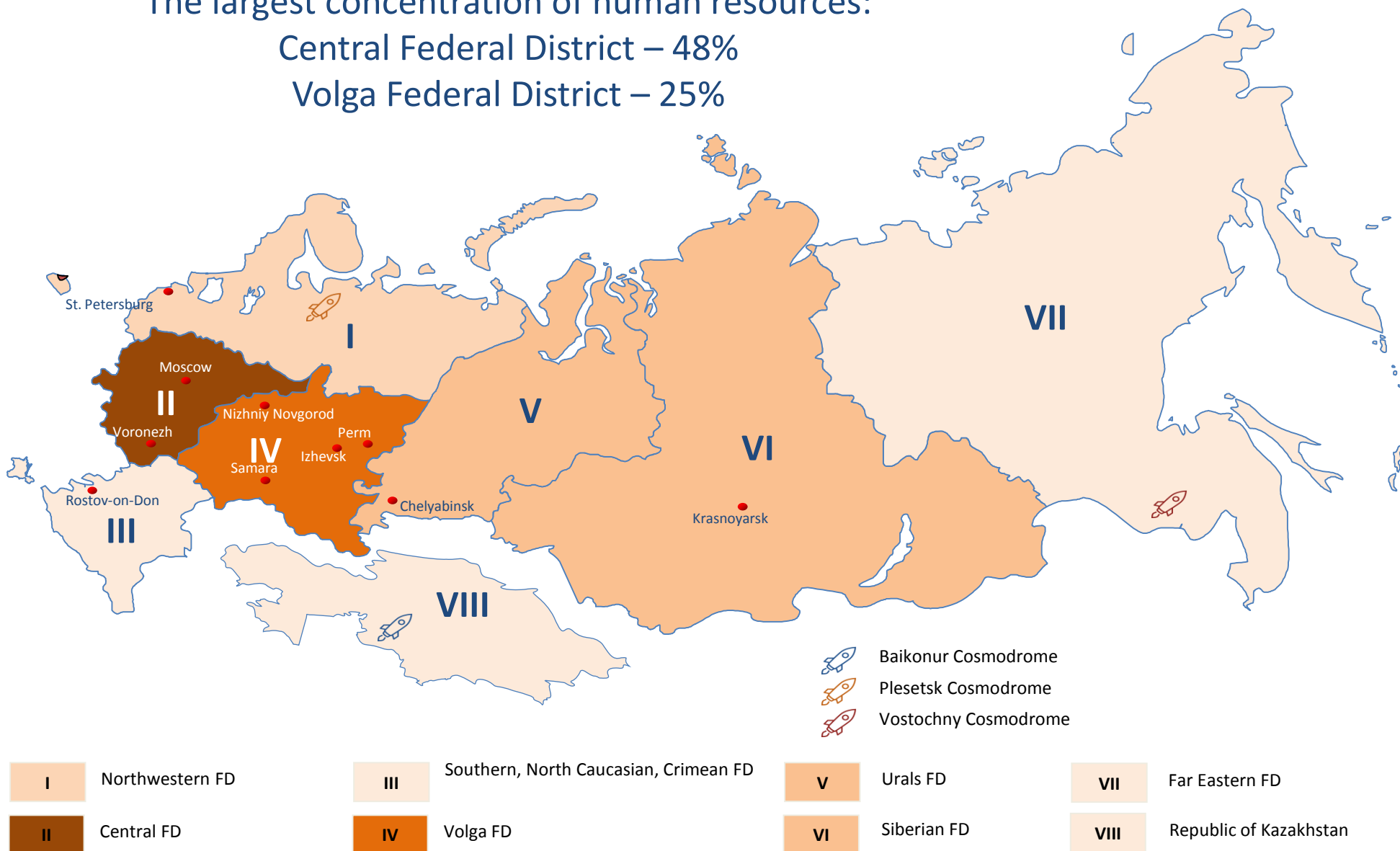
Regional Distribution of Human Resources

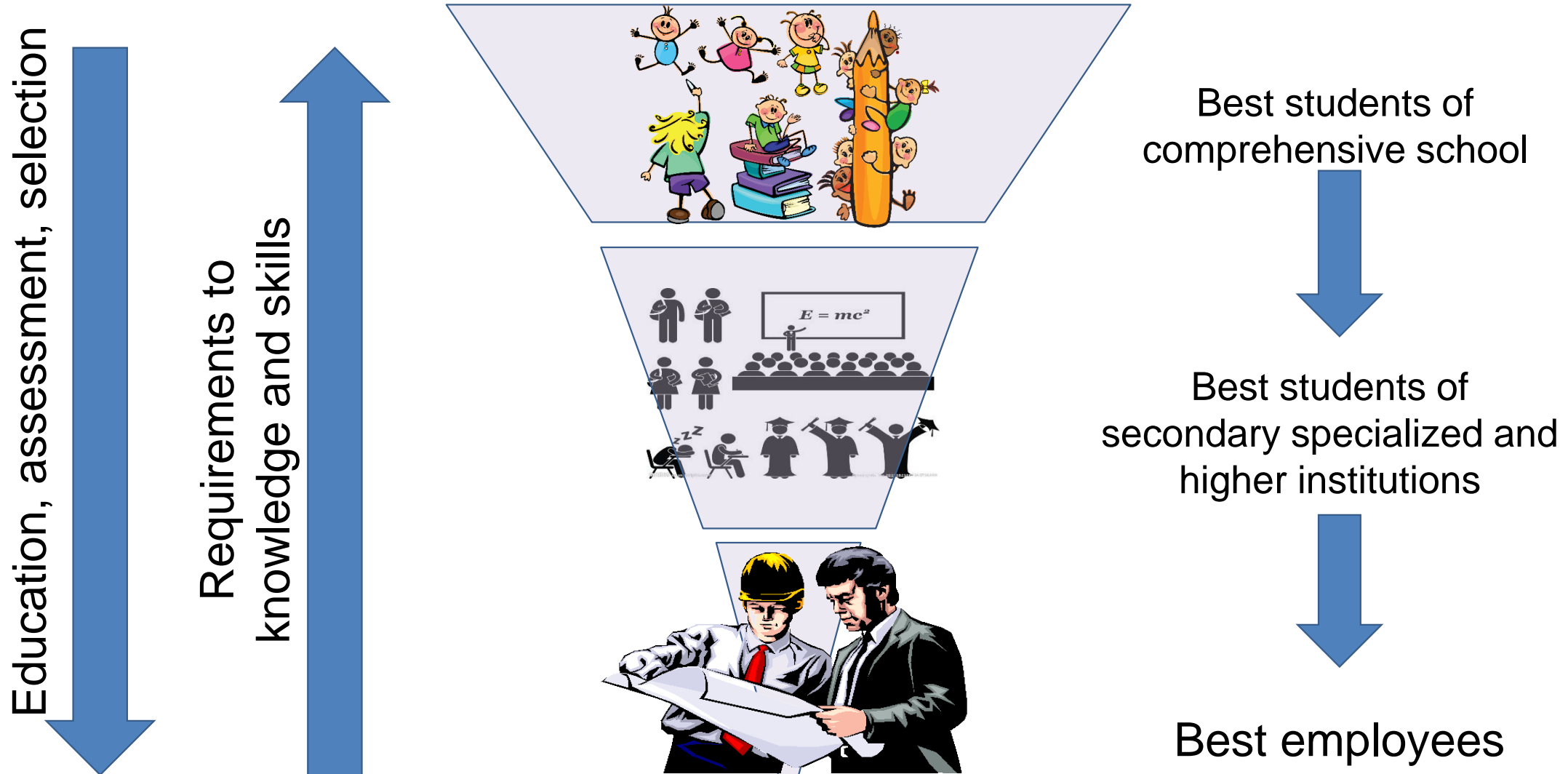
Total personnel – over 200 k.

The largest concentration of human resources:

Central Federal District – 48%

Volga Federal District – 25%

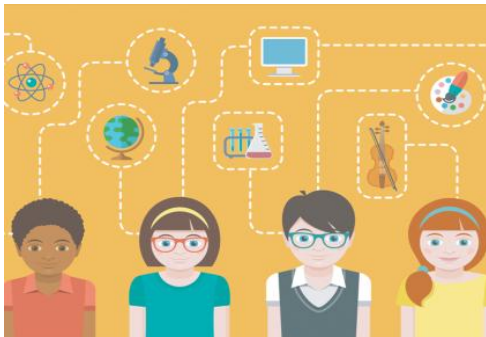




Occupational guidance for secondary schoolchildren and 1st/ 2nd grade students of specialized and higher institutions



Involving of children into the industry in order to establish motivation for future productive work. Establishing of the mechanism for selection of the most talented children. Upgrading of Exam score for employer-sponsored students of aero-space universities.



Vocational qualifications and collaboration with educational institutions



Upgrading of the educational background of prospective students, and implementing of the systems for education quality assessment. Mechanism for state support.



Personnel development and training for Roscosmos employees



Personnel selection, assessment, and training in order to maintain the existing succession pool. Increasing of the rate of succession pool candidates' assignment to positions up to 50%.

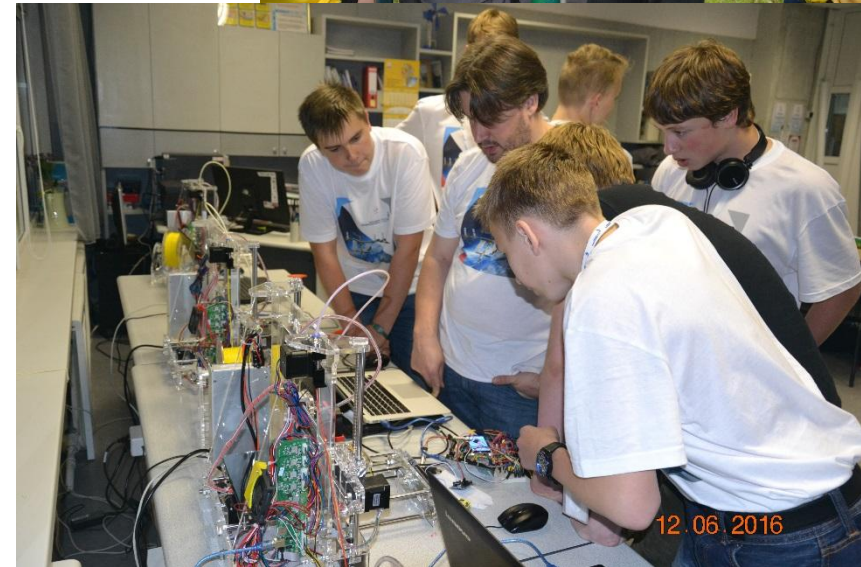


Specialized camp sessions



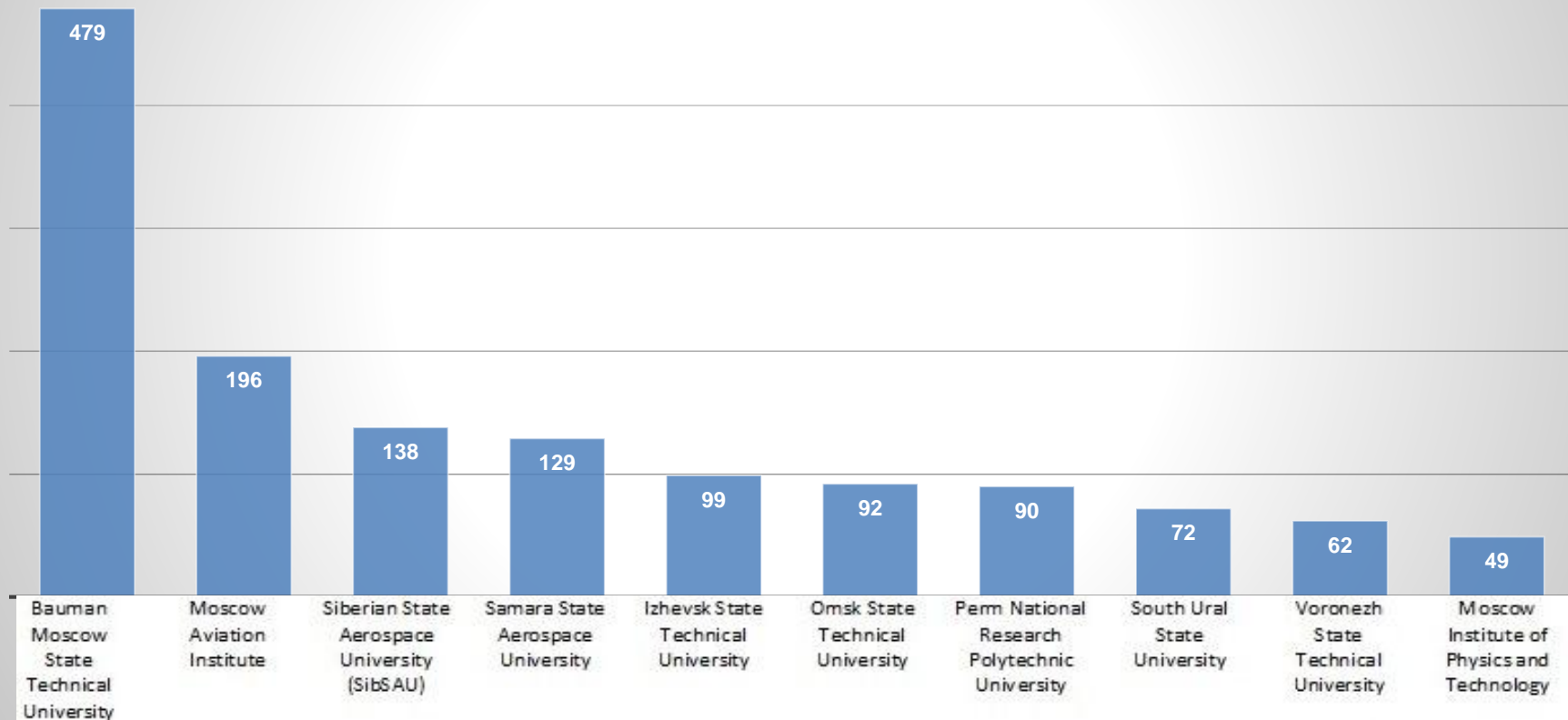
Artek, Ocean, Orlyonok, Smena,
Sirius

Practice-oriented technical projects and competitions



The Roboton-MiR
Aero-Engineering School

TOP-10 institutions with respect to the number of students entered under the State Plan of Human Resources Training in 2016



Days of ROSCOSMOS at higher institutions



Chelyabinsk, Blagoveshchensk,
Moscow, St. Petersburg, Tomsk

Annual scientific and technical conference “The Orbit of Youth and Cosmonautics Development Prospects”



Blagoveshchensk, Samara,
Tomsk



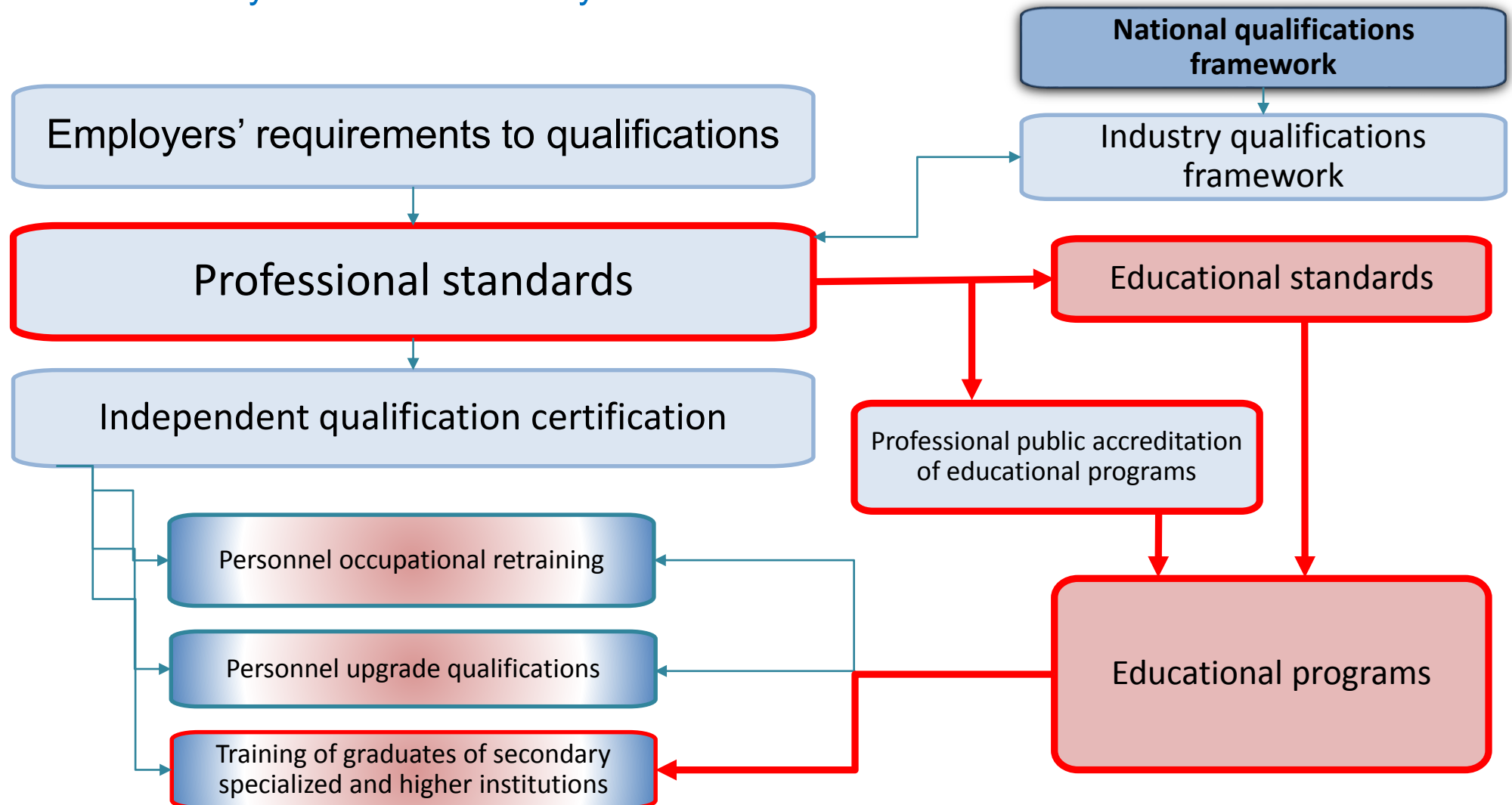
- Great opportunity for students to practice their skills in a real space mission design and launch.
- Launch is absolutely free for all Russian universities. This rule is also applied for missions within international cooperation on payload design.
- Launch is made as an additional payload by “Soyuz 2” rocket with “Fregat” upper stage.
 - This program is available for space ships up to 3U CubeSat only.



НАЦИОНАЛЬНЫЙ СОВЕТ
ПРИ ПРЕЗИДЕНТЕ РОССИЙСКОЙ ФЕДЕРАЦИИ
ПО ПРОФЕССИОНАЛЬНЫМ КВАЛИФИКАЦИЯМ

National Council under the President of the Russian
Federation on Vocational Qualifications

Qualification System in the Industry



- Development of top-managers and succession pool at all management levels
- Industry's education system of comprehensive and key expertise for the industry development
- Maintenance and support in implementation of changes in the industry, translation of new industry's standards and systems
- Systemization and distribution of the best practices, knowledge transfer, management of expert communities



EMPLOYEE EVALUATION:

- Evaluation and selection of succession pool (all levels)
- Personnel training and training technology to the enterprises
- Evaluation at the time of appointment
- Evaluation of professional knowledge and skills

SUCCESSION POOL TRAINING:

- Strategic succession pool training
- Enterprises succession pool training
- Young leaders development program
- Special training for high skill graduates

MANAGERS TRAINING:

- Top management development program
- Enterprises management team training
- Individual plans training and development plans for management
- Coaching

ROSCOSMOS PRODUCTION SYSTEM TRAININGS:

- Multilevel education and certification program
- Management teams and LEAN—leaders sessions
- Production systems mentors and in-house tutors training
- Topic-oriented sessions, like efficiency drivers in R&D

FUNCTIONAL TRAINING:

- «Chief Designer School»
- «Chief Production engineer school»
- Space industry projects and program management
- Quality management
- Space industry standardization and certification
- Modern space industry technologies
- Space industry procurement
- Space industry information systems
- Human Resources management
- Economics, finance and investments
- Corporate management
- Legal issues
- Anti-corruption trainings
- Specialized programs on demand

RESEARCH AND DEVELOPMENT, CONSULTING:

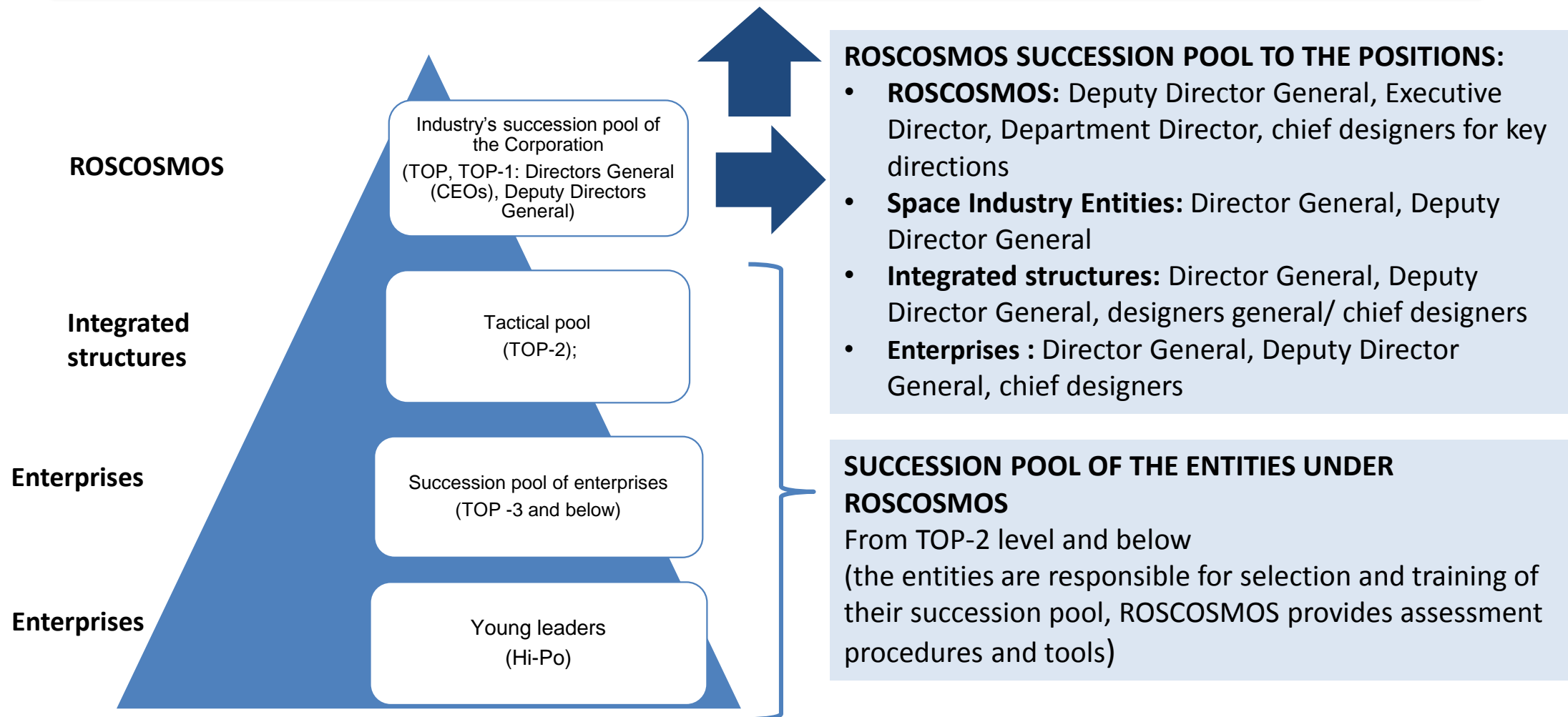
- Development of the training programs, methods, set of educational and methodological materials
- Interactive training instruments: business games, business simulations, emulators
- Evaluation methods and instruments, test materials
- HR consulting and research

ORGANIZATIONAL SERVICES:

- Preparation and organization of Industry level conferences, meetings and strategic sessions
- Management team building events
- Competitions and conferences for youth
- Crowdsourcing projects

... and many more on additional request...

Top-Management Training Program
School of Chief Designer
School of Chief Production Engineer
School of Young Researcher





ROSCOSMOS

CENTER FOR COMMUNICATIONS

ROSKOSMOS State Corporation

Mail address: 107996, GSP-6, Moscow, 42 Shchepkin St,

Phone / fax: +7 (495) 631-9764; Fax: +7 (495) 688-9063

info@roscosmos.ru; www.roscosmos.ru