

THE ROLE OF NON-FORMAL EDUCATION FOR PROFESSIONAL PERSONNEL TRAINING IN THE FIELD OF LOGISTICS

*Barda K.V., Pozniak O. V.
National Aviation University*

Abstract. *The study reveals the essence and advantages of non-formal education for the formation of professional knowledge and competencies of specialists in the field of logistics. The main attention is paid to such forms of informal education as webinars and courses.*

Today's world dictates new requirements for the professional training of future logisticians, requires new approaches, the use of different types and forms of training and self-education. The formal education provided by Ukrainian universities is a powerful foundation for future professional activities. At the same time, limiting a student to its formal component cannot be a guarantee of quality training. The convergence of formal, non-formal and informal education in higher education institutions and beyond is important in this process.

The Law of Ukraine "On Education" stipulates that citizens can exercise their right to education through formal, non-formal and informal education. The law states that formal education is education that is obtained under educational programs in accordance with the levels of education, fields of knowledge, and specialties defined by law and provides for the achievement by students of the learning outcomes of the relevant level of education and qualifications recognized by the state as defined by the educational standards. At the same time, the Law also defines non-formal education (which is usually obtained through educational programs and does not provide for the award of state-recognized educational qualifications by level of education, but may result in the award of professional and/or partial educational qualifications) and informal education (which involves the self-organized acquisition of certain competencies by a person, in particular in the course of daily activities related to professional, social or other activities, family or leisure)[1].

Non-formal education can be provided in various institutions, such as NGOs, museums, libraries, clubs, professional associations or virtual platforms. Therefore, non-formal education opens up additional opportunities for learning and development, broadening the idea of education as a process that takes place outside of formal institutions and

contributes to personal growth and professional skills. Non-formal education for students can take a variety of forms, such as

- youth organizations (clubs, unions, associations) that provide young people with the opportunity to gain knowledge and skills through participation in projects, trainings, seminars and other activities;
- participation in volunteer programs and projects is an effective way of non-formal education for young people, allowing them to acquire new skills, develop social responsibility, leadership qualities and enrich their experience through social activity;
- international exchange programs allow to get acquainted with other cultures, develop international cooperation, improve language skills and develop intercultural competence;
- young people have access to a large number of online resources that allow them to learn and develop independently, including websites with developed courses, online learning platforms, video tutorials, blogs, forums and social networks, etc;
- games and exercises in the field of education (game and practical methods, simulations, role-playing games, team training, mission games, etc.) are effective means of non-formal education for young people that promote active learning and development of skills such as cooperation, decision-making, creativity and problem-solving, create a favorable interactive learning atmosphere where young people can experiment, solve problems and gain practical experience in an engaging way.

All of these methods and modes of non-formal youth education contribute to the development of skills, enrich knowledge and promote personal growth of future professionals. They stimulate the independence, creativity and critical thinking of young people, helping them to become active members of society and confident in their capabilities [2].

The most popular type of non-formal education is webinars. A webinar is a seminar, meeting, or course held online in real time. During a webinar, each of its participants, both the presenter and the audience, are at their computers, and communication between them is maintained via the Internet.

The advantages of a webinar are:

- interactivity, which is manifested in the interaction between the presenter and the audience, discussing information in various ways - by asking questions in text chat or voice mode, transferring screen control from the presenter to the audience, conducting polls.
- no borders - thanks to the Internet, you can participate in webinars from your office or home anywhere in the world.
- saves you time and money - there is no need to travel to the place where a "regular" seminar will be held [3].

No less popular form of non-formal education than webinars are courses, which are seen as a way of processing information and learning

new things about various aspects of a particular field. Online courses are becoming increasingly popular today. The main advantages of online courses include:

- flexible schedule: the most important thing about an online course is that you control your own schedule and time, you do not waste time travelling to the place of the course;
- good preparation, as online courses are developed by a whole group of specialists;
- relatively low cost, as you do not need to pay for the physical presence of trainers.
- recognition, approved online courses are recognized in the vocational education system, by employers in the context of professional development and professional skills [4].

Table 1 and Table 2 summarize the most commonly used types of non-formal education for future logisticians, such as webinars and courses.

Table 1 - Content of webinars that may be interesting and useful for future logisticians

General characteristics	Content
<p>Limitations of logistics capabilities and export issues during military operations [5]</p> <p>Speakers - Sergiy Svystil, Evgeny Kravtsov</p>	<p>How to continue working in a time of war.</p> <p>Legislative changes, possible solutions and company experience.</p> <p>Practical recommendations for adjusting the company's foreign economic activity to reflect the changes of today, logistics trends, legislative changes, restrictions and new opportunities for exporting and importing goods, experience of companies working in this area and solving these pressing problems.</p>
<p>Transport logistics - international transport. Containers and packaging. Environmental requirements. Carnet TIR. Transport of dangerous and oversized cargo [6]</p> <p>Speaker- Volodymyr Hvozd</p>	<p>Containers and packaging</p> <p>Cargo securing and placement</p> <p>Basic conditions for travelling through countries</p> <p>Environmental requirements for rolling stock</p> <p>The CMR Convention, international rules of carriage of goods. carrier's responsibility</p> <p>International transportations using the TIR Carnet</p> <p>Drivers' working and resting hours</p> <p>Carriage of liquid, perishable and groupage cargo</p> <p>Carriage of oversized cargo</p> <p>Carriage of dangerous goods</p>
<p>Understanding e-commerce logistics [7]</p> <p>Speaker- Halyna Perepelitsa</p>	<p>Understanding e-commerce delivery - an overview of the different ways of delivery and carriers</p> <p>Analysis of models - in-house fulfilment, third-party fulfilment (fulfilment services), direct delivery</p> <p>Duties, taxes and other payments. Who pays, how to indicate the price on the marketplace</p>

Continuation of Table 1

General characteristics	Content
<p>Managing inventory profitability and inventory investment performance [8]</p> <p>Speakers - Ihor Nemirowsky Inna Starozhukova</p>	<p>Business analysis: search for drivers of sales and profit growth through inventory profit management.</p> <p>Product portfolio analysis: by attractiveness and contribution to profit</p> <p>Methods of assortment analysis. Company profit model.</p> <p>Leverages of inventory profit management Ways and methods of assortment analysis</p>
<p>Basics of transport logistics of medicines and medical devices [9]</p> <p>Speaker - Volodymyr Hvozd</p>	<p>General understanding of the transport component in logistics for medicinal products and medical devices</p> <p>Documents for transportation in Ukraine, peculiarities of their preparation and functioning</p> <p>International transport documents. Examples of types of transport. Transport using TIR Carnet, ATA Carnet</p> <p>Transport of dangerous goods. Documents to be drawn up. International conventions on the transport of dangerous goods</p> <p>General understanding of the warehouse component in the logistics of medicines and medical devices. Functions of a warehouse</p> <p>Types and types of warehouses, classification of warehouses. Customs warehouse</p> <p>Pharmacy warehouse, licensing. Regulatory documentation</p> <p>Operational activities of a warehouse. Warehouse regulations</p> <p>Warehouse staff, training and certification</p> <p>Specifics of logistics of temperature-sensitive medicines.</p> <p>Importer's procedure</p> <p>Services provided by warehouse operators. Options for pricing warehouse operator services</p>

Table 2 - Courses that may be interesting and useful for future logisticians

Name	Content	Speakers
<p>Organization of railway freight transport [10]</p> <p>Durability - 72 hours</p>	<p>The course is a professionally developed programme of theoretical education and practical training for specialists whose activities are related to the transport of goods by rail..</p>	<p>Leading practitioners of JSC "Ukrzaliznytsia", including the heads of the Commercial Department, as well as experts in rail freight from other divisions</p>
<p>Transport of dangerous goods by rail (special training and licensing) [11]</p> <p>Durability - 12-72 hours</p>	<p>International and national legislation; classification and identification; packaging and labelling; requirements to wagons and containers; execution of transport and accompanying documents; execution of transport and accompanying documents and so on.</p>	<p>Lyudmila Belova Ihor Myronyuk Ihor Panashenko Victor Posmityuha Konstantin Nechvoloda Lyudmila Trygub Mykhailo Kuznetsov Oleksandr Vasiliev</p>

Continuation of Table 2

Name	Content	Speakers
Organizing the delivery of special cargo by road [12] Durability - 26 hours	Classification of cargoes; regulation of vehicle safety issues in the carriage of certain categories of special cargo; criteria for classifying goods and vehicles intended for such transportations into certain categories; requirements for organizing the carriage of certain categories of special cargoes; restrictions on the carriage of certain types of dangerous goods; requirements for cargo containment and labelling; marking of vehicles during the carriage of dangerous goods; preventive safety measures for engineering structures used on the route of carriage; responsibilities of the main participants in the carriage; requirements for documentation; requirements for personnel involved in the carriage of special cargoes; designations and requirements for vehicles used for the carriage of special cargoes; performance of transportations of special cargoes.	Oleksandr Vasiliev Kateryna Mityukova Leonid Khvostenko
International freight forwarder (FIATA diploma) [13] Durability - 128 hours	Fundamentals of freight forwarding. Organization of logistics. Organization of railway transport. Organization of transportation by air transport. Organization of transportation by road transport. Organization of transportation by sea transport. Organization of transportation by inland waterways. Safety and security.	Ihor Myronyuk Iryna Zhivaga Andriy Skidan Anna Kyrychenko Viktor Myronenko Leonid Khvostenko Maria Hryhorak Oleksandr Vasiliev and 10 other leading specialists

The information in Table 1 and Table 2 show that the content of webinars and courses is quite diverse and allows to find answers to important professional questions.

An interesting form of non-formal education is an educational series. On the platform of the DiYa app, you can watch the educational series "Logistician", hosted by Sergiy Pivtorak. There are 5 episodes available, where you can learn interesting information and then take a final test to check your knowledge. Additionally, there are many business schools and academies where logisticians can also gain professional knowledge in a short time.

Conclusion

Thus, in Ukraine, there are many opportunities for future logisticians to receive non-formal education of various forms and content, and to enrich their professional knowledge.

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