

THE PROBLEM OF PERSONNEL TRAINING IN UKRAINE DURING THE WAR

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Abstract. *The military conflict led to a significant loss of human potential. Its formation, development and preservation are hindered by other unfavorable factors, among which it is necessary to note the stressful state of many Ukrainians in connection with military operations, the lack of investment in human capital, a decrease in wages, restrictions on the activities of Ukrainian companies or a complete stoppage of their work. However, despite this, there is a positive change in the characteristics of human capital, to which national self-identity, patriotism and digital competence have been added.*

Since February 24, Ukrainian science, like our state as a whole, has faced extremely difficult tasks: how to maintain peace and motivation for work and science, how to acquire new knowledge, skills and abilities, how to influence our students, etc. And scientists, despite all the complexity of events, continue their educational, scientific, methodical, organizational and other activities [4].

The first possibility was that a number of specialized scientific journals offered a certain deadline for submitting their own materials, which would allow one more scientific article to be published the next time during the year, but already free of charge (the first article is at full cost). And this gives a lot of motivation, so that by the end of the year, the scientists' own work will be supplemented with two professional articles. Such an opportunity is an opportunity to increase the scientific potential, to demonstrate the ability to promptly and qualitatively convey to the scientific community one's developments on a certain topic.

The second point is training measures, which are periodically offered by the Center for Ukrainian-European Scientific Cooperation. They are aimed primarily at such important and necessary aspects as corporate management in the public sphere, quality management of research activities, the third level of education in Ukraine.

The third thing that should be mentioned is the development of the scientist's speech competence, "gentle Ukrainization". This means that our main task is to nurture the Ukrainian language, to carry it in ourselves and in the world, to enrich our vocabulary, to be able to use the Ukrainian language correctly in speech and writing, and to avoid embarrassing mistakes. For this purpose, they are now creating a number of different online courses, marathons, and events. These are, for example, such successful creative projects as "Edyni"

or "READ and OWN". It is also assumed that Ukraine is actively moving to Europe, in particular, joint projects and research with foreign higher education institutions are possible, therefore it is important to improve knowledge of foreign languages - first of all, English, as well as some others, for example, German, French, Spanish or Polish. Nowadays, various language schools also help with the study of foreign languages, offering cheaper or even free courses, to at least distract from the events in the country [1].

The consciousness of each person is formed thanks to the language of the social environment in which he grows up, acquires education and practical skills of his profession in accordance with the ideological stimuli that are taken over by the governing bodies of state power in peacetime, natural elements, or during a brutal struggle for independence, or on the battlefield with an insidious invader. If the peaceful current ensures the vital flow of material and spiritual values of the society, then the war forces it to quickly react to the looming threats to the life of all living things and the technical and cultural creation of human genius over the centuries.

Modern information technologies have changed the process of exchanging information and knowledge, they have shortened distances and made the planet smaller, changing people's perspective. In the near future, more and more people will work from home. Distance learning is the result of the development of information technologies. Life in the age of informatization requires using all the possibilities of new information and communication technologies in education and professional training, as well as integrating them into the educational space to enrich the learning process and provide equal opportunities. Distance education makes it possible to create a system of mass continuous self-learning, information exchange, regardless of time and space, reducing the cost of educational services, as well as increasing the volume of exports of such educational services. Distance education makes it possible to create an open informational educational environment without borders, to implement the UNESCO motto: "Education for all throughout life [3]. Distance education makes it possible to attract foreign students and flexibly respond to the needs of society. The most important task of higher education today is to find ways to intensify cognitive activity, to create a creative and stimulating environment. The distance form of education is significantly different from the traditional one and gives the student freedom regarding the material. He becomes an active subject of knowledge, realizes his creative potential, independently chooses the ways of using means of knowledge. The problems of the deployment of distance learning are particularly relevant at the current stage of modernization of the entire Ukrainian education system, as they are considered in a number of problems of the organization of innovative educational technologies and are defined as interactive learning [2].

The problem of personnel training in Ukraine during the war is extremely important and relevant in modern conditions. It arises as a result of military

events, conflicts and aggravation of the situation in the country. Here are some key aspects of this problem:

1. Limited access to education: Hostilities and security threats force the Ukrainian population to limit their activity and suspend their normal lifestyle, including access to education. This is especially important for young people and students who may have difficulties with their studies and career development.

2. Loss of qualified personnel: War can lead to the departure of qualified specialists, which negatively affects the level of knowledge and skills of the population. This can reduce the level of competitiveness of Ukraine in the global labor market.

3. Greater need for specialized personnel: During war, there is an increased need for specialized personnel such as medical workers, military personnel, humanitarian workers, and others. Solving this problem requires training and support of these specialized personnel.

4. Financial Constraints: Military conflict can lead to economic hardship for a country, which can limit funding for education and training programs.

Conclusion

The solution to this problem can be: provision of reliable conditions for training and development of Ukrainian youth during military operations; Implementation of training and support programs for specialized personnel; International cooperation and humanitarian aid to ensure access to education and training; This problem requires careful study and development of strategies to ensure the training of qualified personnel in the conditions of war.

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