

DEFINING THE CONDITIONS OF PROFESSIONAL DEVELOPMENT IN THE AGE OF GLOBALIZATION

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Globalization and internationalization of the national educational system of Ukraine actualized the need to address a number of problems in education, including provision of quality of education, achievement of a balance between supply and demand in the labor market, international recognition of national standards of education in a situation of increasing labor migration. Especially noticeable are the problems of higher education in Ukraine, including the formation of an effective state manpower policy in training staff for higher education institutions [2; p.6].

The importance of the responsible and balanced state manpower policy formation in the field of teaching and scientific staff for higher education in Ukraine is due to the need to build high-quality human resources to speed up the reforms, create an attractive and competitive national system of higher education in Ukraine integrated into the European Higher Education Area (EHEA) and the European Research Area (ERA). Since sustainable functioning of education quality monitoring is a prerequisite for improving the global competitiveness of any country, I define the purpose of the article as the study of possibility of monitoring as a factor in the formation of effective manpower policy of Ukraine in training teaching and scientific staff for higher education institutions. To achieve the goal I will focus on solving the following tasks: to analyze data concerning the quality of higher education, the objective data on the dynamics and state of training in higher education institutions (HEIs) and on this basis to characterize trends in the development of manpower policy of Ukraine, to determine the conditions of its effective implementation in terms of urgent social challenges [2; p.7].

Definition the understanding of monitoring in higher education as a special system for the collection, processing, storage and dissemination of information on the state of higher education, the prediction of objective data of the dynamics, the main

trends of higher education development, the development of evidence-based recommendations for management decisions in improving the efficiency of higher education as the starting point of the research [3; p.24].

It is determined that the main purpose of using the results of monitoring in higher education is to establish the correspondence of the educational services level (and thus the teaching staff quality assurance) and the needs of society at the present stage of its development. This work characterizes the formation of the national manpower policy of Ukraine in the sphere of higher education on the basis of information on the quality of higher education, in particular on the results of the international rankings of the best world universities, the objective data of the dynamics and status of training of specialists with higher education in Ukraine.

Thus, we can conclude that the main purpose of applying the results of the quality monitoring of higher education is to determine whether the level of educational services (and hence the teaching staff quality assurance) meets needs of society at the present stage of its development. We agree with scientists who believe that the needs of society must be reflected in the standards of education at different levels, which, in turn, should be consistent with the hierarchy of international and national qualification frameworks for appropriate qualifications levels their precise content must be achieved only as a result of close cooperation with the labor market [3; p.25].

Summarizing the mentioned above, we note that based on monitoring studies, such as information about the state of higher education, data on the dynamics and the basic development trends and analysis of capabilities of the national system for teaching and scientific staff training for higher education we may distinguish a group of factors that determine the conditions of effective implementation of manpower policies in this field:

- 1) taking into account the demographic situation;
- 2) the creation of an effective system of multi-channel financing of higher education;
- 3) the investment policy of the government in the field of higher education;
- 4) improvement public employment policy;

- 5) development of pricing in the field of education;
- 6) settling political and legal factors in training for higher education;
- 7) taking into account national peculiarities of higher education in the emerging knowledge society, integration in the EHEA and ERA.

The strategic task of national education in the terms of emerging knowledge society, integration in the EHEA and ERA is to create innovative areas that would contribute to the innovation of higher education, the development and introduction of new technologies in staff training, development of academic and professional mobility (national and international) as a prerequisite for creating a competitive environment both in education and in the society.

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