

*N.V. Ushenko,
Doctor of Economic Sciences, Professor,
(National Aviation University, Ukraine)
V.E. Komandrovskya,
PhD in Economics, Associate professor,
(National Aviation University, Ukraine)*

Educational Competences for Lifelong Learning

The preconditions for the life-long learning need awareness in Ukraine are revealed. The all-European approach with regard to the basic competency for life-long learning, the comparative analysis of employers based on the results of 19-21 SEO polls are presented, and the coherence between the social and economic development of the country and the quality of the human capital is demonstrated. The dominant principle of the labor force perspective competencies formation through the synergies between means of education, science and innovation is defined.

The lifelong learning concept expansion in the global world and countries' social medium, which took place against the globalization processes extension, and the crisis phenomena development in Ukraine's labor market, the simultaneous dynamism of which accelerated its awareness and increased the sensitivity of the needs by the population. It has caused the scientific and application task of the desirable competences consideration of the present and forecasting for the future, the development of which is important for the specialized international and state institutes, business, institutions of formal and informal education, and the population.

The all-European approach in this regard is set out in the Recommendation 2006/962/EC of the European Parliament and of the Council (EU) "On key competences for lifelong learning", which defines the following key competences for lifelong learning: communication in the mother tongue; communication in foreign languages; mathematical competence and basic competences in science and technology; digital competence; learning to learn; social and civic competences; sense of initiative and entrepreneurship; cultural awareness and expression. The reference frameworks include the critical thinking, creativity, initiative, ability to solve problems, market valuation, decision-making ability, and constructive emotional management ability [6].

According to the Professor Patrick Griffin of Melbourne University, the Head of the international scientific project on assessment and teaching, skills and competences of the XXI century, the contemporary emphasis is on critical thinking, capacity to interact and communicate, and creative approach to the business. Also important is the specialists' ability in each case to «collect - include» the skills necessary for this particular project task [10].

The employers' attention as the interested parties in this matter is reflected in the results of annual polling of the largest companies in the world directors.

To assess the impact of the human capital quality on the main goals of socio-economic development in Ukraine achievement, the Foresight's experts used the main criteria for its competitiveness in the international labor cooperation [8, p.133-134]: thorough preparation in the field of fundamental natural knowledge, high professional (engineering) competence according to the relevant speciality (functional literacy, WorldBank), modern knowledge and skills in the field of IT, fluency in business English, possession of EU/NATO standards, ownership of basic management, legal, economic knowledge. The second group of criteria refers to the ability of people (Table 1).

Table 1.

The second group of criteria, the skills rating in the time horizon to 2020

Demand of people skills as on 2015		Demand of people skills as on 2020	
rating	skills	rating	skills
1	Comprehensive (system) problem solution	1	Comprehensive (system) problem solution
2	Interaction with people	2	Interaction with people
3	People management	3	People management
4	Critical thinking	4	Critical thinking
5	Negotiating skills	5	Negotiating skills
6	Quality management of personal work and the work of other people	6	Quality management of personal work and the work of other people
7	Client-oriented	7	Client-oriented
8	Personal opinion formation and decision-making skills	8	Personal opinion formation and decision-making skills
9	Skills to listen to people and react actively	9	Skills to listen to people and react actively
10	Creativity	10	Creativity

Source: [9]

In particular, according to the results of the 19th poll «The success criteria reconsidering in the era of the global change» (2016), among which there were 41 Ukrainian companies, the vision has been demonstrated that for the successful solving the existing challenges it is necessary to focus on three key competencies: the skills to meet new expectations, the technologies and innovations acquirement, as well as the involvement of the skilled personnel to implement strategies aimed at meeting growing expectations and mastering methods for assessing progress and reporting on achievements [5].

If in 2016 the main priority for business and society, 71% of Ukrainian SEOs include highly qualified, educated staff with the high level of adaptability, able to apply effectively the latest technologies in the company's favor and to implement the most innovative developments [5], then in 2017 among the most important qualities for employees (except for professional qualification) the

Ukrainian CEO highlighted the adaptability (98%), the team work ability (95%) and problems solution (95%). The world top managers have brought these qualities to their top 3: 96, 96 and 98% respectively [4]. The comparison of the results of the SEO polls for 2016 [5] and 2017 [4] shows the leadership skills importance (their increase from 24% of Ukrainian CEOs up to 80-83%), while twice the number of CEOs in the world (from 49% to 95%).

In the 21st SEO poll (2018), more than quarters (28%) of the directors have shown extreme concern about the skilled professionals with digital skills deficit in their country. This value rises to 49% in Republic of South Africa, 51% in China and 59% in Brazil [11].

The values, shown in the Table 2, testify to the existence of the relationship between the socio-economic development of Ukraine decline, and the human capital quality loss during 2000-2017.

Table 2.

The relationship between the socio-economic development of Ukraine decline, and the human capital quality loss

No.	Values	Value change (2000-2017)
1	Common place among 180 countries	from 32 to 41
2	Number of scientific publications with the high impact factors reduction	3,6% per year over the past 15 years
3	High-tech exports reduction	from 5,9% to 3,0 %
4	Profitability of the Ukrainian economy, based on new knowledge	from 6,0% to 3,0%
5	Added value of the economy's production (95% in 3-4 taxes) compared with the economies of 5-6 taxes	on 1-2 lower orders than in developed countries
6	Proportion of the science-intensive training in favor of the reproductive education reduction (WorldBank)	40% (educational qualification of the nation reduction)
7	Functional literacy level (WorldBank)	(25-35 years)<(55-65 years)

Source: [1, p.16].

The keynote of the latest UNESCO Science Report «Towards 2030» was: Many dilemmas appear increasingly common to a wide range of countries, such as that of trying to find a balance between local and international engagement in research, or between basic and applied science, the generation of new knowledge and marketable knowledge, or public good science versus science to drive commerce» [2, p.2]. This point to a different perspective on issues and opportunities from the state regulation and business development.

It should be noted that, in addition to the general competencies, the unique competencies possession is important, as a rule, is the result of enterprise experience with the sufficient intellectualization level and, in particular, the orientation towards an innovation organization and/or the work's results. The unique competencies of the director and the staff form the basis of the enterprise's creativity, its special

image, which is more widely disclosed in the scientific publication [7]. From the organized combination of the unique competencies of the enterprise's staff, the enterprise's dynamic opportunities development system is formed. In the latest interpretation of Mr. D. Teece, the dynamic capabilities include the following organizational components [12]: innovation and change routine processes management; business intuition and vision, which are necessary to create the new business models; making true investment decisions mechanisms, which allow to define the new markets and technologies; to limit uncertainty; to deliberately make risky investments in new technologies; to provide the effective combination of the specialized assets; transactions competence management (for example, to make decision on outsourcing and with whom these relationships are built up, etc.).

Conclusions. Thus, the education and science are the system-building institutions of the people, countries, world development, because the potentially important product of their interaction is the high probability of the innovations production. This determines their priority role in the social development, the basis for the implementation of its functions is the social needs of the future, the socio-economic development of the countries and human development, not limited to the needs of the stakeholders, but forming their future needs.

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