

Algorithm of developing professional targets for a specialist with functional limitations of health in the system of higher education.

In this article the author discusses the essence of concept of the model of professional training of specialists in the 21st century, to the main characteristics of self-determination, defines the criteria of formation of readiness, as well as the structure of self-regulation.

With the development of market economy and the emergence of new occupations that require a high level of intellectual involvement, with the change of professionally-qualified functions, there is an objective need for the development of a “model of a specialist” – a professional, adequate to the conditions of modern society, where it is important to reconstruct the productive forces and the relations based on the new principles.

The successful professional activity is quite rightly estimated today as a result and criteria of the quality of education. In addition, a graduate of the 21st century should be not only a highly skilled specialist, but, first of all, - a subject of modern culture, the bearer of high morality and social activity.

We attempted to approach to defining the essence of the model of professional training of specialists at the level of the requirements of the 21st century. It is a model of a specialist that represents an important landmark for the successful implementation of the most advanced ideas of the modern professional education of highly qualified specialists.

Under the *model of a specialist* we understand the unique internally consistent set of the most common social requirements for the level of their professional competence, philosophical and moral positions, the general and professional culture and personal qualities.

When creating a model of a specialist we need to view the idea that professional development is inseparable from a personal development, because both are based on the *principle of self-development*, which determines the ability of the individual to self-determination.

The main *characteristics of self-determination* are as follows:

- √ the need for personal self-determination is a need for the formation of the semantic system, which includes understanding of themselves and the world;
- √ self-determination oriented for the future;
- √ personality self-determination is necessarily connected with the choice of profession, but not limited to it; the choice of an occupation is a necessary but insufficient condition for self-determination.

It is in the process of self-determination when the ability of any person, and especially - with functional limitations of health, to make their own life a very practical implementation of their plans and to achieve the highest form of life of individuals - creative self-realization.

Personal qualities of a specialist include a set of moral, political, aesthetic, religious, business, managerial qualities, psychological and individual orientation. These should include, first of all, responsibility, honesty, discipline, tolerance, a sense of duty, interoperability, cooperation and many other things. Listed qualities are the core of the person, they are mainly formed in the environment of family and finished, "polished" in school, and then - in the higher educational institution.

Professional qualities are a set of fundamental, professional-focused and humanitarian knowledge, abilities and skills to perform professional duties. These should include:

- high enough level of actual professionalism in a certain area;
- the ability to design their further professional development;
- the ability to communicate professionally;
- ability to bear the professional responsibility for the results of their work.

Research of the **professional self-determination** in the context of life, socialization and professionalization of the individual can be considered as a specific kind of human activity, the goal of which is to achieve semantic certainty in relation to the activities performed. It is extremely important to study the mechanisms of social mobility, to develop approaches to self-management in an organization career in the situation of the labor market, transforming, and growing competition.

Priority goal for a specialist increasingly becomes participating in various workshops and training, and **establish their own educational paradigm**, which would be based on "methodological setup" on constant self on the ability to manage their lives on the continued development of its capacity, i.e. the ability to predict the kind of self-management to increase competitiveness in the labor market and further professional growth. Competitive and sought-after expert is capable of continuous dynamics, which is new information and knows the art technology and can efficiently use your time and resources. A person engaged in self-management, seeking to achieve their goals and keep personal and career growth according to their needs and interests. It is clear that the person has functional limitations of health, while an important part of serving and selecting appropriate ways to achieve goals, methods of their professional strategies based on their particular needs.

Among the main **advantages of self-management** are the following:

- reducing the cost of performance;
- improving the organization of labor;
- reducing stress;
- job satisfaction;
- increase motivation and level of their qualifications;
- reduce the number of errors in their performance;
- achieve professional and social success.

The process of **self-management**, in terms of sequence specific functions, usually consists of the following stages:

- Definition of the purpose (analysis and personal goal formation);
- Planning activity options (development of the plans of their activities);
- Making decisions on how to implement;

- The organization of processes (scheduling their day and organization of personal labor process);
- The realization of the objectives, monitoring and analysis of results (self-control).

A key element of self-management is the transformation of practical situations of undetermined conditions, needs and circumstances are constantly arising in the course of management activities on targeted, consistent, implementation steps and tasks.

Considering the *personal management* as a purposeful and consistent application of management practices in their daily activities in order to optimize the use of their personal resources (intellect, will, ability), we can say that the most important role in the system of self-management is played by a personal career management. In implementing career strategies among the people with functional limitations of health, it plays a leading role, it is important in the educational process to form self-management skills and ability and achieve possible social mobility of persons with disabilities, taking into account their special needs.

Thus, education is an important *resource of social mobility* and the development of new social roles. With self-management in the organization and career marketing tools to optimize career resource graduate is able to implement strategic career goals and improve solving tactical problems of their career in a competitive labor market.