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**Urgent issues on retraining of specialists in agricultural sphere with provision of the second higher education**

New economic relations require a number of qualified personnel in every production sector, specialists who can efficiently manage production process, make necessary managerial business decisions and ensure their implementation, take control of it, use equipment and labourforce. In other words, today we need highly qualified specialists, who meet the requirements of modern social production.

I. Kovalenyuk rightly notes, that society must realise that educational charges, including salaries of teachers, are not consumer expenses. They are investments, which will be returning to the country for many years. Therefore, education is defined as one of the most important factors of ensuring of sustainable development of the world, that is, such a development, in which the satisfaction of modern needs of people won't harm the satisfaction of needs of future generations.

M. Malik, corresponding member of the Ukrainian Academy of Agrarian Sciences, emphasizes that the formation of entrepreneurship in agrarian sector of economy by its specificity changes the basis of peopleware of agricultural enterprises. Personnel become a stimulating factor of the efficient development. Insufficient, unadapted potential of economic entities is the reason of low efficiency of management and labour. It is corroborated by education and qualification level of staff, and tendencies of labourforce dynamics, which are reflected by the release of able-bodied part of it. Opportunities of management concerning decision-making of managerial issues on their realization and abilities of employed labour power are also limited.

Competition on the labour market and negative „image” of agricultural enterprises-employers require managerial actions, which will positively affect the situation, concerning the formation of human resources, seeking improvement of their quantitative and qualitative characteristics, concerning qualitative charac-

teristics of the personnel of agrarian enterprises, the number of workers, who graduated from the institutes of higher education of the I-II and III-IV levels of accreditation, constantly decrease. The same can be said about the quantity of workers aged 15–28.

Analysis of the situation in the system of management of agricultural enterprises, concerning formation and development of their human resources, indicates a number of negative moments. Thus, the manpower policy of agricultural employers is seeking reduction of expenses on labour power. This, in the first place, has a negative impact on the characteristics of human resources and leads to their deterioration. That's why a human being has always been and is the main productive power in each sphere and sector of economy, the source of development of scientific and technical progress.

Thereby, the development of human resources should be the basis of agrarian policy of the state.

At the same time the problem of human resources in the context of professional training isn't still solved. I am referring to, in the first place, proprietors-entrepreneurs of private, private and common, corporative (capitalistic and labour) enterprises, their administrative staff machinery and specialists of administrative machinery of state public institutions.

It is clear, that neither educational institutions nor practical training, can't prepare necessary entrepreneurial personnel in its quantitative and qualitative respects.

But this is a matter of state significance, and it requires state approach. Ukraine lacks national network of educational institutions, such as centres for training of human resources – managers and specialists, and maintaining of their qualification on competitive level. In the terms of reforming of the relations, forms and methods of managements in agricultural sector of Ukraine, an important place and meaning is given to the system of postgraduate education.

Realization of the model is accomplished together with corresponding educational and scientific institutes and their subdepartments. Thus, for instance, retraining of specialists of economic specialization is provided by scientific and educational personnel of subdepartments of the Educational and scientific institute of business; lawyers and managers are trained at subdepartments of the Educational and scientific institute of land resources and jurisprudence etc.

Control of quality of education is provided by the educational department of the university.

Taking into consideration, that on the programs of retraining with provision of the second higher education in the university, there are mostly specialists which, as a rule, have sufficiently high level of knowledge and practical experience, the Educational and scientific institute of postgraduate education approaches the selection of scientific and educational personnel that work on the second higher education with a great responsibility.

The goal of its activity is to realize the regulations of the state policy in the sphere of higher agricultural education in order to meet the requirements of agricultural sector concerning accomplishing of professional development and re-training of managerial personnel and specialists of agriculture.

Realization of the goal stated is achieved by the main functional tasks of agrarian postgraduate education, namely:

- professional development and retraining of specialists of agricultural sector and government employees of institutions of management of higher and basic higher education, scientific and practical workers of agrarian higher educational institutions, by the state licenses, providing paid services according to the active procedure, and instructive activity;
- training of managerial human resources;
- training and retraining (including provision of the second higher education) of specialists of agricultural sector by specializations;
- conducting of scientific-introducing activity and provision of informational and consultative education, and other services, according to the active law;
- coordination of activity of regional institutions of continuing education is provided by the Science and Methodology Centre for Agricultural Education in Ukraine;
- organization and carrying out of seminars, conferences, symposiums, congresses, including international ones.

Coordination centre of continuing education is The Ministry of Agricultural Policy and Food of Ukraine, its Department of Scientific and Educational Supply of AIC and Development of Rural Territories, which collaborates in this sphere with the Ministry of agriculture of Autonomous Republic of Crimea, other ministries and offices, main departments of agricultural development of regional state administrations.

Nowadays, there are 35 educational institutions of agrarian continuing education in Ukraine. Among them there is 1 educational and scientific institute, 16 institutes, 3 faculties, 6 regional educational centres, 1 regional school of management of agriculture, 5 schools of professional development of specialist, 3 advanced training courses.

It is necessary to mention, that there is constantly executed improvement of the network of postgraduate education institutions – a tendency to their consolidation (in 2000 there were 40 of such institutions). On the basis of regional educational centres and faculties are created postgraduate institutes, as parts of universities and academies, and separate institutes, such as the Institute of postgraduate education of managers and specialists in AIC, functioning as a subdivision of the National University of Life And Environmental Sciences since the beginning of 2005. Such reorganization makes it possible to efficiently utilize the powerful material and technical basis, and high qualification

level of scientists and educational personnel, vast experience of the institute in the sphere of organization and accomplishing of educational activities of professional development of specialists of AIC, training of masters of public administration, training and retraining of bachelors and specialists with the provision of the second higher education on the basis on earlier gained speciality and practical experience.

In the National University of Life and Environmental Sciences of Ukraine retraining of specialists with the provision of the second higher education is accomplished on the faculty of professional development and retraining of specialists of agro-industrial and nature conservation spheres. This kind of activity was founded in 1994.

Sufficient economic activity nowadays requires more profound knowledge from specialists of agrarian sector in the sphere of management, land law relations, entrepreneurship, innovation activity etc. It serves as a motivation for obtaining the second higher education.

In general, the system of postgraduate education of Ukraine is an important part of professional development, in-depth training and retraining on the basis of requirements of the society to peopleware of different sectors of economy, to means, forms and methods of professional activity on the basis of educational and professional programs of respective courses.

Postgraduate education is based on the principles, which ensure inter-coordination of training of specialist with the process of market transformations, restructuring of economy.

It should be considered as a form of education of adults, on the assumption of their individual needs in obtaining certain attainments.

Organization of postgraduate education of specialists of AIC requires clear legislation, which is based on certain normative legal basis.

In the Educational and scientific institute of postgraduate education of NU-BiP of Ukraine there has been introduced the mechanism of improvement of educational activity on the programs of retraining of specialists with the provision of the second higher education. There was developed a whole range of statutes, educational work plans, time schedules of educational process etc, which give the possibility to build an integral system of provision of this kind of educational services, according to the Law of Ukraine „About higher education”. Elements of distant education are being adopted, methodological security of educational process is being improved.

Analysis of the state of functioning of postgraduate education in Ukraine indicates, that it needs further improvement. Namely:

- securing of state support of development of the system of provision of educational services throughout person's life;
- reinforcement of the material-technological basis;

- professional development of skills of educational and scientific personnel, working on the programs of retraining of specialists with the provision of the second higher education;
- implementation of foreign experiences;
- implementation of innovation technologies in education process.

Thus, postgraduate education plays an important role in strengthening of human resources in national agricultural sector and requires much attention from institutes of higher education and executive authority.

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### **Abstract**

The modern problem questions of retraining of specialists of АПК are considered; grounded basic aspects of organization of retraining of specialists of АПК from the grant of the second higher education; the system of postgraduate education is analysed in Ukraine, NUBiP of Ukraine; directions of perfection of the system of postgraduate education are offered.

**Key words:** postgraduate education, development, training, retraining of specialists.

### **Актуальные вопросы переподготовки специалистов аграрной сферы в процессе получения второго высшего образования**

#### **Резюме**

Рассмотрены современные проблемные вопросы переподготовки специалистов АПК; обоснованно основные аспекты организации переподготовки специалистов АПК из предоставления второго высшего образования; проанализирована система последиplomного образования в Украине, НУБиП Украины; предложены направления совершенствования системы последиplomного образования.

**Ключевые слова:** последиplomное образование, развитие, подготовка, переподготовка специалистов.

## **Pilne kwestie dla szkolnictwa wyższego w zakresie przekwalifikowania specjalistów w dziedzinie rolnictwa**

### **Streszczenie**

W artykule postawiono pytania dotyczące problemów przekwalifikowania specjalistów z rolnictwa oraz przybliżono podstawowe aspekty organizacji dokształcania specjalistów rolnictwa w szkołach wyższych; organizacji systemu kształcenia podyplomowego (aktualnie analizowany na Ukrainie); kierunki doskonalenia systemu kształcenia podyplomowego.

**Słowa kluczowe:** kształcenie podyplomowe, rozwój zawodowy, szkolenie, przekwalifikowanie specjalistów rolnictwa.